

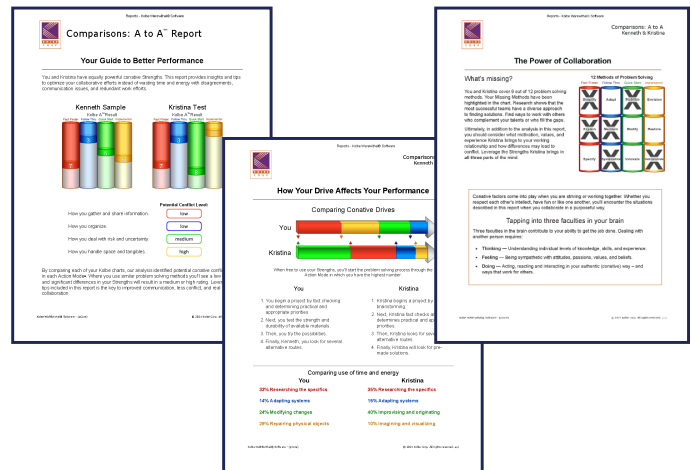
Success Stories: Hiring Right-Fit Talent

Next Step Insurance

Family-owned start-up | Plymouth, WI

The new co-owners sought a stronger way to hire new agents and staff, and embraced a new hiring process that focused on individual strengths, role alignment and impact to team synergy.

- **New employees at a growing business:** With an understanding of what success looked like in existing roles, this new hiring process helped the team grow more rapidly and get the right people in the right seat to better serve their clients and community.
- **Relationship-building from Day 1:** Upon hire, all team members jumpstarted their relationship with their leader and other members of their team using learnings from a pre-hire assessment and **humanworks8** coaching.

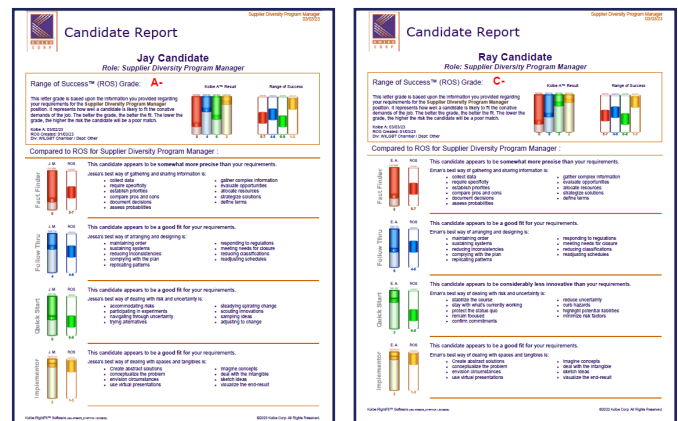


Wisconsin LGBT Chamber of Commerce

Non-profit | Remote across WI

This Chamber team more than tripled in size in six months, making it critical to not only hire the right people, but onboard and engage them successfully.

- **Confidence in future hires:** Having many concurrent open roles allowed the Chamber to be intentional about getting the right mix of candidates in the right seats, as well as learn from past hires whose strengths did not align well with the requirements of their role.
- **Smooth onboarding:** Customized onboarding conversations allowed for staff to understand their own strengths and impact to the team before joining team optimization conversations and workshops.



Penfield Children's Center

Health & Education | Milwaukee, WI

Staying true to their core value of "Better Together," the team at Penfield understood the importance of celebrating individual strengths for all employees at all levels.

- **Executive hiring:** Leveraging Kolbe during the recruiting process led to leadership team and Board involvement and commitment to ensuring new leaders were a good cognitive, affective and conative fit.
- **Reinforced by all:** All Penfield staff experience the same strengths-based tools, resulting in strong role alignment from the start and an inclusive environment that champions people.

