

Randstad Makes Waves

Randstad HR consulting is excited to announce that we are partnering with industry leaders, Saville Consulting, in delivering the best scientifically validated range of psychometric assessment tools including the Saville Wave.

This exciting new range of **aptitude assessments** provides detailed **measures of actual capability** and our new and advanced **self-report questionnaires measure motives and talents**, powerfully linked by recent research, to preferred culture and competency at work. Taking into account both the commercial objectives and the culture in which people operate, we can build stronger predictions of success and more comprehensive measures of compatibility within the workplace

The flagship assessment, the **Saville Consulting Wave®** questionnaire, which has been developed by **Professor Peter Saville** and his team, has been validated internationally through one of the biggest research projects of its time across 50 countries. The testing process is unique in that it aligns personal motives, culture and talent in a single assessment within a shorter process than was previously impossible to deliver. Essentially the tool utilises internet technology to provide an assessment of individual motives and talents by utilising dual response styles, both ipsative (ranking) and normative (ranking), which then links to workplace culture, thereby giving a more valid measurement in just 35 to 40 minutes.

Professor Peter Saville has demonstrated that the Saville Wave is a superior measure of job performance when compared to a range of assessments including the OPQ, 16PF5, HPI, 15FQ+ and DISC.

Whilst these findings are groundbreaking, they are to be expected. The Saville consulting range has been developed by the leading authorities within their field. The questions have been written especially for current organisational environments but are nonetheless based on proven models of personality. Competitor questionnaires were often developed over twenty years ago and whilst they provide a level of comfort and familiarity for the user they do not take advantage of advances in technology.

The Saville Wave questionnaires are supported by a range of aptitude assessments, 360 Feedback tools, job profiler and culture surveys.

Scott Ruhfus, of Saville Consulting Asia Pacific, said that demand had created the need for additional resources. *"Randstad Australia is an experienced distributor with a reputation for customer service and delivery and we are proud to link our name with theirs, to support our clients in Asia Pacific."* Commenting on the appointment, Professor Peter Saville said *"we are delighted that such a prestigious organisation as Randstad has joined our team"*.

Peter Saville is best known in the HR and Psychology world for his work on the OPQ ® as a co-founder of psychometric assessment company SHL.

In celebration of our partnership with Saville Consulting, Randstad is offering complimentary 1-day Saville Wave Accreditation training (normally valued at \$1100) for clients of HR Partners already accredited in psychometrics. This offer is valid for all public programs for the remainder of 2009.

Randstad's Saville conversion training recognises prior learning in psychometric assessment and builds on it by equipping you to get immediate benefit from both the Wave and Saville's new range of aptitude tests in just one day.

The course will enable delegates to:

- Understand the implications for testing, brought about by Information technology and other changes in the workplace
- Understand how the multi-dimensional nature of WAVE can revolutionise assessment in their organisation
- Interpret and provide feedback on the reports to individuals and their line managers

- Assist with counselling and coaching employees
- Choosing the right instrument
- Effectively argue the cost-benefit case
- Network with other experienced users
- Identify talent and development needs
- Discuss their own specific needs with a highly experienced trainer
- Become a registered user

For further information on the Saville range of assessments and training dates please contact Randstad HR Consulting on [1800 500 849](tel:1800500849).

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