

### 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

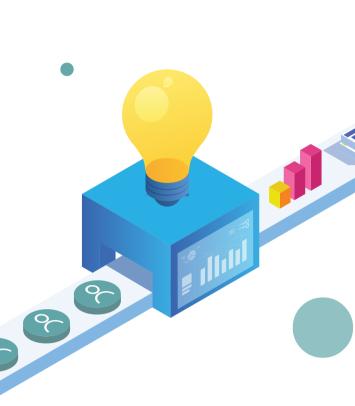
operating companies and 31 manufacturing facilities supplying confectionary to over 150 countries globally, achieving

better economies of scale wasn't going to be easy.

employees







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.

## he Solution

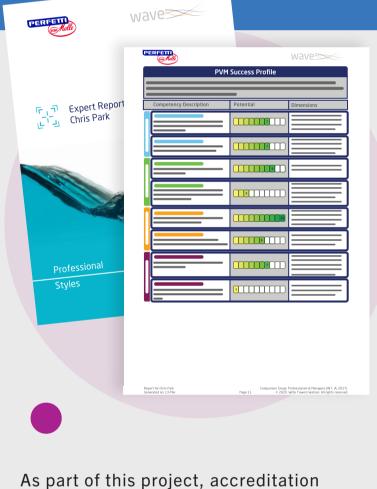
Perfetti Van Melle partnered with Saville Assessment to create and implement a global assessment toolkit.

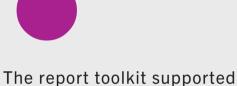
stakeholders to explore how the dimensions of the Wave model, aligned with Perfetti Van Melle's competency model.

Focus groups were set up with key

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

This provided the foundation for





entire talent cycle with customized Expert Reports and Interview Guides for selection and bespoke **Development Reports for** Onboarding and development activity.

Perfetti Van Melle across the

Netherlands, America and Singapore for over 60 HR professionals globally. The assessment tools are used with approximately 2000 candidates per year.

training was delivered in the



Benefits to the Organization



**ENGAGEMENT** 

selection, verifying key strengths and probing key challenges. Candidates received personalized feedback reports

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



Having one globally standardized toolkit powered by one

model across all talent activity positively impacted

delivering a highly positive candidate experience.



economies of scale for the organization. Underpinning the toolkit of customized reports to the most

### **& INCLUSION**



valid model for predicting workplace performance and potential improved the objectivity and fairness within all talent activity.





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.



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