

# How Mettl Helped Belcorp Create Future Ready Workforce with Learning Agility



## About

Based out of Peru, Belcorp specializes in manufacturing cosmetics for women in Latin America. It offers fragrances, facial and body treatment products, makeup products, and personal care products. The company offers its products through beauty consultants. With a heavy presence in the Americas and offices in Paris, France, our client has established itself as a quality brand that shapes and leads cosmetic industry trends.

- Business Needs
- Solution
- Impact

## INDUSTRY

### Cosmetics, Perfumes



Mettl provided us with easy to use and cost friendly Learning Agility Assessments for screening ~8000 candidates online. This made our hiring process much smoother and easy to execute.



**Belcorp's LATAM Talent Partner**



## Business Needs



Belcorp wanted to create a more robust hiring process by basing the hiring decision on presence of relevant skills and competencies such as Learning Agility in the talent .

The assessment provider that the company was using was not able to provide customized and benchmarked assessments for different job roles. Their services were also expensive and not easy to use.

The company wanted to partner with an assessment vendor that provided them with online Learning Agility assessments that were:

- **Customized and Benchmarked**
- **Easy to Administer**
- **Cost and Time Efficient**



## Mettl Learning Agility



### ✦ What is Learning Agility?

Learning Agility is the ability and the intent to learn a variety of new things at high speed and develop expertise in them.

### ✦ How Mettl Measures Learning Agility

Learning Agility of a person depends on two things:

- **Their ability to learn:** This is dependent on their cognitive intelligence
- **Their intent to learn:** This is dependent on their behavior and personality

Mettl measures an individual's learning agility by assessing their cognitive intelligence, behavior and personality.



## Solution



Mettl provided Belcorp with highly customized and benchmarked assessments suited for identifying individuals having high learning agility, across all job roles. Our assessments are cost effective and user friendly. Additionally, our assessments are available in a Spanish and Portuguese making them easier to use in Latin American countries.

Mettl was able to take care of client's business needs by providing them with:

### ○ **Accurate Learning Agility Assessments**

Mettl provided Belcorp with Learning Agility Assessments that are based on job role specific competency frameworks and benchmarked to meet the client's talent quality standards.

### ○ **Efficient Hiring Process**

By making assessment available online in local languages (Spanish and Portugal) and providing training to the HRs on how to administer the assessments, Mettl made the hiring process much easier to execute for the client.

### ○ **Detailed Analytics Driven Candidate Diagnostic Report**

Mettl's Learning Agility Candidate Diagnostic Report provides detailed analysis of candidate's learning agility level, their learning dimensions and learning preferences.

- The learning agility level helps in determining if a candidate's learning agility level is lower/apt/more than that required in his/her job role.
- The report also provides insights that help in planning the employee training programs in tandem with their preferred mode of learning (mentor based/ self-learning/classroom learning) and keeping in mind their learning dimensions (speed/variety/depth). Learning dimension throws light on an individual's learning strength areas, for e.g. some can learn a variety of things fast while some like developing expertise in a particular subject.
- This report can also be used to select high potentials by identifying candidates whose learning agility level is more than what their job demands.

## Value Addition +

Mettl's Candidate Diagnostic Report provided Belcorp with much needed data to base candidate screening decisions on. Their previous assessment vendor was unable to customize assessments as per their requirement, causing all of their candidate reports to look the same.



## Impact

Mettl's offerings helped the client by:

- **Reducing Time and Cost of Hiring:** by providing Belcorp with online assessments that can be administered and attempted remotely by the candidate thereby saving the HR's time and cost spend on arranging for an assessment venue and scheduling them.
- **Creating a Robust Hiring Process:** by providing accurate, customized and benchmarked assessment for each job role, that can be shared, attempted and analyzed online, seamlessly and remotely to make the hiring process more efficient.
- **Providing Client with a Future Ready Workforce:** By helping Belcorp identify learning agile talent, Mettl provided them with cherry picked list of candidates who can upskill and adapt fast as per the changing market and job role demands.



## How Can Mettl Help You?

Mettl is the leading provider of talent measurement solutions, trusted by more than 2000+ clients across the globe. Find out how Mettl can drive growth and help you find the winning team intrinsically or extrinsically.

### INDIA OFFICE

+91-9555114444 Plot 85,  
Sector 44, Gurgaon,  
Haryana, India – 122003

### US OFFICE

+1-650-614-1816  
Mettl Technologies Inc.

Get in touch  
with a Mettl expert  
+91-9555-11-4444  
[contact@mettl.com](mailto:contact@mettl.com)



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