



# ELKAY

Improved overall performance of  
Managers in the organization.

## AT A GLANCE

### CHALLENGES

- Low Performing managers
- Negative feedback from employees.

### BENEFITS

- Ability pinpoint training
- Reduced training costs
- Improved performance

Partnering with Eleserv has proven to be a great business decision. There are many companies that offer employee assessments but the personal attention and customer service you receive bundled with the assessment tools is incredible. The account managers at Eleserv have always gone above and beyond in the time and attention to our talent. I'm proud to have Eleserv as part of our talent management toolkit.

**PATTI DEMETRIOS**

## OBJECTIVES

Elkay was struggling with managers who were not performing to standards. This was causing trickle down effects from their employees in the form of negative feedback. Leadership came to Eleserv to identify what the cause was and to understand training objectives

## SOLUTIONS

In order to sufficiently help Elkay with their issue, it was critical to understand the behavioral makeup of the managers as well as gain feedback from their employees in order to understand what needed to change. The solution tailored to Elkay included an assessment called the PXTselect which measures Cognitive, Behavioral Traits and Occupational Interests and the Checkpoint 360 evaluation assessment tool which measures 8 universal leadership competencies and 18 critical leadership skills sets.

## BENEFITS

- **A top performance benchmark for future manager hires.**
- **Pinpointed guide to structuring future training**
- **Coaching Guide for all managers**
- **Reduced Training Cost**
- **Reduced Hiring Cost**