

AXIOMETRICS Case Study

For twenty years we have been measuring the thinking and decision making process of people inside many of the biggest companies in the world. Our brand new [Benchmarking for Performance](#) product represents a breakthrough in the benchmarking field.

The lessons we've learned from this research has allowed us to take our already powerful technology to an even higher level. What we've learned is that even though someone has the talent, attitude, drive and energy to perform successfully for one company, does not mean they can perform successfully for your company.

The good news is we have discovered how to precisely measure the combination of talent that it will take to perform in your company.

This breakthrough means you can hire with a greater sense of confidence and trust than ever before. You will save a great deal of time and money by lowering your turnover costs and your cost per hire, just as HCCA, a division of Hospital Corporation of America, is doing now.

The HCCA Case Study

In June 2005, we began working with HCCA, one of the nations largest nurse placement firms. We were charged with helping them in their recruitment and selection process. More specifically, to improve their hiring decisions and lower their turnover costs.

Through a strategic partnership supported by the CEO and Executive Team, we implemented our customizable benchmarking process. Our goal was to help them hire and retain more of the right people and to alert them to the possibility of making a bad hire.

The Problem...

This nurse placement firm was spending millions of dollars to find, interview, hire, and train nurses from around the world. After going through an exhaustive interview and hiring process, they spent even more money to move these nurses to the United States and provide them a place to live.

What HCCA discovered was that finding nurses is the easy part - finding the right nurses to bring in to the U.S. is not so easy.

Here is why ...

Many of the potential hires sail through the interview process. They have adequate skills and quality references. But many have attitude problems and other issues that are not easily detected in an interview.

After the hiring and training process, many of these nurses would either return to their native country, get fired for low performance, or had attitudes that caused problems. Obviously, losing a high percentage of nurses in this way is very expensive for the company. Not only does it affect their bottom line, but their reputation as well.

The HCCA Study ...

More than 100 nurses, ranked as high, medium and low performers participated in this Benchmark for Performance study designed by our company.

Following this rollout, we asked HCCA for specific feedback to better understand the ultimate value of our benchmark study, assessment tools, and custom interview guides.

More specifically we asked for feedback on accuracy and effectiveness in their key problem areas; cost per hire, turnover, customer satisfaction, nurses being fired and or leaving early.

The Results ...

In a six month period, hiring over 50 nurses per month, our Benchmark Study and subsequent customized Assessment Reports resulted in a 28% reduction in HCCA's cost per hire.

HCCA reported to us that during just one six month period, using our process, they eliminated approximately 100 bad hires. Every bad hire eliminated saved HCCA (conservatively), \$50,000. They estimate that our Benchmark for Performance process resulted in a savings of about five million dollars.

Considering that every company has a different cost per hire figure - what might we save for your company?

"After receiving and utilizing the new report that we have now adopted worldwide in our recruitment and selection process, we want to thank you for your expertise and patience as you developed a customized tool that meets our needs so well...

We especially appreciated your positive approach, flexibility and determination which did not waver throughout the process... We have every confidence that we will be making wiser hiring decisions throughout our network."

~ Joy Roark, Director of Client Services, HCCA, a Division of Hospital Corporation of America

What exactly is a Benchmarking for Performance Process?

Our Benchmarking for Performance Process is a highly specific, mathematical, objective measurement of your company's high-end & low-end performers.

This process represents an accurate global measurement of:

- Talent level
- Ability to access that Talent
- Attitude
- Skills & Competencies

With the measurement complete, we will analyze the data to compare your top and bottom performers. The result is an objective indicator of the likelihood for success and failure within your unique company and culture.

Then you will be able to hire with great confidence. This process will lower your turnover costs. It will lower your cost per hire. You will have a much greater advantage in developing a world class team of high producers.

The ability to measure Talent, Access, Attitude and Skills & Competencies in people is unique and exclusive to us.