

LINCOLN STRATEGIC

DIFFERENTIATING THROUGH DATA ANALYTICS

LIVING AND BREATHING MINING

Lincoln Strategic is a human capital consulting firm that focuses on recruiting top-tier talent in the mining industry. The firm operates in three core areas: executive search, specialist recruitment, and recruitment consulting. Co-founder and partner at Lincoln Strategic, Steven Bergounhon, incorporates the Predictive Index System in the recruitment process to help drive results and differentiate the firm's services.

"Our company breathes mining. We understand the people. We understand the culture. Having Predictive Success as a support for our organization gives us an extra step in the market", says Bergounhon.

"Predictive Success has effectively reduced our hiring time by 30%. A lot of our clients are able to retain the employees they want because of that."

- Steven Bergounhon, Partner at Lincoln Strategic

USING PREDICTIVE SUCCESS TO OPTIMIZE EFFICIENCY

Recruiting in the mining industry is a highly competitive and fast-paced task. Time is of the essence when it comes to the hiring process and moving quickly is imperative for success. Lincoln Strategic utilizes the Predictive Index System to speed up their hiring processes. "[The Predictive Index] definitely decreases the time needed for hires, so because of that, a lot of our clients have been successful at retaining or getting the talent they need", said Bergounhon.

Bergounhon employs the Predictive Index System both internally, with his team, and externally, in the recruitment process. Within the company, Bergounhon says it helps him focus and build on his consultants' strengths. During the recruitment process, not only does PI speed up the firm's recruiting process, but it also allows Lincoln Strategic to provide their clients with objective data and analytics. This eliminates the need for a "gut feeling" in the hiring process and allows candidates to be compared on a purely empirical basis. By integrating the Predictive Index System into Lincoln Strategic's recruitment process, Bergounhon can differentiate the firm's services through the use of objective data and analytics.

"The software is user friendly and easy to use. It's a part of our process that we use day in and day out. It's very effective and very efficient for our company."

- Steven Bergounhon, Partner at Lincoln Strategic



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