



INTERNAL TALENT MOBILITY SOLUTION

Talent is scarce. Many organisations tell us that current workforce models fail to unlock innovation, creativity and deliver real client value. We are creating new service and commercial models to enable agility, reduce cycle times, increase quality and achieve sustained cost savings, redefining the way in which our clients realise business value. We provide services and solutions that provide access and visibility to the best available talent, whether it's internal or external.

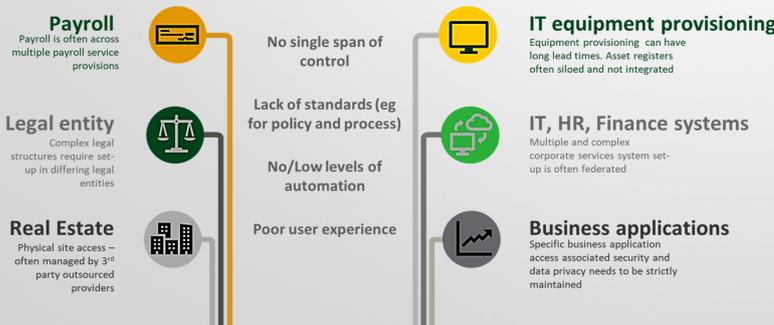
Hiring internally is efficient and retains expertise.

Increasingly, organisations are adopting agile working practices as they look to become more customer responsive and increase speed to market. In such organisations, accessing the talent, skills and expertise within your existing workforce in an efficient way is critical. Many organisations are investing in Human Capital Management in the cloud to better inventory the skills and competencies within their organisations.

While knowing what intellectual capital you have within a business and correlating it against your strategic workforce plan is the first step, accessing your talent inventory and deploying them into real roles can be quite a logistical challenge.

Complexity challenges internal mobility.

Employees are often left facing the task of figuring out vastly different processes and policies across the myriad of corporate functions. Navigating how you get what might seem like basic things done when moving from one internal role to another needs to be easier. For this reason, we have created the internal mobility proposition.



Internal talent mobility

We have pioneered a managed service solution for internal mobility orchestrating internal functions for the Joiners, Movers, Leavers or trans-boarding process. By providing a single point of orchestration, the multiple and varied functional groups of often complex internal operating structures can be easily coordinated significantly improving the process of trans-boarding existing employees as they are assigned into new roles.

With a single dedicated point of coordination for key activities such as setting up the new internal hire on new payroll systems, changing of legal entities, provisioning HR, IT, Finance and Security systems, Real Estate site access, provisioning of IT equipment and access to business applications, time to productivity is significantly reduced with a compelling business case based on reducing the number of lost days' work.

Furthermore, at a time when the desire for employee engagement and experience is at an all-time high to retain the best talent, user experience for both new internal hires and hiring managers alike is significantly improved.

FACT SHEET

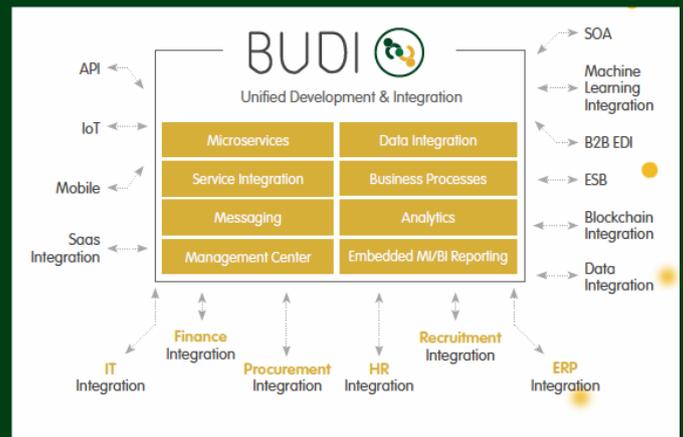
BUDI™

The Gibbs Hybrid Business platform for Unified Development & Integration, BUDI™, has been developed to integrate hybrid application solution architectures and to provide easy access, visibility and control of data sets within clients' application portfolio and our managed service infrastructure.

Providing API integration as a service, we provide API abstraction and integration between client IT systems infrastructure and our best in class workflow management system to streamline processes.

Compelling return on investment

With existing employees getting up to speed and productive in their new roles approximately twice as fast as new hires into an organisation, the reason for internal hiring is clearly compelling. Still, the average time to trans-board existing employees can be between 4 and 13 weeks according to the role. With our ability to reduce this by up to 50%, we can implement our Internal Talent Mobility Managed Service on a better than cost-neutral basis.



For more information on the Internal Talent Mobility Managed Service solution & Total Talent Management Solutions, visit bit.ly/totaltalent

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About Gibbs Hybrid

Gibbs Hybrid offers a single source integrated solution with programme consultancy, talent, technology and outsourcing initiatives that drive customer success.

We have three lines of business – total talent management, programme technology solutions and outsourcing. While they can stand alone as best-of-breed offerings, they create real synergy when integrated with each other, creating hybrid, 360-degree solutions. Offering this flexibility allows clients to engage with a single preferred partner for multiple services - using differing and flexible models to do so, based on their requirements.

Based in London, we have offices in Manchester, Ireland, Poland, Luxembourg and USA. We are proud of our status as an Ethnic Minority- and Woman Owned- Business.

Visit us at GibbsHybrid.com