Peter Sweers

Senior Vice-President, GTA Banking and Global Wealth at CGI

Peter Sweers is the Senior Vice President at CGI. CGI is a global technology company with 65,000 employees spanning across 40 countries and 400 offices around the world.

He was initially brought into the banking group in Toronto with the purpose of turning it around and obtaining growth. The company had approximately three years of negative growth, but since then, the organization has achieved double digit growth. This year, they will grow close to 30%.

Why Predictive Index?

Mr. Sweers is an individual that prefers to lead from the front. Therefore, the idea of using the Predictive Index did not originate in the company's Human Resources department. Instead, Mr. Sweers initially brought it into the organization and from there, it was widely used in HR. Using Predictive Index for the transformation at his previous organization, it helped him build the right team. As a result, they were able to deliver a project from an

96% BUSINESS CASE VALUE DELIVERED

68% AVAILABLE $ SPENT

earned value perspective very positively. Mr. Sweers and his team delivered 96% of the business case value, but had only spent 68% of the dollars that they had available. In his words, "**It is all about having the right people and making the right decisions.** I use the workplace analytics the Predictive Index offers to help make those decisions."

Benefits of the PI Process for HR

The terms "data analytics" and "big data" are used everywhere. There is a ton of data available, but many organizations have neglected to harness the power of it. By using the Predictive Index and having its data to reference, organizations such as CGI are having greater experiences in their hiring. CEO's have a greater ease when they bring these solutions into their organization, and they are able to obtain the right hires at various levels of the organization.

Cost of MIS-HIRE

Many of CGIs deals range from $4 million to $500 million in total contract value. If CGI had the wrong person leading that role and as a result are unable to win that business, that hire becomes an incredible mis-hire.

ROI on Predictive Index

In Mr. Sweers words, "Today I look at who the successful people are. Not just the leaders that I have in my organization, but also architects and directors of consulting services. I look at who's successful and I have them complete a PI Behavioural Assessment. I look at that behavioural pattern, create a Job Pattern and then we hire towards that. Unless the behavioural pattern looks like the Job Pattern, we don't even interview the person. I've had an 8-year run with Predictive Index and through two organizations I intend to keep using it. Even if I were to move on to a third organization, I would definitely bring the tool with me."