



attract, develop, retain

DST people4business

Role Success Profiler



“ *The right people make right things happen* ”
anon

“ *Some people dream of success while others work hard at it* ”
anon

Imagine

- All your people having the right attributes to succeed in your business
- Recruiting, developing & promoting high performers consistently and with confidence
- New managers & staff fitting easily into your culture, enjoying it and strengthening it
- Improved staff morale, motivation & retention

DST people4business offers a practical way to increase your ability to select and retain the high performers who will deliver your business vision:

- Best practice recruitment tool & retention solution in one package
- Candidate testing and matching of behavioural elements against your desired profiles for an ideal candidate
- Link with induction, career management & development plans

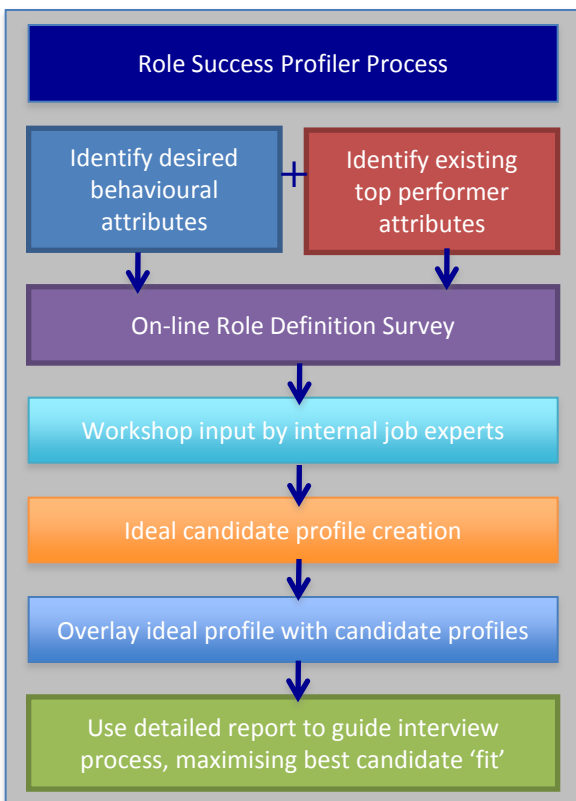
DST people4business

Professional Human Resource Management Solutions to support business success



Role Success Profiler

- **DSTpeople4business** provides affordable packaged HR tools. The **Role Success Profiler** packs assist business owners and organisational leaders to build the right team to achieve their business vision.
- Our **Role Success Profiler** enables you to identify potential high performers within or outside of your business and to attract, develop and retain them.
- DST Associates are mature business people who have experienced first hand the pressures and joys of running a business. They are committed to making HR management easier, cost effective and more likely to produce the right outcome.
- **DSTpeople4business** HR Management integrated solutions allow you to build a solid base to manage your people using integrated HR information and processes.



How it works

- 1 Selected job experts identify desired attributes, skills and attitudes of an ideal candidate for a nominated job role (via an on-line survey).
- 2 If appropriate, we profile existing top performers to identify key success indicators (via an on-line assessment).
- 3 Job experts reach agreement on the ideal candidate behavioural profile through a facilitated workshop. An ideal candidate profile is generated.
- 4 The ideal candidate profile can be used to undertake structured recruitment & assessment, which benchmarks against desired characteristics, attracting the right people for the role.
- 5 Candidates for the job role undertake an online survey, generating a personal profile which is compared to the ideal profile. A report and 'Interview Guide' is generated detailing areas of 'fit' and areas to explore.
- 6 DSTpeople4business provides tailored recruitment & assessment packages, allowing you to most effectively incorporate your profile results to ensure you engage the right people for the right roles.