

How Caliper Helps HIDA Invest in Their Best



For almost 15 years, HIDA and Caliper have partnered in helping HIDA hire and develop the very best people. In a challenging economy, providing strong leadership and retaining your top talent is both a strategic and economic necessity. But where do you start?

How do you make those decisions?

Especially now, allowing top performers to walk out the door or bringing in the wrong candidate could be detrimental to your company. Employee development matters more than ever right now. This is not the time to cut back on developing your leaders and your potential leaders. To stay competitive, you need to retain your high-potential employees—they are your

differentiators when this economy starts to turn around.

“HIDA has been using Caliper to hire and develop our employees since 1995,” says Ian Fardy, Vice President of HIDA. “As of right now, we have a great team, and it’s all thanks to them.”

Despite the economic cloud, HIDA leadership is viewing this time as an

opportunity to do things differently and to think more strategically. If any one thing matters, it’s staying competitive and retaining high-potential and talented employees. When making the investment to develop your people, not only are you creating a stronger workforce, but you are also engaging your most talented employees.

Ultimately, your people will feel more valued and motivated to work toward increased company success.

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*Ian Fardy
Vice President of HIDA*

Caliper uses its in-depth assessment, the Caliper Profile, to map out an individual’s strengths, limitations and areas of development. Then, a Caliper Account Consultant walks you through the results and helps you understand how the employee would function in a certain



job—whether they are able to take on leadership challenges and how they would work with other people on the team as well as with their manager.

“Our Caliper Account Consultant was fantastic,” Fardy continues. “We never make a move without her.”

In addition, Caliper uses its assessment to help companies develop its current talent by utilizing the assessment results from Three Sixty Plus evaluations, leadership development programs and team-building sessions.

People are being asked to do more than ever before—they are taking on different roles and adding on to their current responsibilities. So now is the time to evaluate your team and see who is up to the challenge.

“It’s a smart investment,” says Fardy. “And now’s the time to make smart investments in your people. They’re the ones that will help you through these tough times.”

Caliper’s Leadership & Employee Development can help you identify and develop talented leaders within your own company to drive your competitive strategy, support your values and successfully secure the future of your organization.

Whether you need to hire for an important position, promote a key employee, reduce turnover, improve the effectiveness of a team or implement a more targeted performance management system, Caliper can help.

Caliper has advised more than 25,000 companies—from Fortune 500 companies

to some of the fastest growing smaller firms—on hiring, employee development, team building and organizational development.

With nearly a half-century of experience, and having assessed the potential of nearly two million employees and applicants, Caliper has the insights, expertise and personal approach needed to help you achieve your goals.

While it may be hard to think of spending precious budget dollars on leadership and employee development when you have so many other matters begging for your attention, there is truly nothing more important. Organizations need their leaders to be prepared for the upturn which will inevitably come. To be ready, it is important to start today to align your leaders and their teams and position them for success. ■

CALIPER’S LEADERSHIP & EMPLOYEE DEVELOPMENT CAN HELP YOU IDENTIFY AND DEVELOP TALENTED LEADERS WITHIN YOUR OWN COMPANY TO DRIVE YOUR COMPETITIVE STRATEGY, SUPPORT YOUR VALUES AND SUCCESSFULLY SECURE THE FUTURE OF YOUR ORGANIZATION.

CALIPER

Real People. Real Challenges. Real Solutions.

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