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## **EXECUTIVE INSIGHT WITH PAUL NOLAN, PRESIDENT OF PERSONNEL PROFILES, INC.**

HR ProFile, Inc. is proud to host Paul Nolan, President of Personnel Profiles, Inc. as the presenter in the upcoming FREE Webinar, “What’s the Best Way to Hire? Employment Screening and Assessments; Know which Applicants Will Succeed,” to be held on Wednesday, July 15, 2pm EST. This webinar is part of HR ProFile’s bi-monthly webinar series and on-going commitment to communicate the latest and most innovative topics, compliance changes, trends, and best practices within the Human Resource Industry.

Key Take-Aways from this webinar include:

- 1) Discovering top performers before you hire them
- 2) Determining which assessments best fit your labor force
- 3) Legalities and validity of testing & examples of different testing systems

In preparation for the Webinar, HR ProFile sat down with Paul Nolan, to learn more about his background, personal interest, and the impact Personnel Profiles has had on the Human Resource Industry.

**Q. Thinking about the overall Human Resource Industry and all of the changes within the past 10 years, what change or event (such as a suit, compliance change, etc.) has had the greatest impact on the industry?**

**A.** The introduction of Applicant Management Systems (AMS) is a big addition. First, you could apply via phone, and now via the Internet. Applicants can find jobs, get information about the company, and apply all from home. Before AMS, applicants had to physically apply sometimes taking a day off from work. Now, thanks to the Internet and AMS, they know what jobs are open and they can apply to multiple companies all from home on the same day.

This is also a huge benefit to employers because the AMS can tell you who are the better applicants and allows employers to contact applicants to keep them informed. The number one complaint I hear from applicants is they don’t know what’s going on. With AMS, employers can email information to applicants informing them of possible interviews, or also inform them quickly that they are, or are not, a fit for a particular job.

**Q. Personally, what has been your most proud accomplishment over the course of your career? What impact has this had on your life, your career, your company, and the overall industry?**

**A.** I am very proud of starting Personnel Profiles over 27 years ago and the fact that two of my children are in the business so there maybe another 27 years of service. This has been a huge impact on my life personally and career wise. It has also meant that this company will go on past my career, and

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hopefully to a 3<sup>rd</sup> generation. In the industry, I feel we have helped our clients grow with proper talent, and I am proud that through technology updates, our products still have great value in this ever changing industry.

**Q. Personally, what makes you tick? What makes you who you've become personally that has helped drive your professional success?**

**A.** What makes me continue or 'tick' in this business is feedback that I get from employers. There have been times when I convinced an employer to pick one applicant to hire even though another applicant interviewed better. I later hear from the employer how happy they are with the performance of the person I recommended. One of my favorites is an employer who told me I talked her into hiring someone who didn't interview well and now years later this employee has been promoted several times and is now the plant manager. I have another employer who told me he has reviewed the test results for people working for a year or longer and the test results are "right on." This feedback from our clients is what makes me tick, and their referrals have driven my professional success.

**About the speaker**



Paul Nolan is the president of Personnel Profiles, Inc., a Greater Cincinnati based Human Resources consulting firm. His organization is dedicated to helping companies and individuals reach their full potential through the appropriate use and interpretation of selected personnel assessment devices and other human resources management tools. Paul has spent over 20 years developing Personnel Profiles, Inc. In that time, the company has expanded to include offices in Columbus and Cleveland, Ohio. Personnel Profiles has also established a network of Strategic Partnerships with organizations in various cities and states. Paul has over **46** years in human resources management. His experience includes 13 years with United Parcel Service as a Human Resource Manager, and another 12 years as the Vice President in Human Resources for the Hilton-Davis Chemical Company, a division of Sterling Drug. Paul holds a Master's degree in Training and Development and a Bachelor's in Business Administration from Xavier.

**About HR ProFile, Inc.**

HR ProFile, Inc. is a full-service, trusted, industry leader with over 20 years of experience in all areas of Human Capital Management and Employee Screening. We provide Background Checks, Drug Testing, Criminal & Court Checks, Reference & Education Verification to clients in all industries Nationally and Internationally. We partner with our clients to ensure best hiring practices and Fair Credit Reporting Act (FCRA) compliance to HR professionals who outsource employee screening. HR ProFile provides market leading innovations, customized and scalable solutions and pricing, as well as unparalleled personal and professional customer service. Visit us at <http://www.hrprofile.com/>



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