

Reintroduction to PSA
HRGroup, LLC
The Workforce Catalyst
September 6, 2018

“Making Every Hire Count”

What HRGroup Does:

Since our first PSA Integrator project in 2005, HRGroup has supported Integrators in the process of selecting work-ready, “right fit” candidates for various positions, including Project Managers, Central Station Staff, Account Managers, Salesforce, Installers, Supervisors, Managers and Senior Staff positions.

Today’s employment landscape is tough. Record low unemployment coupled with the sharp rise in both job openings and voluntary quits make for an extremely tight labor market. HRGroup is here to help you realize that all hope is not lost.

There are many ways to ensure you’re hiring for “right fit.” The reality is that certain behaviors, motivators and competencies are better for some jobs than for others. While you are best suited to identify the **professional skills** required for each position, HRGroup can identify the required **personal skills**. To do so, we start with an objective evaluation of the job . . . that's the foundation. If you get that wrong, you're in trouble!!

If you don’t know what is required for successful performance in a position, you won’t know what personal skills to look for in candidates. We will work closely with you to identify the personal skills of each candidate and match them to the requirements of the position. In turn, HRGroup will be able to identify skill gaps and help craft an on-boarding and development plan to ensure the successful integration of your new staff.

How HRGroup Operates:

Here’s the bottom line, if an employee can utilize their preferred way of doing things, be motivated by what they are doing on the job and apply their competencies they will perform well. Our process eliminates common biases often associated with the hiring process. We evaluate candidates to determine how they solve problems, interact with others, react to change and respond to rules and procedures. We determine what motivates them and what competencies they will bring to their work.

While HRGroup believes it’s mission-critical to support you throughout the candidate selection, we partner with you well beyond that phase. We’ll work with you to effectively on-board, engage, and develop new employees --- while nurturing your existing ones, using a similar methodology of creating job-specific, targeted development.

What HRGroup Believes:

HRGroup isn't referred to as The Workforce Catalyst without reason. We're tireless when it comes to helping our clients. We’ll work with you to improve your performance and profitability through the selection, on-boarding, engaging and development of employees who are the “right fit” for each unique position. We strive to promote superior individual and workforce performance. Our experience and research confirm that there is a direct relationship between how organizations

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productively manage their workforce and their financial success. We have been working for more than 20 years to ensure that our clients accomplish both objectives.

What Clients Say About HRGroup:

HRGroup brings “science” to the “art” of selection.
We have worked with them for many years to ensure that
we get the right person into the right job.

Mike Bradley
CEO ECD Systems

Who HRGroup is:

Ted Szaniawski is the founder and driving workforce catalyst for HRGroup. He is a true operations expert. He brings his experience from his stint as a naval officer, as an operations and finance leader and as an international HR executive with him to each unique talent management situation. Throughout his extensive career, he has concluded that to get the “right fit” for each position you must begin with an objective evaluation of the role. Beginning with a strong foundation, we can't wait to start building your “right fit” candidate profiles.

SELECTING ~ ON-BOARDING ~ ENGAGING ~ DEVELOPING

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