

Building a Competitive Edge Through Strategic Hiring

The High Cost of Suboptimal Hiring

Replacing an employee costs
50-200%
of their annual salary

Poor hiring decisions lead to expensive terminations and new searches for replacements.

Flawed hiring processes damage your employer brand. Negative candidate experiences spread quickly through online and professional networks, repelling top talent.

Extended vacancies strain existing teams and increase turnover. Understaffed teams face increased stress and burnout, creating a vicious cycle of departures.

The Solution: Pillars of Evidence-Based Hiring

1. Build a Strong Foundation

Invest in dedicated recruitment teams, modern technology, and a compelling employer brand.

2. Implement Holistic Evaluation

Use structured interviews and work simulations to reduce bias and better predict job performance.

3. Execute Strategic Onboarding

Nearly one-third of new hires question their decision due to poor onboarding experiences.