



## OUR VIEW ON... INTERNAL TALENT MOBILITY



Gibbs Hybrid have pioneered a managed service solution for internal mobility providing orchestration of all internal functions for the Joiners, Movers, Leavers process.

Over the last decade, the sourcing of external talent has seen huge investments made by service provider organisations and technology companies. **These include significant developments to optimise process, source, screen and engage the very best talent in the market – all in the name of reducing Cost and Time to Hire.**

**At** Gibbs Hybrid we have long identified that often the best quality candidates are those already within an organisation – those employees that understand the culture of how things get done, exemplify the culture and values whilst at the same time demonstrate both core competencies and a desire to learn new skills and expertise. Everyone agrees, these employees are any organisations' greatest asset.

As companies' business cycles become shorter, fuelled by the pace of technology churn and disruption from new market entrants, the need for agility has never been greater. This agility is necessitating access to the best available talent within an organisation in a seamless and non-time-consuming way.

FOR MANY LARGE MULTI-NATIONAL ORGANISATIONS, THE JOINERS-MOVERS-LEAVERS PROCESS IS OFTEN A PREDOMINANTLY MANUAL ONE. WHEN AN EXISTING EMPLOYEE MOVES FROM ONE LEGAL ENTITY TO ANOTHER, THE TASK OF GETTING THEM SET UP IN THE VARIOUS SYSTEMS AND PRODUCTIVE IN THEIR NEW ROLE ON DAY ONE CAN BE AN ARDUOUS ONE.

Often, many of these tasks can fall to the Hiring Manager or the employee themselves. Significant levels of coordination across numerous internal functions including Business, Payroll, Finance, HR, IT, Real Estate, Security are required. Due to the manual nature, there is significant scope for these tasks not to be completed correctly or in time leading to huge frustration and a loss in time to productivity.

Leveraging our expertise in People, Process and Best in Class workflow management and integration technologies, we automate otherwise manual processes providing a single span of control and management of your end to end processes in a fully compliant and transparent way.

**We significantly improve the hiring manager and employee experience whilst simultaneously shortening new hire time to productivity.** Gibbs Hybrid's Internal Talent Mobility solution enables you to make the most from your most valuable assets, your employees.

**For more information on Total Talent Management visit [gibbshybrid.com](http://gibbshybrid.com) or contact:**

**UK:** Iain Pennell [iain.pennell@gibbshybrid.com](mailto:iain.pennell@gibbshybrid.com)  
+44 7841 833398