

Cutting onboarding & training time in half from 6 months to 3 months with The Predictive Index® as delivered by Elite Partner Predictive Success

The Company

Contrans Flatbed Group GP Inc. is a leading transportation company specializing in flatbed logistics across North America. Known for its commitment to operational excellence and customer satisfaction, Contrans manages complex transportation networks that require precision, adaptability, and a highly skilled workforce.

INDUSTRY
Transportation

OPPORTUNITIES

In a challenging economic landscape marked by tariffs, fluctuating demand, and a slower market, Contrans faced an increasingly competitive environment for talent. As Director of Operations Mitch Thibert described, "It's been a pretty hectic year in the transportation world... but one thing that stood out was the quality of the new hires we brought in using the Predictive Index (PI) tools [as delivered by Predictive Success]." The company recognized that success in logistics depends on more than experience — it requires cognitive agility and the ability to learn quickly. Traditional hiring processes often relied on resumes and interviews alone, making it difficult to predict who could thrive in a fast-paced operational role.

SOLUTIONS

Partnering with Predictive Success, Contrans implemented The Predictive Index Behavioural Assessment and Cognitive Assessment to improve their selection process for key operational roles, including dispatch. The goal was to identify candidates with both the right behavioural fit and learning capacity to succeed in the company's dynamic environment. The results were immediate and measurable. "The new hires we got using the tool... fantastic," said Thibert. "They're fitting into the roles perfectly — especially the ones who took the cognitive test. You can really see that in action. It was crazy to see how things were being picked up a lot quicker, even if they didn't have the subject matter."

One standout example was a new dispatcher whose assessment results aligned perfectly with the role. "He scored off the charts on the cognitive side and was a perfect match behaviourally," Thibert shared. "He just jumped into it head first — tell him one thing once and he remembers it. He figures out ways of doing things quickly — it's really cool."

Traditionally, dispatch training at Contrans takes around six months before an employee is fully up to speed. "I would say we halved that time," Thibert noted, underscoring the tangible impact of hiring with data-driven precision. By integrating PI insights into their hiring process, Contrans has enhanced both efficiency and confidence in talent selection. As Thibert put it, "I didn't think I'd be able to see it, but you actually can — how fast they pick things up." With Predictive Success as a trusted partner, Contrans continues to optimize its workforce — building stronger teams, accelerating onboarding, and navigating a complex industry with data-driven clarity.



50%

reduction in onboarding and training time

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Mitch Thibert

Director, Operations
Contrans Flatbed Group

