



"Scalability Solutions has helped our company realize that investing in intentional strategies to ensure we make the right hiring decisions is critical to our long-term success. The SSSLIC team not only has the expertise and bandwidth to help us in our hiring processes, but they take the time to learn our business inside and out for every role which means we only see the candidates who are the absolute best fit for our organization."

Bill Bozeman, President, PSA Security Network

SITUATION

PSA Security Network empowers its members to become the most successful systems integrators in the markets they serve. PSA added a new IT leadership position that would be key to the company's ongoing growth. Hiring the right person was critical, and would require a tremendous amount of valuable time. PSA turned to Scalability Solutions® LLC. SSSLIC had resources to fully dedicate themselves to the effort, and had spent decades successfully building and leading their own teams.

SOLUTION

SSSLIC got to know all aspects of PSA deeply via interviews and research, and created a custom Strategic Plan for narrowing the pool of hundreds of candidates down to just the top three who were perfect fits.

After reviewing hundreds of potential hires' profiles, SSSLIC selected the 15 most viable candidates for two-hour interviews based on their background, answers to online questions and phone screens.

From there, the top six candidates completed an experience designed by SSSLIC that provided prospects with an opportunity to try the position in a mock scenario that closely mimicked what they would experience in the role, doing the kinds of things they would do at PSA. This

experience provided full insight into the candidates' skills, and also allowed candidates to imagine how engaged in the company and role they would be long-term.

Three top candidates stood out as outstanding fits and were moved forward to meet PSA. PSA had reviewed candidates' interview transcripts, assets, concerns, and deliverables produced in advance of meeting candidates, so they could focus more on chemistry in the interview.

RESULTS

PSA and SSSLIC identified the right candidate for the job. SSSLIC led an onboarding effort to make sure the new hire felt supported and could jump into his role quickly, and provided ongoing coaching to ensure retention and success. He has been a perfect fit, and has made significant contributions.

Since then, PSA experienced tremendous growth, and had nine new open positions. For each position, SSSLIC worked with the hiring manager to ensure the vetting process, skills test experience, and long-term retention strategies were the right fit for the role. PSA continues to experience great growth and SSSLIC has become a mainstay in the evolution of the company's team growth strategy.