

Case Study:
Roynat Capital
Toronto, ON



Success with the Right People in Investment Banking

The Company: RoyNat Capital has been providing unique financial solutions to businesses since 1962. They are a leading Mercantile Bank with over 1300 clients. They manage a portfolio in excess of \$2 billion from offices in Canada and the United States. The Executive Vice President, David Swaine believes that one of the keys to RoyNat's success is their ability to place the right people in the right jobs at the right time and manage them in the right way. This requires knowing who you are looking for and knowing when you have found them.

The Results: "The Predictive Index allows us to chart a course through the Job analysis component and then go out and find the people who best match what we are looking for. This is not just a benefit to our Company it is also a benefit to the people we hire as they are more successful, more productive and happier at what they are doing and this has a direct reflection against our companies bottom line. Because our Regional Vice Presidents are responsible for the quality of the people we hire we have trained them in the use of the Predictive Index Program. This has assisted them to make the important people decisions which is the foundation to the success of our company. Our Regional VP's participated in an important step in our recruitment process when we as a group created a behavioural model for the hiring of our field people. This gave us a road map to follow and made our objective very clear."

"PI has helped us to find those top-notch people and place them properly."

Since 1976 we have worked with the PI Program and over the years we have seen marked improvement in the quality and fit of people we have hired. RoyNat Capital believes in the growth of successful businesses through innovative, creative solutions and this can only be achieved through top-notch people. "Predictive Index has helped us to find those top-notch people and place them properly."

The Predictive Index® is a unique in-house management tool used by executives throughout the world for over 50 years to develop leaders and build successful businesses. Predictive Success Corporation is an international association of management consultants who help companies use PI to manage their most important asset—their people.

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