

Case Example | Innovative HR Aligning

Humatica helped to re-design and implement a new HR organization and innovative processes to support higher growth and greater efficiency for a IT services provider.

BACKGROUND & CONTEXT

- Global IT services provider
- Over € 400M sales, Active in more than 15 countries
- Un-integrated acquisitions with different cultures
- Post-restructuring trauma
- Lack of exchange of project and technical know-how that is needed to drive top-line growth and bottom-line profitability

MEASURES

- New recruiting and development processes developed and implemented consistently across the globe
- New individual performance management process pilot-tested and rolled-out internationally

RESULTS

- Steady growth in revenues and profitability
- Consistent HR processes which allow performance comparison and benchmarking
- Significantly improved performance review process performance
- Increased quality of MbO's

HUMATICA APPROACH

- Interviews with senior managers from different locations to define future requirements and needs which HR organization and processes must fulfill
- HR process mapping in all major country locations
- Comparison of current processes with future requirements and best practices
- HR organizational structure mapping
- HR productivity benchmarking
- Utilization of Humatica's modus productivity database to benchmark and define appropriate level of HR resource and HR organizational structure by country.

