

Developing Young Entrepreneurs, *Scholars at Your Service*

Ottawa Region

Canada's Top Entrepreneurial Training Program, Scholars at Your Service

Scholars at You Service is a student run franchise organization. The mission of Scholars at Your Service is not only to provide a quality painting service to its customers, but also, to help young aspiring entrepreneurs gain transferrable experience and skills. President Nick Hamm has introduced Predictive Analytics to hire and coach aspiring entrepreneurs with great success.

Scholars at Your Service is Canada's Top Entrepreneurial Training Program . With 30-50 student franchisee managers employed each year, it is essential for them to be able to recruit and retain the best. Since incorporating Predictive Analytics into their hiring and coaching process, Scholars at Your Service has seen an **80% improvement in retention**.

The Challenge

Recruit, Develop and Retain

Scholars at Your Service has used the **Predictive Index®** from **Certified Partner Predictive Success** to hire, coach and keep aspiring young entrepreneurs for the past 5 years. Nick's greatest challenges were identifying candidates that would be successful in the role as well as keeping franchisees engaged and motivated. Predictive Success has helped Nick to identify that candidates who are dominant, have a high sense of urgency and are careful with the rules are likely to succeed and remain in the role. Nick has used the tools of the Predictive Index® to effectively coach and motivate his franchisee managers to success and give them the skills they need to continue their entrepreneurial careers.

*"We have seen **80% improvement in the retention** of franchisee managers as well as improved success in our young entrepreneurs since implementing the Predictive Index™"*

- Nick Hamm, President, Scholars at Your Service, Ottawa

