

THE CLIENT

Weston Forest is one of North America's leading full service distributors and re-manufacturers of softwood and hardwood lumber and specialty panel products. Their vision is to "create two-way relationships with customers and suppliers, offer diverse opportunities for our team, promote open communication with all of our stakeholders and focus on strengthening our industry and growing our company". Their mission and vision, focused on growth, customer satisfaction and employee development, has lead them to be the recipient of various prestigious awards; including but not limited to: **Canadian Business Excellence Award, Canada's 10 Most Admired Corporate Cultures and Canada's Best Managed Companies**. How did they get to where they are today? Weston Forest believes they "have some of the best people in the industry. Period." As a part of their strategy for continued success in their efforts to recruit and retain great people they provide opportunities for their employees including leadership development programs for high-potentials and they enlist The Predictive Index System® from Certified Partner, Predictive Success.

THE OPPORTUNITY

Weston Forest **"takes hiring and retention very seriously, we also understand the costs associated with making a bad hire"** says Rob Hruby, Vice President of Purchasing at Weston Forest. So when Hruby, was introduced to The Predictive Index Cognitive Assessment™ and Behavioural Assessment™, delivered by Predictive Success, which, offered an objective way to assess candidates and inform hiring decisions with a measure of performance predictability he acted fast. Weston Forest now uses the tools to inform their hiring decisions and find the best candidates for the role.

THE OUTCOME

Hruby states that they have used the two tools together with great success, "We have observed that candidates, who are a good match to our cognitive and behavioural benchmarks for the specific role, onboard very quickly relative to what we've seen in the past. After a relatively brief training period, we see that they become extremely adept with technology and systems to the point that they teach themselves the more advanced levels of usage. They begin to contribute very quickly, and assimilate in a short period of time." Since implementing The Predictive Index Cognitive Assessment Weston Forest has experienced dramatic improvements in the time to onboard and on the job learning of their new employees. Rob Hruby states, "with our use of The Predictive Index Cognitive Assessment, delivered by Predictive Success, we have seen a 6 month faster time to ramp up of our new hires". Weston Forest continues to expand their use of The Predictive Index System® to other functions within their organization with great success.

 **MONTHS SAVED IN
ON-BOARDING TIME**

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- Rob Hruby
VP - Purchasing and
Operations
Weston Forest

