Using The Predictive Index® to increase efficiency and awareness in internal teams by 90% with Rosalynn Alessi

Rosalynn Alessi, Director of HR for ANBL & Cannabis NB

Alcool NB Liquor (ANBL) and Cannabis NB are responsible for all purchase, distribution, and retail activity related to alcoholic beverages and legal cannabis in the province of New Brunswick. We sat down with Rosalynn Alessi, Director of HR for both ANBL and Cannabis NB.

A PI Champion in her own right, Rosalynn has taken the tool to levels no other organization has. She is an example of someone who truly understands the possibilities of The Predictive Index® as delivered by Predictive Success and has worked for 3 years to strategically implement it within her teams and the personal and professional development plans of the folks at her organization. See what Rosalynn had to say about how The Predictive Index® delivered by Predictive Success has transformed ANBL and Cannabis NB.

Predicting Team Dynamics

Using the Predictive Index Job Profile® delivered by Predictive Success, Rosalynn noted that it helps eliminate any uncertainty around what candidates move on to the next step in the hiring process and aligns managers on what kind of candidate they are looking for. During the onboarding process, one of the first conversations that are facilitated at ANBL is between the manager and the team member to share each of their PI's and start them off on the right foot by having something to tangibly understand each other. Using the reports and their PI knowledge to create awareness among managers and understand the simple path to conflict resolution that PI provides, PI has become part of the HR team's daily conversations with each other and leadership at all levels, with many leadership teams quickly seeing the value of using PI as a tool in formalized hiring and coaching processes.

In the hiring process, Rosalynn and her team use The Predictive Index Team Discovery Tool® delivered by Predictive Success to see where potential candidates fall into the team dynamic and produce mini reports of what strengths they bring to the team that the current team doesn't have. They heavily utilize the activities available within this feature to make it fun and bring people into the conversation about what kind of team they are. Doing so, they've found it gets people excited about what they are able to contribute to the team.

Strategically Using PI®

As a daily user of PI and a client that embraces the future of the software and where it's going, we asked Rosalynn how she's been able to be so strategic with her use of the tool. "My advice to others considering this tool is exactly that - **PI is a tool, and it matters how you use it. You're not going to get as much out of it if you're not finding ways to integrate it into your daily practice. PI is a tool that provides opportunities and can support any problem within an organization.** The proof is in the pudding, once we have the job targets built out, we're able to find the candidates that match those jobs," said Rosalynn.

Results

PI has provided frontline team members at ANBL a tool that they can leverage in their relationships, and they are seeing the benefit of that in their people getting excited about what it can do. It has resulted in higher quality candidates that move onto interviews, more fruitful conversations and happier hiring managers. Most importantly, Rosalynn noted that PI has opened everyone's eyes to working differently, being aware of their own biases, and learning that if you look at your people as individuals and how they want and need to be managed, they will be more successful and in turn, both the team and organization as a whole will be too.