

Streamlining Talent for Higher Retention and Performance

DeGarmo Case Study

Industry: Banking

Client Employees: 21,635

Recently, a leading commercial bank contacted DeGarmo to help them integrate a predictive analytics tool to make better hiring decisions, support effective coaching, and drive the development of their employees that is in line with the talent strategy of the bank.

Why DeGarmo?

The client spoke with various talent management solution providers and in addition to the professionalism of their approach, DeGarmo was the solution that best met all their criteria such as:

- User friendly
- Self-serve platform that can integrate different assessments in one solution
- Identify talent for culture fit and success in key roles
- Affordable

“Our choice was also influenced by the quality of the relationship that we quickly established with their team. We have a true partnership with DeGarmo.” according to their Senior Advisor of Employee Analytics.

Achieving Talent Management Goals with DeGarmo

By using DeGarmo’s Selection application, the client gained insight on how well their future and current employees will perform in their roles at the bank—which can increase employee productivity and engagement.

DeGarmo’s seamless integration with their Applicant Tracking System will enhance the screening process and provide real-time analytics to help their HR business partners align talent management strategies.

Over
98%
of Fortune 500 Companies
use an ATS

“ Our choice was influenced by the quality of the relationship that we quickly established with their team. For us, this is a condition for success; it’s as fundamental as the solution itself.

Building a Connection with DeGarmo

Our client recently underwent a significant culture transformation, which led the Talent Management team to begin searching for an assessment solution that would measure cultural and job fit during the hiring process. The team was also focused on improving the candidate experience, reducing time-to-fill, and empowering recruiters and hiring managers to make more objective decisions. Additionally, the team focused on utilizing these assessments for internal development/coaching and integrating assessments with their existing Applicant Tracking System.

This client has now been working with DeGarmo since February 2018. Since then, they have performed a proof of concept for two roles. Based on the conclusive results and positive comments received from employees, the bank will be rolling out DeGarmo on a larger scale across the entire organization over the coming year.

“From the beginning of our relationship, DeGarmo was able to understand our needs and advise us on the best available options.” according to the Senior Advisor of Employee Analytics. “We appreciated their openness in finding the right solutions, as well as their efficiency and availability. We can really feel their desire to do everything in their power to make our collaboration a success.”

DeGarmo has partnered closely with the Senior Advisor and the team to create custom benchmark profiles for each role they are focused on. Additionally, both teams have worked hard to tailor each assessment, process, and communication approach to ensure the implementation would be a success for that specific audience. The overall approach for an assessment being used to hire in one area of the bank is very different from the approach used for development purposes in another area of the bank.

According to Chad Carlile, Senior Consultant with DeGarmo, “What’s great about working with this client is they are very focused on getting it right. They want it to be right for their candidates—and right for the bank. This means they have just as much of a focus on the *science* of the assessment development process as we do, and they are very focused on ensuring their candidates have a great experience.”

“ We think that DeGarmo can provide the most appropriate solution for all our talent management needs throughout the organization.”

What is DeGarmo?

DeGarmo is a recruitment, assessment and consulting organization that has provided services globally for more than 20 years. DeGarmo helps organizations identify the best talent in less time through recruitment optimization, superior assessments, and predictive analytics. Our solutions provide the talent intelligence you need to make better selection decisions, support effective coaching, and drive the development of your people.

With talent insights from DeGarmo, you can more effectively build talent pipelines and support the long-term growth of your business.