

Setting up a new global selection process



The challenge: aligning assessment with corporate values and competencies

After reviewing and standardising its corporate values and competencies throughout its operations, Belden needed to restructure its existing international recruitment to align. This comprised of the recruitment process itself as well as online assessments.

Belden designs, manufactures and sells cables and other connectivity products. Based in the US, Belden is among the brand leaders in this market with 5,200 employees globally, spread across all continents.

The solution: working in partnership to establish and embed a new assessment process

Working with our U.S. partner, Leadership Development Worldwide, *cut-e* designed a standard process for recruitment across the world – ensuring quality and comparability. The implementation required some bespoke work to integrate the approved U.S. online assessment procedure into the *cut-e* online assessment process.

In order to successfully roll out the new online process, *cut-e* held training sessions via conference calls for the HR managers based around the Belden world.

The outcome: delivering a complex project efficiently to ensure benefits

The feedback on the new assessment process was very positive. Holly Foster, Global Director of Talent Management at Belden, praised *cut-e's* well-structured and reliable approach to the project. *cut-e* was able to propose – and deliver – a fast and highly flexible implementation due to the unique blend of psychology and IT professionals working together to realise the benefits for Belden.