

# OLIVER

ADJ  
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AYLESWORTH  FLEMING

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 Insideideas

# OLIVER

OLIVER: Journey to a predictive approach

# OLIVER / Inside Ideas Group – The background



## OLIVER – Why we had to look past just interviewing on hard skills.

- 29% turnover in 2017
  - 18-month average length of service 2017
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- What were the direct and indirect consequences on turnover?
  - Why did some thrive while others didn't?
  - What traits were needed to allow someone best chance of success in our company and on a particular site?

## 3 ways we are using the Predictive Model

1. New Hires

2. Internal moves

3. Team / client dynamics.

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Questions?