# OwnMentor Hire

Revolutionizing Your Hiring
Process: A Collaborative Journey

OwnMentor

*Bringing learning to life*

NoLimits

# The Solution – Transform your hiring with OwnMentor

OwnMentor Hire, has been meticulously designed to address the key pain points that our customers have expressed when conducting job interviews. It brings to you an innovative, tech-enabled solution that elevates the hiring process from a subjective game of chance to a structured, standardized, and data-driven process, resulting in a more fair and efficient method of evaluating candidates.

Key Features & Benefits:
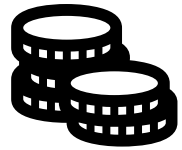
Low Cost: an annual implementation cost that is less than the cost of a single mis-hire, plus eliminating training costs ensures a guaranteed and substantial return for a minimal investment.

Scalable: Your training programs can only cater to a limited number of hiring mangers, this app offers everyone instant access to expert skills, providing a scalable solution that ensures hiring practices remain consistent regardless of the interviewer.

Data-Driven Evaluation: Structured interviews have the highest level of predictive validity for identifying the best candidates, while also delivering a positive candidate experience

Mitigate Bias: The app drives standardised interview process with a consistent candidate experience that significantly reducing the chances of bias impacting the hiring decision

Flexibility: With our app, interview preparation can be done at any time and place that is convenient for the hiring manager, offering unmatched flexibility compared to traditional learning and interview preparation

Easy to Use: The app is user-friendly, requiring minimal instruction to use and your managers can be ready to deliver an expert interview in just few minutes.

By leveraging the power of technology, OwnMentor Hire not only enhances the quality and effectiveness of your interviews but also makes the process more efficient and cost-effective. It empowers your organisation to make data-driven hiring decisions, thereby ensuring that you select the right talent for the right role every time.

# Hiring Manager identifies requirements or selects existing job

MASK: Select required motivations, attitudes, skills and knowledge



Culture Fit

Head of Compliance EMEA

Prioritise the attributes that are most important for a good fit with this role

| Not Important | | Important | | Highly Important |

Repetitive routines and processes

Systematic and detailed planning

Big picture, minimal instruction

Results come first before every

Maintaining multiple relationsh

Creativity in finding new soluti

Being positive and optimistic

Helping and guiding others

Previous

Skills

Head of Compliance EMEA

**Technical Skills**

Essential technical skills required for this job | Required Skill Level | | |
| Beginner | Proficient | Expert |

Implementing policy and procedures

Leading investigations

Business partnering

+ Add More     🗑 Delete

List the most important technical skills required and select the desired level of proficiency (e.g Excel Macros, Expert)

**Industry/ Functional Knowledge**

Essential role, funtion, industry Knowledge | Required Skill Level |
| Beginner | Proficient |

Insurance industry legislation and compliance

Motivation

Head of Compliance EMEA

Click to select/deselect (select 1 from each pair, or leave unselected if not relevant)

**"This job requires someone who is motivated by..."**

Risk taking, comfortable with ambiguity

Specialist, subject matter expert

Independent, self motivating

Promotion and career growth

Autonomous and self directed

Previous

Attitude

Head of Compliance EMEA

Select the desired decision making style

| Independent | With others |

| Fact based, strong analytics | Fast is most important |

| According to rules/ process | Weigh options, find optimal solutions |

Select the desired communication style

| | No priority | Desirable | Essential |

Direct, fast, fact based

Results focused

Inspiring and motivating

Balanced listening and talking

Competencies

Head of Compliance EMEA

Select from one up to three of the most important capabilities for this role

| New Business Development | ☐ |
| Grow the Existing Business | ☐ |
| Translating Information into Value | ☑ |
| Taking Risks and Leading Innovation | ☐ |
| Client – Customer Servicing | ☐ |
| Communication and Teamwork | ☑ |
| Drives Results | ☐ |
| Managing and Leading | ☑ |

Previous     Save

⬇ Save & Generate Reports

Algorithm generates expert structured interviews to evaluate candidates against requirements

Motivations and technical skills interview

Competency Interview

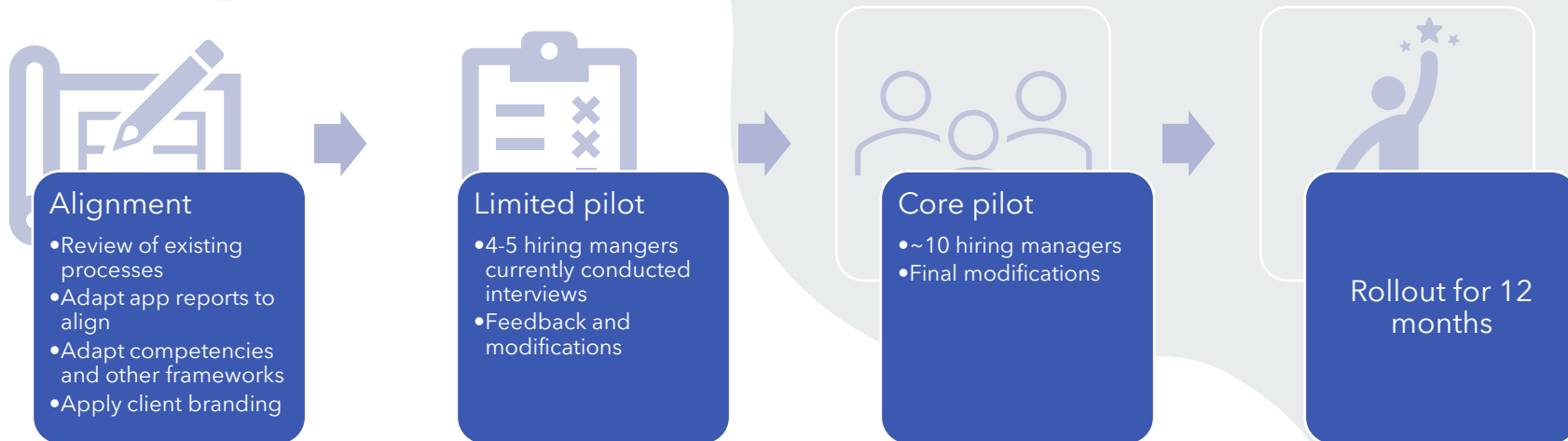2nd Competency Interview

# The Opportunity for Early Adopters

**Your Unique Advantage** As early adopters, you'll be given a unique opportunity to not just use our app, but to shape its evolution. Your input will be invaluable as we refine our product to best meet your needs. You'll be at the forefront of a new wave of data-driven interviewing, setting the pace for your industry

**Be Part of the Journey** Embarking on this journey with us, you'll progress from the pilot phase through various stages of development. Each stage will bring new features and enhancements, with your feedback driving the direction of our development.

**Setting the Standard** By being an early adopter, you'll be setting the standard for the future of recruitment in your industry. Your insights and experiences will help us to ensure that our app meets the real-world needs of companies like yours

**Return on Investment** The cost of early adoption is balanced by the significant savings and efficiencies that our app can deliver. With the potential to reduce mis-hiring, enhance candidate experience, and save on training costs, our app offers a return on investment that goes beyond just financial metrics

# The Journey

## Alignment
- Review of existing processes
- Adapt app reports to align
- Adapt competencies and other frameworks
- Apply client branding

## Limited pilot
- 4-5 hiring mangers currently conducted interviews
- Feedback and modifications

## Core pilot
- ~10 hiring managers
- Final modifications

## Rollout for 12 months

# Return on investment – reduce mis hiring

Structured interviews are fair, professional, and transparent. They can help create a positive candidate experience and are effective in hiring and retaining top talent. They also significantly reduce the potential for bias.

A significant volume of research indicates that structured interviews show the highest level of predictive validity for identifying the best candidates.

The cost of mis-hiring is estimated at 2.5 times the annual salary* (say $60,000), and the cost of one mis hire is $150,000.

We can reduce mis-hiring and 12-month attrition by 10% in absolute terms, the net benefit before app costs, based on the number of hires annually, would be as follows:

If a company is hiring 100 people a year, the return would be at least **$1,500,000**
If a company is hiring 500 people a year, then **$7,500,000**
If a company is hiring 1000 people a year, the potentially a return of **$15,000,000**

# Appendix cost of mis-hiring
# 2.5x – 6.0x annual salary

1. **Direct Recruitment Costs**:
   1. Recruitment agency fees: 10% of the annual salary.
   2. Advertising fees: 1% of the annual salary.
   3. HR and hiring managers' time: 10% of the annual salary.

2. **Onboarding and Training Costs**:
   1. Reduced productivity during training: 25% of the annual salary.
   2. Manager's time spent on training: 5% of the annual salary.

3. **Exit Costs and Business Disruption**:
   1. The cost of the exit process: 10% of the annual salary.
   2. Restarting the hiring process: 10% of the annual salary.
   3. Impact on the team of having key positions unfilled and the disruption: 20% of the annual salary.

4. **Lost Productivity**:
   1. Lost productivity during the first six months of training: 25% of the annual salary.
   2. Lost productivity of the team due to disruption and demotivation: 30% of the annual salary.
   3. Business disruption; the big one! The impact of the manager and team not fully delivering on their business goals and objectives, the impact on customer satisfaction, reputation damage, and the opportunity cost of missed business opportunities at least 100-150% of annual salary and easily much more if you have a profitable business