

Diversity and The Holst Group

Objectivity in Recruiting, Managing and Developing - The McQuaig System™

Research shows we make up our minds about people at an interview within a few seconds of them walking in the room. This is based on factors entirely unconnected with whether they can do a job. Using a psychometric test can demonstrate greater fairness and an audit trail if necessary. The McQuaig Psychometric System can add objectivity in recruitment where subjectivity is significant.



There is tremendous diversity in temperament/personality types within an organisation. It is important that, in addition to recruiting fairly, people are **managed** as individuals. The McQuaig System™ can provide specific guidance on how to manage each individual in a way appropriate to **them**.

Engaging everyone - Six Thinking Hats®



Six Thinking Hats® was developed by Dr Edward de Bono and The Holst Group is Dr de Bono's European strategic partner. Linbert Spencer, one of the country's leading experts in diversity has said that *"Six Thinking Hats® levels the playing field in diversity and equal opportunities"*.

Six Thinking Hats® is a powerful **business** tool which delivers tangible results in efficiency, productivity, team work, innovation **and** automatically delivers on diversity. It enables organisations to tap into the full potential of **everyone**. J P Morgan said that *"Six Thinking Hats has reduced our meeting times by 70% and changed our culture across Europe"*

The parallel thinking of Six Thinking Hats® ensures that **everyone** can participate fully no matter what their cultural, temperament, or intellectual differences. This ensures that everyone feels they can contribute to their full potential and feel genuinely engaged.



As two of our major international clients have said

"It has proven to be very efficient in improving working in teams. Especially in international teams where it takes a long time to get to know each other and cope with cultural differences. With Six Thinking Hats it is possible to gain results in two days which before took a month."



"Six Thinking Hats honours all thinking preferences ... everyone can participate and contribute ... ideas can be holistically viewed and fine-tuned."