

Achieving 100% retention through the pandemic and 75% top line growth over six years with The Predictive Index® delivered by Founding Partner, Predictive Success

The Company

Based in Dartmouth, Nova Scotia, Classic Freight Systems has been specializing in Flatbed, Overdimensional and Intermodal Transportation across Canada for over 10 years, and has recently expanded into warehousing and dry van operations. Their infrastructure powers over 7 million miles of annual travel to fulfil customer delivery schedules from coast to coast. Classic Freight Systems is driven by their solution-driven values and focus on continuous improvement. The organization was started to fill a need for an honest, progressive, and reliable carrier. Vice President & General Manager Todd Seward embodies these values and was the catalyst for bringing The Predictive Index® delivered by Founding Partner, Predictive Success into Classic Freight Systems.

INDUSTRY

Transportation

EMPLOYEES

115

OPPORTUNITY

Todd has been a Predictive Index® Practitioner and Analyst for close to 40 years. He tells us that he has had success using the available tools for everything from recruitment to internal selection, personal development to performance management and more. At Classic Freight Systems, common use cases Todd highlighted during our discussion is one on one coaching, development, and career pathing. In one example, they were able to recognize an employee that was not a fit to the role they were in. **With The Predictive Index® as delivered by Founding Partner, Predictive Success, management was able to shift the individual onto a path better suited for his behavioural drives and needs.** Fast forward to today, and the employee is completely engaged in the business and is committed to continuous learning. In another example, Todd explains that **by administering the Predictive Index Behavioural Assessment™ on their drivers, they have been able to better predict and prepare for potential safety challenges.** From a management perspective, Todd has been able to build a strong, balanced and self-aware leadership team. "I believe one of the worst things you can do is hire a bunch of people exactly like yourself," Todd explained, "so there are no two PIs alike on my senior leadership team."

SOLUTIONS

One of Todd's most incredible achievements while using The Predictive Index System® has been during his time as a leader at Classic Freight Systems. In the last two years since the beginning of the COVID-19 pandemic, the organization has been able to retain 100% of their workforce and have even been able to bring new folks on during the Great Resignation. **"I keep pinching myself because we were actually able to grow our team," Todd told us. "The Predictive Index® has helped me put the right people in the right roles. If my intuition is 75%, PI makes me 99.9%."**



100%

retention from 2020-2022



75%

top line growth over 6 years



0%

increase in insurance premiums with best-in-class safety



In any business, if you put the right people in place, it's going to make the business work better, smoother, and simpler. In order to do this, you need a tool like The Predictive Index®.



Todd Seward
VP & General Manager
Classic Freight Systems

