

# Science Based Executive Recruiting

Predictive Success provides a foundation of organizational excellence. Our methodology is rooted in four areas: **Data, Technology, Knowledge, and Expertise**. Predictive Success combines valued experience and objective insight to provide advisory services that keep our customers ahead of the curve. We use analytics effectively, learn from data, and create frameworks to make future business decisions. We gain a deep understanding of your talent pool and the ability to apply the information to your business.

*Predictive Success can provide a full suite of Talent Management Solutions, services, and support.*

We will offer “that extra set of hands” with Solutions that go beyond recruitment to assist organizations at every step of the employment life-cycle:

- Executive Recruitment Services with ‘Predictive Hiring Plan’
- Behavioural Assessments; leveraging your existing Predictive Index license
- Company HR manual guides
- Engagement Surveys
- Exit Interviews
- Health and Safety
- Group Analytics for Team Performance
- Leadership Development, test your leaders with ISAT (influencing skills assessment test)
- On-boarding and Orientation
- Talent Management System

Special rates are being offered to our existing clients. We are pleased to extend our Shared Services team to assist yours in special projects, special executive searches or for your most confidential projects. Hourly rates are available as are term retainer projects.



*Karen Beam, Managing Principal*

Karen's projects have centered on several key areas of specialization from scientifically measuring behaviors (PI) in the workplace, Senior Recruitment strategies and workforce HR data analytics. She is a focused, relationship based, results orientated individual who has had significant business exposure and experience with multiple cultures and functions across leading global organizations.



*Kayla Van Schyndel, CHRP  
HR, Client Success Specialist*

Kayla is passionate about strategically aligning the HR function to the objectives of the business to drive positive change. She understands the HR challenges that organizations face and works to help them achieve and surpass their business goals. Her signature strengths include, Recruitment, Talent Management/Workforce Planning, Conflict Management and Change Management.

At Predictive Success we provide cutting edge professional services for Top Businesses in Canada and USA

Contact Predictive Success for more information  
[www.predictivesuccess.com](http://www.predictivesuccess.com)  
 416-319-0190