

T. Scott McTague Joins Assess Systems as Director of Consulting Services

Assessments veteran brings decades of experience, expertise in hospitality industry

DALLAS, August 17, 2010—T. Scott McTague, MS, has joined **Assess Systems** in the role of Director of Consulting Services and is based at the company's Dallas headquarters. **Assess Systems** provides [talent selection](http://www.assess-systems.com/solutions/talent-selection/) and people development solutions for companies in the hospitality, retail, healthcare and many other industries in the U.S. and worldwide. McTague will oversee client accounts, design custom talent management systems, implement assessments for selection and development, and measure organizational impact and return on investment. He will also provide thought leadership through speaking engagements and writing projects.

McTague's 20 years of consulting experience includes the design, implementation and measurement of strategic human resources, organizational development, and talent management systems for companies of all sizes. He has consulted with many organizations on a variety of issues such as talent selection and development, performance management, [succession planning](http://www.assess-systems.com/solutions/people-development/succession-planning/) and organizational effectiveness.

For much of his career, McTague's work has focused on the selection and retention of top performers in high-volume, entry-level positions. He has worked with hundreds of clients in the hospitality (Hotel, QSR, Fast Casual, Full-Service, and Fine Dining) and distribution and manufacturing industries. McTague's in-depth experience led him to author the book "Hiring in Good Times and Bad: A Comprehensive Guide to Entry-Level Staffing" (2001, Quorum Books). According to McTague, the main need of hospitality organizations is to partner with an assessment firm to strategically elevate their talent as a competitive differentiator—no matter what the economic climate.

"Use all available information to make a well-informed decision," McTague said. "An assessment that gives you a comprehensive description of a candidate's competencies and capabilities enables you to hire 'A' players and keep them a long time."

McTague received his bachelor's degree in Psychology from the University of Kansas in 1987 and a master's in Industrial/Organizational Psychology from the University of North Texas in 1992. He has had a variety of roles over his career, including assessor, mentor, project manager, client manager, product developer, department head, and board member. After a stint as a freelance consultant, he is looking forward to being part of a team again and working directly with clients.

"We've respected Scott's work in our industry for years and are so glad to have him aboard," said JoAnn McMillan, chief operating officer at **Assess Systems**. "He brings knowledge, experience and a focus on customer relationships that will serve the company and our clients well."

McTague's most important role is that of husband to his wife and father to his two daughters. He also enjoys sports and is an avid Jayhawks fan.

About Assess Systems

Assess Systems is an innovative software and consulting firm providing talent selection and people development solutions including: [competency modeling](http://www.assess-systems.com/assess/define.asp?bc=1&tabs=2) (<http://www.assess-systems.com/assess/define.asp?bc=1&tabs=2>), selection process design, entry-level assessments, competency-based professional and managerial assessments, sales assessments, [leadership development](http://www.assess-systems.com/solutions/people-development/professional-leadership-development/) (<http://www.assess-systems.com/solutions/people-development/professional-leadership-development/>), 360 feedback, succession planning, performance appraisal and executive assessment and coaching. For more than 25 years, **Assess Systems**' organizational psychologists have assessed millions of people in a broad spectrum of industries and positions spanning 42 countries and supporting 16 languages. For additional information, please visit www.assess-systems.com.

Media Contact:

Diane Ianni
Assess Systems
972-233-6055
dianni@assess-systems.com



www.assess-systems.com

Heath Davis Havlick
Fisher Vista/HRmarketer
831-685-9700
hhavlick@hrmarketer.com