Specializ

Organizations world-wide have difficulties to obtain and understand information at the granular level in order to make strategic decisions for the overall benefit of the organization. Companies spend great amounts of time and money each year hiring consultants to help them obtain and understand different types of detailed information about their organizations that are ultimately best provided collectively by the employees.

Specializ is a web-based organizational knowledge generation software application deigned to extract information about one or more topics of interest to the organization. Specializ is extremely flexible in its design, allowing topics to target business units, departments, geographic locations, or organization created categories. A single topic may be sent to any number of subsets of employees. In addition managers can assign different levels, measured in percentages, of agreement for each subset working on a topic. Managers can be certain of the accuracy of the results. Possibly the most important facet of Specializ is that it is extremely easy to use requiring very little time of users time. Specialize also provides anonymity of the information collected which increases the likelihood of users responding honestly and accurately.

Via our web-based solution, a manager will develop a topic for which he/she needs information. The Manager will also have to define what percentage level of agreement would be desirable for the success of this project as well as the audience who will respond by each creating a unique list of elements within the selected topic.

Users (employees and/or external contractors) will be presented with the following tasks when responding to topics:
- Evaluate the relevance of elements to a particular topic
- Add/Edit elements as desired
- Provide additional quantitative & qualitative as needed

Specializ utilizes employee and organizational characteristics (such as job roles, departments, and locations) to pinpoint logical groups of users. Specializ allows HR to create Specializ groups that can nest one or more other groups.

Depending on the percentage of agreement set by the Manager, users may go through multiple iterations of defining and revising elements per topic and respective relevance. After each iteration, managers review the consensus progress and provide feedback on new suggested items. Once the appropriate level of agreement has been reached managers will be presented with the complete list of elements defining a topic.

Example: Intellectual Property

Issue: Based on authoritative sources quoted by CSO Magazine in 2006, each year, intellectual property theft costs U.S. companies nearly $300 billion. More than 90% of a company's intellectual capital – its inventions or know-how - can be found in a digital format. Though, Intellectual Property Protection is less of a technology issue but a business issue. An organization will not be able to apply information technology to Protect Intellectual Property without a clear understanding of what exactly defines Intellectual Property for the organization as a whole.

How to apply Specializ: A firm wants to know the Intellectual Property per job role. A Manager will create an Intellectual Property topic and send it to the respective job roles. Each employee selected will provide a list that he/she believes to be Intellectual Property. When consensus is reached, the firm will gain a complete list of Intellectual Property per job role created by employees.

Example: Business Process Requirements

Issue: Organizations worldwide are going through systems implementations, upgrades and business process re-engineering. With any of the examples listed Business Process Change is a constant variable that drives the success of any of the above projects. Even though many organizations engage consultants to drive this rather complex process, the source of all necessary information remains with the organization's very own business process owners. The business process owners are the individuals who best know the current process.

The firm wants to determine BP requirements per impacted group within an organization. To complete such a task in Specializ the firm will create a category with the group names of those involved with the business process requirements The firm will then send the topic to a potentially unique group of users comprised of a combination or departments, jobs, and/or people. Next the firm sets the required level of agreement for each group. The users will then each determine the requirements within their group. The manager can specify the level of agreement for each group individually. After the desired agreement levels have been reached for all groups, BP requirements for each group will be created.

Example: Naval Fleet

Issue: The naval fleet is comprised of many different ships each which support different tasks required to operate the unit and skill required to complete each task.

The Navy wants to determine the skills for each task for each type of ship. To do this in Specializ the Navy must create two topics, Naval Fleet Tasks and Naval Fleet Skills. The Navy can create a category called Naval Fleet that lists the names

of all ships and submarines. With Specializ the Navy can assign any combination of departments, jobs and/or people to each ship to determine its tasks. Each ship can be assigned with a unique percentage of agreement for the required tasks to operate the ship. Once the Naval Fleet Tasks topic is complete for each ship then the Navy creates the Naval Fleet Skills topic. The Navy can send the Naval Fleet Skills topic to a unique or shared logical grouping comprised of departments, jobs, and/or people for each task. Just as in the Naval Fleet Tasks topic, the Navy can assign required percentages of agreements, like 80%, for each task individually. Once agreement has been reached for all tasks, the Naval fleet will have skills for each task specific by ship.