



ABOUT CORVIRTUS

For 30 years, Corvirtus has provided a range of innovative, science-based measurements and services that tie a company's culture and core values to talent processes. Our solutions have enabled hundreds of companies to strengthen and scale their corporate cultures and to identify, develop and retain those employees with the characteristics and capabilities essential for business success and customer delight. Our offerings work for companies of all sizes, all stages of maturity and all industry segments.

CUSTOMER SPOTLIGHT



Royal Caribbean International

Every organization faces challenges when it comes to hiring qualified managers. For Royal Caribbean International, it is particularly

challenging. Shipboard managers need excellent operational and leadership skills; they are on call to solve problems 24/7; and they live in close quarters and are away from family and friends for months at a time.

For more than eight years, Corvirtus has worked with RCI on its strategic and systematic approach to hiring that has resulted in a long track record of success and positive impact on guest service and satisfaction.

Dr. Leanne Buehler to Discuss the Science of Hiring Assessments on SHRM Webcast

Leanne Buehler, PhD, Director of Experience Solutions for Corvirtus, will be the featured speaker in a live webcast presented by the Society for Human Resource Management. The webcast, "Hire with Precision: The Science of Identifying the Right Match," is scheduled for Tuesday, December 20, from 2:00-3:00 p.m. ET.

The free webcast is part of SHRM's member education program and qualifies for PHR and SPHR recertification credit. SHRM members can register at: www.shrm.org.

Dr. Buehler will include examples of companies using scientific assessments to their strategic advantage and how HR organizations can influence the effort to define and build company culture and hire employees who are the right match.

As a complement to the presentation, Corvirtus offers a free white paper, "10 Considerations for Selecting the Right Assessment Provider," available to SHRM members and non-members. The white paper discusses what you should expect related to areas such as assessment objectivity, validity, results and support - and also provides questions for potential vendors on topics such as technical competence, contextual performance, and candidate experience. To download the free white paper, click <http://www.corvirtus.com/keys-to-choose-an-assessment-company>





Bright Spots: Finding the Best Practices and Practical Benchmarks within Your Own Organization

Benchmarking and the study of best practices are frequently recommended initiatives for companies looking to improve or resolve major business issues. However, these initiatives have some significant limitations, largely because of the major role a company's unique internal culture plays in business success.

For instance, a best practice that works for another organization may be at odds with your company's culture. While obtaining data on resources and investments for other companies in your industry is certainly useful, benchmarking information doesn't necessarily help set strategy on how your company can uniquely compete.

As an alternative, we recommend Bright Spot Analysis - the identification and study of the positive outliers in your company that exceed standard performance metrics and have strong track records of excellence. Bright spots can be stores, departments or individuals who consistently "get it right" by taking care of customers, delivering higher sales or exceeding quality standards.

Bright spot analysis can help your company answer critical questions such as "What are our opportunities to improve?" and "If we act, will we improve?" To read the full blog post on this topic by Dr. Tom DeCotiis, Corvitus co-founder, click <http://www.corvitus.com/4-b-s-of-continuous-improvement>. To learn more about Corvitus' Bright Spot Analysis services, contact mmoulton@corvitus.com.



Mark Pisani Joins Corvitus as Director of Business Development

Mark Pisani joined Corvitus in November 2011. He brings 18 years of experience selling integrated talent management solutions to companies in the construction, banking, service, retail, pharmaceutical, manufacturing, medical, healthcare, educational, government and technology sectors.

Previously, Mark was a senior account manager for Development Dimensions International (DDI), where he was consistently recognized as a leader in client retention and held many company records for sales growth. In 2010, Mark was awarded his tenth VIP award from DDI's operating committee for exceeding sales and customer loyalty objectives, an accomplishment that few have achieved in the firm's history.

Mark is a welcome addition to the Corvitus team and a significant asset to our clients.