Achieving a Top 100 Employers rating 13 years running while using Predictive Analytics

The Company

The PCL family of companies is a group of independent general contracting construction companies headquartered in Edmonton, Alberta and Denver, Colorado. PCL offers a full-service construction model and brings expertise across all project types, from small scale renovations to complex billion-dollar projects. They are industry leaders in corporate social responsibility, sustainability, and innovation. PCL has been using The Predictive Index® for their people strategy for 25 years and has been rated among Canada's Top 100 Employers for 13 years in a row.

THE OPPORTUNITY

Nadia Camphor, Human Resources Programs Specialist, has been a champion of The Predictive Index® within PCL over the 8 years she has been with the company. In the beginning, PCL used The Predictive Index Solution® for recruitment. "When we shortlist candidates through a pre-screening interview, we will follow up by sending them the Predictive Index Behavioural Assessment™ to complete as an opportunity for the recruiter and hiring manager to get to know the candidate a bit better," Nadia tells us. It is important to PCL not to "put people in a box", but to utilize the tools available as a starting point to better understand the needs and behaviours of new hires.

In recent years, PCL has shifted to using The Predictive Index® Talent Optimization Suite to support with team building activities and workshops. "We use the PI Team Analytics function to get an understanding of how teams can better work together," Nadia says. **She explains that since introducing PI to team building programs, it has "spread like wildfire" across the organization.** PCL has also leveraged reports like the Predictive Index Manager Development Chart™ in their 18-month supervisor onboarding program and Leadership Academy Programs, where a leader sits down with a PI Certified HR Representative to identify areas for development and self-awareness. "Within our leadership programs, participants can identify certain behaviours that they want to work on in order to become more well-rounded leaders. **The PI results really help us identify and drive what those action areas are**," Nadia tells us.

SOLUTIONS

The Predictive Index has been widely adopted across PCL Construction's 4,000+ employees across Canada, the U.S., and Australia. "It's not only HR, but also supervisors and senior leaders who have their own success stories. "That's really helped to drive adoption," Nadia tells us, "We want all candidates and employees to go through the same experience, and getting buy-in from across the board is important". **The Predictive Index® is now so engrained in the culture of the organization that employees find it easy to share with one another how they are feeling and what their needs are at any given moment.** As Nadia says, "The Predictive Index® has been a catalyst and an important piece of the puzzle in terms of building relationships, supporting supervisors, and making our leadership development programs so effective at PCL".

INDUSTRY
Construction

EMPLOYEES
4,000+

GLASSDOOR RATING
4.1

Top 100 Employer in Canada for 13 Consecutive Years

> The Predictive Index® as delivered by Predictive Success has been a catalyst and an important piece of the puzzle in terms of building relationships, supporting supervisors, and making our leadership development programs so effective at PCL.

Nadia Camphor
HR Programs Specialist