

## Creating & Implementing a Global Talent Toolkit

### The Challenge

Perfetti Van Melle wanted to align their recruitment and development processes globally to increase efficiency and improve consistency.

With 17.9k employees, 38 operating companies and 31 manufacturing facilities supplying confectionery to over 150 countries globally, achieving better economies of scale wasn't going to be easy.



Crucial to success was finding a single assessment partner who could provide what was being delivered by numerous partners globally and also aligned with their internal competency profile.

### The Solution

Perfetti Van Melle partnered with Saville Assessment to create and implement a global assessment toolkit.

Focus groups were set up with key stakeholders to explore how the dimensions of the Wave model, aligned with Perfetti Van Melle's competency model.

This provided the foundation for building a toolkit of customized reports, underpinned by the market-leading Wave model and articulated with Perfetti Van Melle's competency language.



The report toolkit supported Perfetti Van Melle across the entire talent cycle with customized Expert Reports and Interview Guides for selection and bespoke Development Reports for Onboarding and development activity.

As part of this project, accreditation training was delivered in the Netherlands, America and Singapore for over 60 HR professionals globally. The assessment tools are used with approximately 2000 candidates per year.



### Benefits to the Organization

- QUALITY**  

 Underpinning the global toolkit created a consistent global standard to benchmark all talent activity. The dynamic interview guide used by Line Managers improved final-stage selection, verifying key strengths and probing key challenges.
- ENGAGEMENT**  

 Candidates received personalized feedback reports delivering a highly positive candidate experience.
- EFFICIENCY**  

 Having one globally standardized toolkit powered by one model across all talent activity positively impacted economies of scale for the organization.
- DIVERSITY & INCLUSION**  

 Underpinning the toolkit of customized reports to the most valid model for predicting workplace performance and potential improved the objectivity and fairness within all talent activity.
- COST**  

 Increased efficiency improved costs benefits.

“The toolkit of Wave reports created by Saville Assessment has provided a more consistent and effective approach to our selection and development activities. It has been positively received by our Line Managers who are able to leverage the powerful insight Wave has to offer, using our own competency language which they are comfortable and confident with.”

- Perfetti Van Melle