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The Olympic Games originated in ancient Greece, but the Games we know today were revived in 1892 by Baron Pierre de Coubertin. The International Olympic Committee was created in 1894 to act as the umbrella organization for the Olympic Movement and kicked off the modern games in 1896 in Paris. The IOC is a non-governmental non-profit organization, responsible for the organization of the summer and winter Olympic Games and owns all rights to the Olympic symbols, flag, motto and anthem.

The IOC entrusts the organization of the Games to the National Olympic Committee (NOC) of the country of the host city. The NOC forms an Organizing Committee for the Olympic Games (OCOG)

### The Challenge

The Organizing Committee is an enormous administrative entity that employs hundreds of people to prepare, plan and implement a successful Games. The Sydney Olympics in 2000 were the largest yet with over 10,651 athletes competing in 300 events, broadcast to over 200 competing nations.

Greece is one of the smallest countries to host the Games. A vast amount of careful planning and coordination is necessary to ensure the 2004 Olympic Games are a big success. To this end, great emphasis has been placed on the need to recruit enthusiastic, dedicated, cooperative, experienced, individuals. The Organizing Committee needed to attract and recruit the best workforce possible and create a motivating environment within to work to maximize its success.

The IOG receives instructions direct from the IOC and is responsible for organizing all the logistics necessary to ensure the event runs smoothly. The responsibilities range from organizing lodging for athletes and officials, transportation, liaising with the media, writing reports and all the administrative processes which are necessary to support the event.

## Thomas International Case Study: Athens 2004 Olympic Games

“We were looking for very specific requirements in the people we wanted to recruit and the on-demand PPA and HJA defined the ideal employees. As a result we are in a strong position to prepare for the Games and showcase Greece and its people and the country to the world.”

The Games are returning to Greece after more than 2000 years absence so it's crucial the ICOG ensure the Games are organized smoothly as their efforts will be showcased to millions of viewers around the world.

The Athens Organizing Committee needed to recruit over 700 administrative staff to work in the 20 logistical departments responsible for monitoring, sponsoring, licensing, ticketing, operations, spectator services, media and ceremonies.

The initial challenge facing the Committee was the recruitment of this enormous pool of workers to support the event. It was important that these people were recruited as soon as possible to ensure the preparation could begin in earnest.

It was also imperative that the committee recruit the right type of person. The Organizing Committee had very specific requirements for the people it employed - they had to display core competencies of numerical ability, attention to detail, verbal ability and have a high level of stress tolerance.

### The Solution

In early 2002 the Committee decided to use Thomas International's on-demand Personal Profile Analysis (PPA) and Human Job Analysis (HJA) as part of the recruitment process for potential candidates.

With over 700 staff to recruit, speed and accuracy was of primary importance. As the PPA takes no more than seven minutes to complete, by using the online PPA the committee was able to process a large number of candidates very quickly.

“The huge number of people we needed to recruit meant we had to have a web-based assessment that was not only fast but extremely accurate and the PPA perfectly fitted the bill. The other major benefit of using the PPA was that it could be completed in the candidate's native language, which in most cases was Greek, with the results and reports also in the relevant language. It is truly an International tool.”

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**ABOUT THOMAS INTERNATIONAL**

For over 25 years, Thomas International has been a global leader in the provision of on-demand behavioral assessments and reporting used to recruit, develop and retain top talent.

Thomas International has a presence in 60 countries and availability in over 56 languages. More than a million Thomas International software-as-a-service (SaaS) delivered assessments are completed each year.