

# Predictive Sales Performance<sup>SM</sup>

Hiring Solutions to Build Outstanding Teams

## Overview

*Predictive Sales Performance<sup>SM</sup>* is a web-based assessment tool that assists companies in making smarter hiring, placement, and promotion decisions. By producing a set of reports that compare a candidate's unique behavioral profile with ideal job match patterns, management can accelerate the hiring and new hire ramp-up process, reduce turnover, and improve engagement.

Both candidates and current employees complete a profile assessment to help the organization first understand what makes their star salespeople and sales managers successful. The resulting reports help create a solid foundation for management to uncover ideal qualities in candidates, acquaint themselves with new talent, and understand individuals' learning patterns to reduce time spent ramping up new hires. From the supplied information, *Predictive Sales Performance<sup>SM</sup>* generates ideal questions to better determine if interviewees are a fit for the position and the organization.

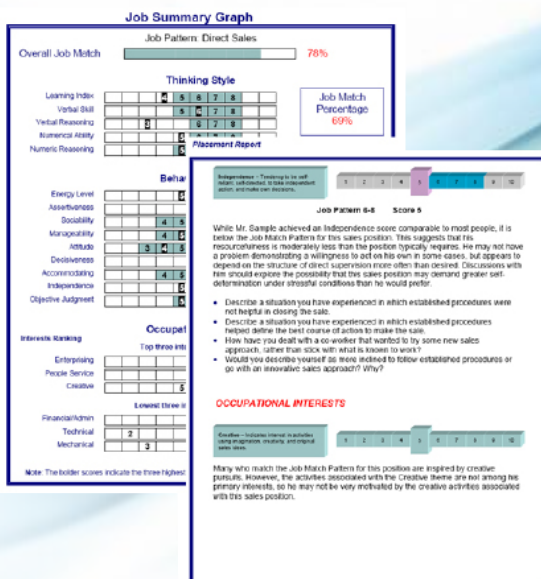
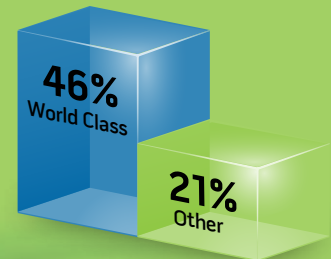
*Predictive Sales Performance<sup>SM</sup>* may be the right solution if your company is trying to:

- Identify key characteristics of top producers.
- Decrease sales force turnover.
- Grow the sales force quickly with qualified employees.
- Improve data volume and quality for sales managers to make informed hiring decisions.
- Improve processes surrounding mergers and acquisitions.

## Making the Right Hiring Decisions

Building a quality sales force means hiring team members who are a good fit for the organization and who have the potential to improve. Nearly half of World-Class Sales Organizations indicated they use assessments to help grow their sales team with the right people.

**We use web-based assessments to support hiring decisions.**



# Program Facts

## Predictive Sales Performance<sup>SM</sup>

Custom patterns are developed based on your unique top performers. Some organizations may choose to use one of our many pre-developed job recruitment patterns for:

- Sales Representatives
- Inside Sales
- Sales Managers
- Account Managers
- Business Development
- Vice President of Sales

### How Your Organization Will Benefit

Enable field sales to:

- Be confident they have been placed in a role for which they have a strong likelihood to succeed.
- Leverage tools and processes to understand what future positions they may want to consider.

Enable sales management and senior leadership to:

- Benchmark top-producing sales talent to hire more in the future.
- Understand why some salespeople succeed and others fail.
- Better focus pre-employment questions and post-hire coaching.
- Scientifically manage mergers and acquisitions.
- Evaluate non-sales talent for sales positions.

### Related Offerings

**Sales Excellence Assessment<sup>SM</sup>** – 180-degree assessment tool and sales skill improvement process for opportunity identification, opportunity management, and relationship management.

### About Miller Heiman

Miller Heiman helps companies and individuals that compete for high-value, business-to-business sales develop strategies, processes and skills to consistently win business – especially when the sales process is complex and the marketplace demanding. We are the world's largest sales performance consulting and training firm and the preeminent thought leaders in the space. Quite simply, nobody knows sales performance better than we do. With corporate headquarters in the United States, United Kingdom, and Australia, Miller Heiman offers programs worldwide in 20 languages.

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