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Ref: Recruitment Support - Sales Director

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Dear Andrew,

I would like to say thank you for your support on our recent sales recruitment project. As I know to my cost over many years, recruitment can be a bit of a minefield:

- Sub optimum process and structure
- No scientific tools
- Reliance on instinct
- Emotional investment in candidates during recruitment process
- Wanting to fill a position
- Reasonable sales people can perform for 2-3 hours at interview

By working with you over the last 12 months I have learnt that using you to help with interviewing supported by the psychometric and general ability testing, can bring some discipline to the recruitment process and help achieve a better outcome. Specifically the areas you assist with are:-

- Objective interviewing with no emotional investment in a candidate
- Incisive interviewing using test information and interview skills to probe and find out what people are really like
- Support to help get the recruitment process right
- Making sure we allocate sufficient time and rigour to the process
- More recently use of video technology when travel has been difficult

Like many other business leaders I believe we do not pay enough attention to the recruitment process. These days it is so important to have the right people in your organisation as the wrong person can be very costly in terms of time and money.

Thank you once again for all of your help and support!

Kind regards,
Nicholas Parrish
Managing Director.