THE NEXT GENERATION OF AUTOMATED HRM & RECRUITMENT IS HERE

hai | Human Asset Intelligence

The most proficient skills assessment and data analytics tool available for HR, Function Heads and Line Managers

Interdisciplinary/ Multidisciplinary Complimentary to other human assessment methodologies

Defining Success

Phenomenal time and cost saving recruitment automation

- Automatically identifies your best three (or more) applicants
- Reduces executive hours invested in the interview process

Total visibility workforce skills, expertise and capability

- Empowers HR and Leadership to manage Ethnicity and Gender policies fairly
- Documents the details of individual team member professional and soft skills expertise
- Employers can skills profile individuals or teams, locally and globally
- Identifies training needs and continuous updating aids monitoring of skills development

Mergers/takeovers? Ramping up a new team?

- Provides function Managers with immediate detailed individual or team competencies, local or global
- Mergers/lay-offs: Identifies professionals for talent retention
- Fastest tool on the market for matching individuals to emergency response teams
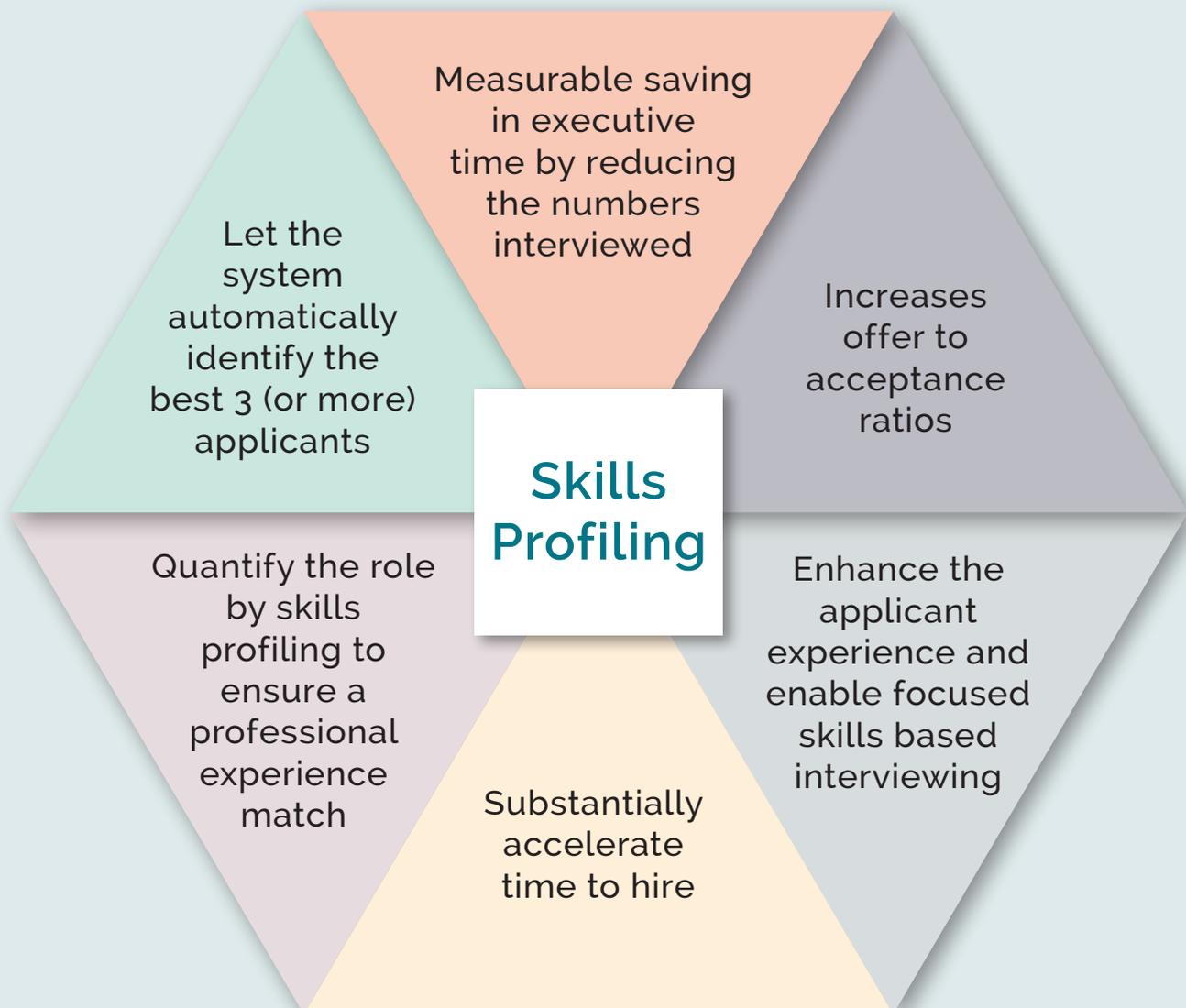
Extended market potential

- Vertical expansion potential to corporates employing many other types of highly skilled professionals
- Horizontally to RPOs, IT Services, Recruitment Agencies, HRM Solutions Providers, vendors of Recruitment/Employee Databases, the Health Sector, O&G Upstream and Downstream, and other sectors employing highly skilled workers

Quantifiable Improvement ▶ To your talent acquisition results

First identify the practical professional skills, knowledge and experience the job demands through skills profiling, let the system identify the top three (or more) applicants, interview your short list. Then you can refer your selected applicant(s) to other soft skills assessment methodologies as a complement to the system that focuses on the basic professional skills first.

Interdisciplinary/Multidisciplinary and complimentary to other human assessment methodologies.

Skills Profiling

- Measurable saving in executive time by reducing the numbers interviewed
- Let the system automatically identify the best 3 (or more) applicants
- Increases offer to acceptance ratios
- Quantify the role by skills profiling to ensure a professional experience match
- Substantially accelerate time to hire
- Enhance the applicant experience and enable focused skills based interviewing

So what is skills profiling?

The simple, comprehensive, detailed recording of job specific skills, expertise, know-how and soft skills

Adapted for different regions of the world, each profile is a compilation of 400+ professional skill statements.

For external or internal recruiting, the Hiring Manager selects from a profile, identifying which skills, experience, aspects of know-how, professional knowledge and soft skills are essential for the role/task, and can also mark up 'desirable/value add skills'.

Candidates/employees complete a mirror image of the form, grading each entry as Extensive, Moderate, Little or None.

The system will swiftly identify your best matched three (or more) applicants. Further value-add comes from the percentage match by Extensive or Moderate, and to the Hiring Manager's 'desirable skills'.

The back-office instantly delivers analysis drawn from any aspect of the skills profile, quantifying total function capability, individual or group training needs or those qualified to give training, finding specific expertise for problem solving, and it is the fastest tool on the market for matching individuals to emergency and specialist response teams.

Mergers/lay-offs – speedily identifies individuals for talent retention.

External recruiting rejuvenated

Advantageous cost and time saving recruitment automation that:

- Delivers accurate and accelerated matching to position descriptions plus identification of best three (or more) qualified applicants
- Identifies interdisciplinary, multidisciplinary and transferable skills
- Automates work flow that is currently manual and time-consuming
- Significantly improves interview/offer/acceptance ratios
- Substantially reduces executive hours invested in the interview process
- Enables Recruiters to process more applications/interviews
- Databases applicants for quick selection against future vacancies
- Especially helpful recruiting applicants in or from other regions
- Identifies employees that match new job vacancies or promotions prior to external search

Total visibility

An HR and management tool that:

- Empowers HR and Leadership to manage Ethnicity and Gender pay policies fairly by an exact recording of skills required for the role and individual skills profiling
- Documents the details of individual team member professional expertise and basic soft skills
- Identifies training needs and continuous updating aids monitoring of skills development
- Identifies employees that match new job vacancies or promotions prior to external search
- Provides data to enable accurate documenting of skills required for specific job levels and job descriptions, offering clarity to employees who aspire promotion
- Identifies experience and training to be acquired before promotion can be achieved

Skills profile individuals or teams; locally and globally

- Detailed and accurate profiling of highly skilled professionals across the workforce
- Identifies individual training needs and prepares individuals to invest in self-improvement
- The added benefit of employee self-confidence

Ramping up a new team?

Innovative data analysis enables optimal business planning

- Provides Function Managers with immediate detailed individual or team competencies, local or global
- Mergers/lay-offs: Identifies professionals for talent retention
- Presents analysis to enable optimal utilisation of team and individual skills, local or global
- Creates reports on current functional capability against long term corporate/regional business plans
- The fastest tool on the market for matching individuals to emergency response teams
- Identifies training needs and internal expertise to utilise for training/mentoring

The extended market potential

Currently for Commercial, Contracts and Procurement professionals with a global vertical expansion potential to corporates employing many other types of highly skilled professionals, and horizontally to RPOs, IT Services, Recruitment Agencies, HRM Solutions Providers, vendors of Recruitment/Employee Databases, the Health Sector (Nursing in particular), O&G Upstream and Downstream experience, and other sectors employing highly skilled workers.

The fastest tool on the market for matching individuals to emergency response teams

The great motivator to individuals – a mobile skills passport

Individuals can also sign up to skills profile themselves. These are highly skilled people who are prepared to invest in understanding their professional capability and in self-improvement.

An individual with an account can transfer the skills profile to a new employer's system.

An individual leaving an employer can transfer the skills profile out into a personally held account or to a new employer's system.

Want a demo?

Interested parties can arrange a 15 minute shared screen demonstration with the software developer,

Click here

To discuss the potential of HAI for your business, please contact:

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