



THE ADECCO GROUP



Case Study: The Adecco Group

The *CEO for One Month Programme* offers candidates a unique opportunity to become CEO at country-level, before being shortlisted for a spot working under the direct supervision of the Adecco Group's Global CEO.

Objectives:

- Improve the calibre of candidates at assessment centre stage
- Enhance candidate experience
- Promote an innovative brand image

Solution:

Arctic Shores' business psychologists built a model of high performance for the role (known as a 'fit profile') by carrying out stakeholder interviews to better understand the role requirements. Candidates' results were compared against the profile and they were ranked based on their level of fit for the role.

Results

89%
enjoyed the
process

74%
felt less anxious
when completing
the assessment

81%
felt more excited
to work for
Adecco

From the 13,000 applicants, 200 were invited to complete our assessment. Sixty-three were of a suitable fit, and went on to display their high calibre at an Experience Work Day in the Adecco Group's Italian Headquarters.



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CEO FOR ONE
MONTH

Testimonial: The Adecco Group

Sara Pennacchio, Assessment Design Manager, said the following about the Adecco Group's experience with Arctic Shores:

“As a global leader in the Human Resources business, The Adecco Group selects the best and newest tools the market can provide in order to offer the best selection experience to its candidates. For this reason, we were excited to use this new type of assessment for the very first year in a project that is very important for us.

We appreciated the attention with which the stakeholder interviews were conducted and the accuracy of the resulting fit profile. Our candidates reported a very positive experience of the whole process and we enjoyed the easiness of the platform and the innovative image that this brand-new tool helped us convey.”



ARCTICSHORES