



Employers Membership Association



PREMIER TALENT MANAGEMENT SOLUTIONS

Strategic HR Partners is proud of our partnership with The Devine Group to offer employee assessments and development tools for member companies at special rates.

Strategic HR Partners is a regional, non-profit organization that provides a complete range of Human Resources products and services for our member companies. We offer both complimentary and discounted HR products and services to member companies. In addition, other substantially discounted services are available as a benefit of membership from prestigious, nationally known companies who are part of our strategic alliance. We can create or supplement all of your human resources needs from hourly handbooks to executive coaching. Our products and services are critical to companies of all sizes and industries. Our members include CEOs, company owners and human resources professionals.

Established in 1970, The Devine Group has helped over 5,000 clients strengthen their organizations through our talent management tools. We apply innovative human resource technology, experience and industry-leading predictive models to help organizations reduce costs, increase revenues and optimize productivity.

Discover why we've been a trusted assessment partner for organizations around the globe for almost half a century. Contact Steve Schaffer at 513.792.1235 or sschaffer@devinegroup.com for more information.

How can you grow your business while improving profitability? Every industry faces unique challenges but the one they all share is the need for a talented, prepared, motivated, reliable and stable workforce. The Devine Group provides tools and data to maximize your talent resources along the continuum from recruiting to development to retention for increased profitability, improved efficiency, and higher customer and employee retention.

41% of C-suite executives surveyed see attracting and retaining talent as the greatest challenge they face in the next 12 months (Accenture CEO Briefing)

75% of surveyed companies believe using people analytics is important but just 8% believe their organization is "strong" in this area (Deloitte University)

70% of buying experiences are based on how customers feel they are being treated (McKinsey).

Absenteeism and tardiness cost US companies as much as 3 billion a year (Harvard Business Review).



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OUR SOLUTIONS

The Devine Group has offered employee assessments and development tools for almost a half century. We help companies like yours hire smarter, develop talent, and drive results by connecting individual competences to company performance. All backed by our world-class team. We're talent analytics meets SaaS. Welcome to the Devine Talent Cloud.

HIRING AND SELECTION

The Devine Group's hiring tools have a proven track record of helping companies accurately predict job applicant success in specific roles by analyzing behavioral tendencies and competencies not otherwise evident in a job interview. Predictive analytics greatly limits the risk of the wrong hire. The Devine Group's many tools include: Devine Inventory Hiring, Devine Salaried Selection, Devine Hourly Selection, Devine Math and Reading, Devine Critical Thinking Inventory, Devine InterviewRight, Devine TalentMatch, and Devine Job Model Builder

CASE STUDY

The Devine Group dramatically reduced turnover in key entry level hourly positions by implementing a selection assessment focusing on high impact competencies. Within two years the program reduced annual turnover from 300% to 83% providing a net savings year one of \$746,000 and year two of \$942,000.

ONBOARDING

Onboarding employees is an essential bridge between selection and development. Our assessments help discover learning gaps and inherent strengths of new employees so training needs can be addressed. The Devine Group's many tools include: Devine Inventory, Devine Salaried Develop, and Devine Hourly Develop

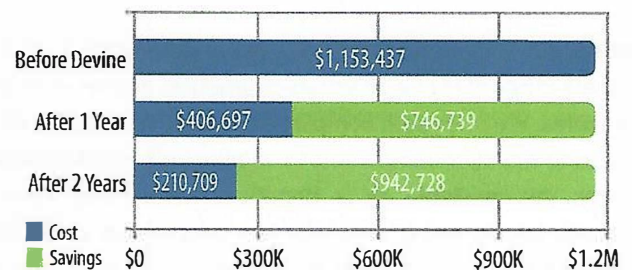
DEVELOPMENT

Help your leaders and employees achieve their highest potential. Our employee development analyses and reports enable you to assign roles to create your "Dream Team". Development is critical at every stage of an employee's career. The Devine Group's many tools include: Devine Inventory, Devine Inventory Coach, Devine Salaried Develop, Devine Hourly Develop, and Devine 360

TEAM BUILDING

When team dynamics or engagement are identified as an inhibitor to performance, the Devine tools clarify the team's strengths and opportunities, examines how team members and leaders interact, and determines whether those interactions require modification. The Devine Group's many tools include: Devine Inventory Team, Devine Inventory Culture, and Devine Engagement Survey

Annual Turnover Cost/Savings 4 Positions Analyzed



SUCCESSION

The Devine Group's employee advancement solutions help select the right employees for development and promotion opportunities. These assessment and training tools prepare your employees for continued growth and help you discover potential managerial or executive-level candidates. The Devine Group's many tools include: Devine Inventory, Devine 360, Devine TalentMatch, and Devine Engagement Survey

SEPARATION

Retaining high performance talent is critical to any business. The Devine Group Exit Survey provides clear, concise and actionable management information on the reasons for voluntary separation. Take out the guesswork regarding attrition with the Devine Exit Survey