

Assess Systems (formerly Bigby-Havis) Links HR Practices with Business Results in Fort Worth SHRM Presentation

Competency modeling topics highlight HR experts' talk at July 16 chapter luncheon



Dallas / Fort Worth, TX – July 7, 2009 – **Assess Systems**, a software and consulting firm providing [talent selection and people development](#) solutions, announced today that two of its principal consultants will speak at the July 16 luncheon of the Fort Worth SHRM Chapter. Their presentation will focus on how HR practices can best impact the bottom line results of an organization.

JoAnn McMillan, Ph.D. - chief operating officer, and Carol Jenkins, Ph.D. – director, consulting services, of **Assess Systems** will discuss how HR is increasingly accountable for delivering initiatives that are aligned with business strategy and result in business growth.

Specifically, they will demonstrate how companies have effectively used competency modeling as the foundation to define the behaviors that lead to business success, to evaluate potential applicants in the hiring process, to develop and build bench strength and to hold employees accountable for results.

“Recognizing that your people are your competitive advantage, HR must strategically allocate resources and deliver programs that will make the most impact to the bottom line,” says McMillan.

A variety of competency approaches will be discussed, including how to:

1. [Link competencies to the business objectives](#)
2. [Create specific and not overly general competencies](#)
3. [Develop competencies around job families or levels](#)
4. [Implement competency models to evaluate applicants, focus development activities and measure performance outcomes.](#)

Those encouraged to attend include: HR or Organization (OD) professionals interested in better aligning HR with business practices, anyone interested in learning about more efficient [competency modeling approaches](#), anyone responsible for recruitment and staffing of [professional or managerial hires](#), and those responsible for development and performance management.

The luncheon is sponsored by the Dallas Baptist University Graduate School of Management and takes place at 11:30 a.m. to 1 p.m. on Thursday, July 16, 2009 at the Colonial Country Club in Fort Worth. Registration is open to members and non-members of the [Fort Worth Area Human Resource Management Association](#).

About Assess Systems

Assess Systems is an innovative software and consulting firm providing talent selection and people development solutions including: competency modeling, selection process design, entry-level assessments, competency-based professional and managerial assessments, sales assessments, 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 call 972-233-6055 or visit www.assess-systems.com.

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