



Sales Talent Management

Adding Clarity and Reducing Risk Through Predictive Analytics

Perhaps the single greatest impact on revenue improvement is accurate selection and placement of sales people; more than training, coaching or technology. Predictive analytics provide objective, scientific data to add clarity, improve accuracy and reduce risk in sales talent decisions.

Most executives admit that their hiring success rate for sales people is less than 50%, and sometimes less than 40%. Moreover, 65% of salespeople who fail, do so because they are in the wrong role for their skill strengths, not because they can't sell. These are very expensive problems.

As a partner of the Chally Group, Pretium combines the industry's most accurate predictive assessment science with nearly 20 years of helping clients optimize sales performance; thus, we're able to help companies manage successful organizational change.

We focus on helping clients achieve improvements in these areas:

- Putting the right employees in the right sales jobs to better execute business strategies.
- Identifying competencies unique to each sales role so as to make better decisions when hiring, training, coaching, promoting, or making internal selections.
- Designing and implementing training and development programs that maximize strengths and derive the highest possible return on investment.
- Executing go-to-market strategies; specifically, where sales role definitions change.
- Improving hiring accuracy based on the unique requirements for each sales role.
- Identifying individual and group strengths and weaknesses in the sales team and making strategic decisions for role assignments, developmental plans and more.
- Sales leadership succession decisions.



"Using the Chally assessment has added insight into our hiring and coaching processes. Identifying the skills that are critical to our sales positions has strengthened our ability to identify viable candidates and helped us focus on what is most important for success in each of our sales roles. Understanding a person's natural tendencies vs. the skills and behaviors we want them to achieve is enabling us to coach much more effectively. The coaching suggestions provided in the reports have proven invaluable."

Craig Wallace, President and COO, Cranel

Services Include

Predictive Competency Profiles

- » Developing profiles reflecting competencies that statistically differentiate top performers from bottom performers, for all unique roles.
- » Profiles are either custom developed or derived from Chally's library of validated profiles for sale, sales management and leadership.



Talent Audit for Incumbent Team Analysis

- » Assessment of all incumbent roles and leadership
 - » Provides skill comparisons and overall success potentials bringing to light individual and group strengths and weaknesses.
 - » Build development plans with insight

Competency Assessments

- » On-line assessment available in over 20 languages provides data necessary to measure a person's potential against a library of 140 sales- and management-related competencies.

Executive Briefing

- » Provide evaluation and insights of client data with recommendations for action.

On-Line Assessment System for Talent Selection

- » Convenient system for arranging candidate assessments and managing results.

Management Training

- » Deliver web-based or in-person training for all stakeholders to ensure fast, effective and sustained application.

Illustrative Examples of Pretium Partners' Projects

- Worked with a BPO and technology solutions provider to build and implement competency models and a value selling methodology.
- Teamed with a provider of health and nutritional products to dramatically improve hiring for all sales functions.
- Enabled a global IT company to align all sales channels on the same value selling framework, evaluate value selling potential, and implement business case use as a core selling strategy.
- Helped a global medical technology company that was launching a new business in EMEA quickly build a sales team based a specified skill set.
- Helped a global data warehousing solutions provider build consistent sales and management capabilities in Asia pacific region.
- Hired by a small provider of sales and marketing software to the retail auto industry to reduce painful sales turnover by redefining the hiring requirements and using competency assessments in the hiring process.
- Helped a mid-tier reseller of imaging and storage solutions build their services business by providing objective, analytical information about sales and sales management allowing them to make better decisions about role assignments and hiring.



About Pretium Partners

We accelerate revenue by creating and enabling the high value sales force. Services include customized **value assessment sales training** and coaching, and **sales talent management** using Chally predictive analytics. Founded in 1997, Pretium has clients in nearly 30 countries. Founding partners Kyle Andrews and Bill Hall lead and facilitate all client engagements ensuring leadership continuity throughout the life of the relationships.

For more information contact us at +1 614 457 1726 | info@pretiumPartners.com

