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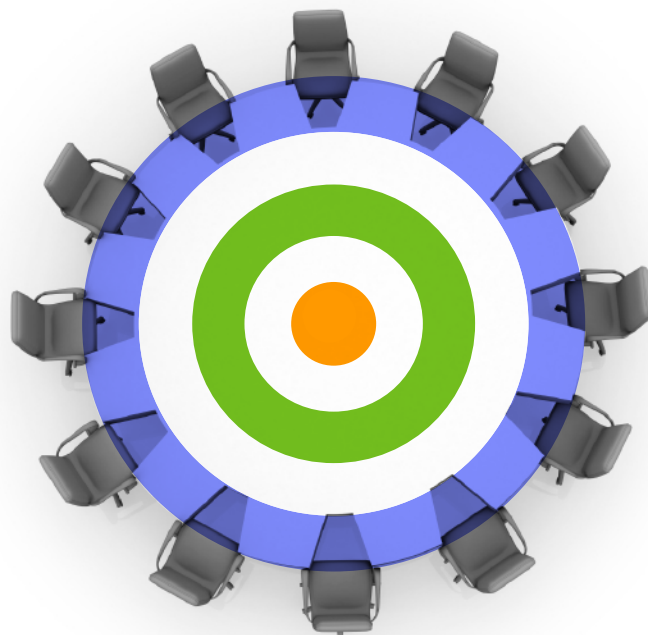
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Organizations worldwide have difficulty obtaining and understanding information, both broad and granular, to make strategic decisions.

FACT: Organizations spend substantial amounts of time and money hiring consultants to help them understand their business operations. Often organizations engage consultants to collect and synthesize information that ultimately resides collectively with the employees. Specializ offers a streamlined process to harness and manage this information.

**Specializ allows organizations to utilize the knowledge stored within its greatest resource, its employees. It provides a simple method, using any logical subset of employees, to generate knowledge on any topic.**



SPECIALIZ SPECIFICATIONS

**Technology**

- Web based Application
- Languages: Flex, Java

**Supported Web Browsers**

- Internet Explorer 6 or higher
- Firefox 1.5 or higher
- Safari 2.0 or higher

**Supported Servlet Containers/Application Servers**

- Apache Tomcat 5 or higher
- Jetty 5.1 or higher
- Sun Application Server 8 or higher
- JBoss 4 or higher
- Oracle Application Server (All)
- Bea Weblogic 7 or higher
- IBM Websphere 6 or higher

*Call for others*

**Supported OS Platforms**

- Linux (Redhat Enterprise Linux, Debain flavors, Suse Enterprise Linux)
- IBM AIX 4.3-5.3
- Sun Solaris 8 or higher (SPARC and Intel)
- Microsoft Windows Server 2000 or higher

**Supported Databases**

- Oracle
- IBM DB2
- MySQL
- Microsoft SQL Server
- PostgreSQL

*Call for others*

**ERP System Integration**

- SAP
- Oracle E-Business
- Oracle Fusion Applications
- JD Edwards EnterpriseOne
- JD Edwards World
- Peoplesoft
- Siebel
- Baan
- Great Plains

*Call for other ERP integration*

**Supported Languages**

- English
- Spanish
- German
- French
- Dutch
- Chinese
- Japanese

*Others upon request*

Specializ is an innovative web-based organizational knowledge-generation software application. It is designed to easily extract information from an organization's employees on topics of interest to the organization. **Let us show you how. >>**



Specializ is extremely flexible in its design, allowing topics to be nested within business units, departments, job roles, geographic locations, other topics or organization created categories. **View schematic.>>**



A SINGLE TOPIC MAY BE SENT to unlimited subsets of employees. In addition, managers can assign different levels, measured in percentages, of agreement for each subset of employees. Specializ is extremely easy to use, requiring very little time. It ensures the anonymity of the information collected thus increasing the likelihood users will respond both honestly and accurately.

GUARANTEEING THE QUALITY OF YOUR RESULTS is easy because Specializ allows managers to define minimum levels of agreement for all topics they manage. Due to its flexible design, Specializ allows managers to assign different agreement levels to any or all subsets of employees working on a topic. This functionality gives managers precise control over topic requirements.

USERS, both employees and external contractors, are presented with the following tasks when using the system:

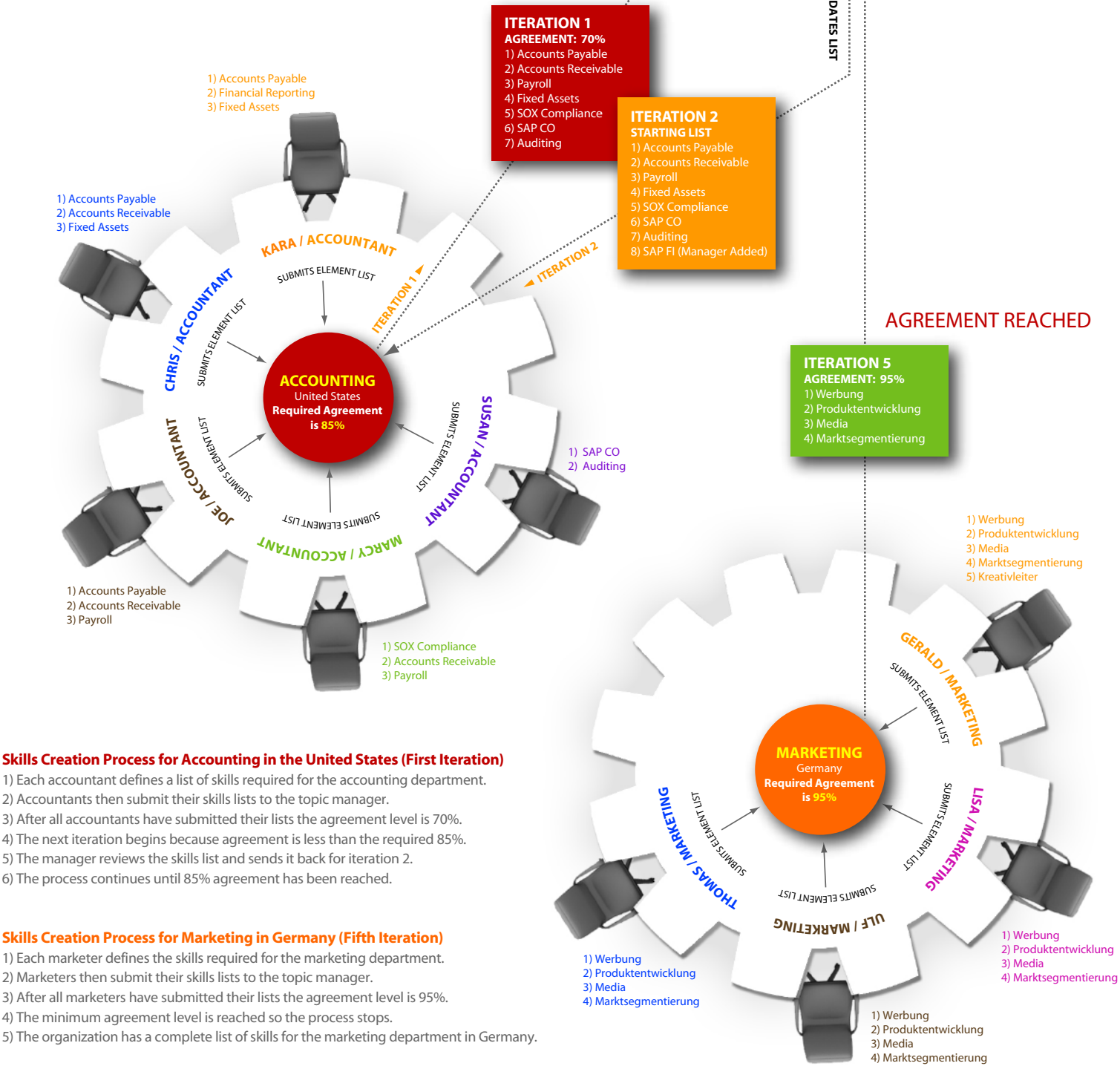
- Create a list of elements that defines the topic
- Add/Edit/Delete elements from the topic list
- Define the individual relevance of each element

SPECIALIZ NOT ONLY INTEGRATES with virtually any ERP system, it does so in a very smart way. It pulls in employee, department and location data from an existing HR or ERP system, and goes one step further. It allows the organization to create Specializ departments that can nest one or more departments that already exist in its ERP system. Specializ also offers the same nesting functionality for both job roles and locations. In addition, its nested design allows organizations to pinpoint location-based logical groups of users comprised of entire departments, job roles and/or individual employees. Organizations also have the flexibility to choose between Specializ created and ERP-based departments, job roles and locations.

TO MEET MINIMUM AGREEMENT PERCENTAGES set by the manager, users may go through numerous iterations of revising topic elements and their respective topic relevance. After each iteration is completed, a compiled list of participants' topic elements is sent to the manager for review. Once the minimum level of agreement has been reached, managers are presented with a list of elements that define a topic.

**SPECIALIZ EXAMPLE:**

A manager is creating a skills inventory for her organization and needs a list of skills for each department in each country her organization has an office. She creates a topic called "Skills" and sends it to employees, segregated by department and country. The diagram below illustrates the knowledge generation process for our sample organization in two departments in two different countries: the accounting department in the United States and the marketing department in Germany. In this example, segregating the topic by department and country, allows accountants in the United States to create accounting skills in English and marketers in Germany to create marketing skills in German. Each department, within each country, could have a different manager managing the topic creation process; this may be especially useful if multiple languages are involved. The example below illustrates the process of creating skills (topic elements) for the "Skills" topic.



**Skills Creation Process for Accounting in the United States (First Iteration)**

- 1) Each accountant defines a list of skills required for the accounting department.
- 2) Accountants then submit their skills lists to the topic manager.
- 3) After all accountants have submitted their lists the agreement level is 70%.
- 4) The next iteration begins because agreement is less than the required 85%.
- 5) The manager reviews the skills list and sends it back for iteration 2.
- 6) The process continues until 85% agreement has been reached.

**Skills Creation Process for Marketing in Germany (Fifth Iteration)**

- 1) Each marketer defines the skills required for the marketing department.
- 2) Marketers then submit their skills lists to the topic manager.
- 3) After all marketers have submitted their lists the agreement level is 95%.
- 4) The minimum agreement level is reached so the process stops.
- 5) The organization has a complete list of skills for the marketing department in Germany.

**EX:**  
Intellectual  
Property.

Based on authoritative sources quoted by CSO Magazine in 2006, intellectual property theft costs U.S. companies nearly \$300 billion annually. More than 90% of a company's intellectual capital, its inventions or know-how, can be found in a digital format. However, intellectual property protection is less of a technology issue and more of a business issue. An organization cannot apply information technology to protect its intellectual property without a clear understanding of what it is.

**How can a firm determine what constitutes its intellectual property? Let us show you how. >>**

A firm needs to document its intellectual property per job role within the organization. To do this in Specializ, a manager creates an intellectual property topic and sends it to each respective job roles. Participating employees, within each job role, provide a list of the information and/or documents that they consider intellectual property. When agreement is reached on the topic elements, the firm has a complete list of employee defined intellectual property per job role.

**EX:**  
Business  
Requirements.

Organizations worldwide are undergoing systems implementations, upgrades and business process re-engineering. Well-documented business process requirements are key to the success of all initiatives listed above. Even though many organizations engage consultants to drive this rather complex process, the organization's business process owners best understand the process and its requirements.

**How can a firm create business process requirements for its initiative? Let us show you how. >>**

The firm needs to determine business process requirements per group impacted by an initiative listed above. To complete such a task in Specializ, the firm creates a category with the group names of those involved in the business process requirements, such as management, users and IT. A manager then sends the topic to participating employees, comprised of departments, job roles, and/or people. Next a topic manager defines the required level of agreement for each group. Employees then create the requirements (topic elements) within their respective group. A manager specifies the level of agreement for each group. After group agreement levels have been reached, the firm has a complete set of business process requirements for its initiative.

**EX:**  
Task-based  
Skills.

A country's naval fleet is comprised of many different vessels each requiring different tasks and skills in its operation.

**How can a naval organization first determine a list of tasks required to operate each vessel and secondly a list of skills required to complete each task? Let us show you how. >>**

A naval organization needs to determine the skills required to complete each task for each type of vessel. To do this in Specializ, the organization must create one category called "Naval Fleet" that lists the names of its vessels (ships, submarines, etc.) and two topics, "Naval Fleet Tasks" and "Naval Fleet Skills". Next the organization assigns combinations of departments, job roles and/or people to each vessel to determine its tasks. Each vessel can be assigned a unique percentage of agreement for the tasks required in its operation. Once the "Naval Fleet Tasks" topic is complete for each vessel then the organization creates the "Naval Fleet Skills" topic. Next the organization assigns required percentages of agreement, like 80%, for each task. Once agreement has been reached for all tasks, the organization has a list of skills required to complete each task for each vessel.

HOW TO APPLY SPECIALIZ