

# The Hilo Advantage For Redeployment



## The Hilo Advantage

Organizational redeployment, or strategic reorganization, offers the promise of improved productivity, reduced costs, and overall higher employee satisfaction by simply making sure the right people are in the best positions for success. Firms most often turn to redeployment consultants to facilitate the process, but, regardless of the skill of a consulting group, the challenges of conventional redeployment solutions are many:

1. The process is labor intensive (expensive) to implement because it requires trained, expert teams to facilitate the entire project life cycle;
2. It is an 'event' rather than an on-going process, so it is more difficult to engrain the redeployment concepts into the company's culture going forward;
3. Reliance on the skills of the individual implementation team members often yields results that lack uniformity; and,
4. It doesn't scale well, becoming prohibitively more expensive the larger and the more complex the organization.

Hilo's quantitative pairing engine, in combination with its web-based system for user interface and analytics, eliminates or radically minimizes each of these challenges. Hilo provides a scalable, flexible, and affordable solution for both redeployment and the evolution of the redeployment process into a competitive asset for the organization.

## Adaptable Implementation

Any redeployment process will necessarily require the integration of two sets of information; the information about all the current and desired positions, and information about the employees. Hilo is no different in this respect. Where Hilo differs is in how these steps are accomplished.

### ***Positions For A Group Or The Enterprise***

When it comes to integrating position information, Hilo's web-based architecture and flexible, data-centric approach allow multiple alternatives for implementation. For small companies or smaller groups within a larger organization, the system has a simple position entry wizard to collect information about the positions, their requirements and key attributes. While more 'hands-on', this method allows more direct involvement of the line or hiring managers who are likely to have the most detailed information about specific positions.

For larger firms the organizational information will typically already exist in one or more internal systems. In these situations, the Hilo implementation engineers and development team will work with the client to extract as much of the required data as possible, and then

port that information into Hilo's database. After this step there likely will be some pieces of information that are essential to the Hilo pairing system that are not included in the current systems, such as the Birkman profile of the position or suitability of the position for virtual work. The implementation engineer will at that point work with the broader team to identify what missing pieces of data can be updated in batches and which are best addressed at a more granular level.

An important distinction is that the Hilo algorithms are designed to deliver value-added results even in the event of incomplete or sparse data. The more complete the information is in the system, the more accurate the results, however if a few pieces of information prove too onerous to collect or perhaps are against company policies or local legal restrictions, the pairing system will still function.

These two broad alternatives, and the ability to use them in combination with each other, provide tremendous flexibility in tailoring this phase of implementation to an individual client. For example, some clients may wish to initially deploy focused pilot programs. In those situations, the hands-on wizard allows for rapid, cost effective implementation. Some larger clients may also prefer to use the wizard approach to get line management more involved in the implementation activities as a way to build internal support for the overall change process. Alternatively, the ability to import data directly into the system enables deployment in the very largest organizations on the most aggressive time tables.

### ***The Team***

The most important part of any redeployment effort begins and ends with the team, and this is where Hilo shines brightest. Because one of the pillars of the Hilo analysis system is the incorporation of personal assessment information with other conventional credentials and role data, employees will necessarily be part of the initial implementation process. At it's most basic, this will be no more complex than sending a single URL link to all employees for them to complete their assessment and employment profile. This entire process should take no more than 45 minutes per person and, if any of the employees have already completed a Birkman assessment, that can be shortened to 10-15 minutes. Once complete, each employee will receive a customized Career Forward Guide that they can use and share with co-workers to begin gaining immediate benefit.

## Quantitative Redeployment

Upon completion of the implementation phase, you now enter the realm of what we refer to as Quantitative Redeployment. What this means is that in real time, every employee is quantitatively evaluated against every position at the firm. Want to know how changing a position's requirements changes the list of candidates? Simply make the change and see the complete employee list reevaluated and re-displayed in real time. Wonder how the candidate pool changes if you make an in-office position flexible to allow virtual work? Virtually any 'what if' scenario you can imagine can be recalculated and reassessed in real time.

Hilo saves time, cost and reduces risk regardless of the redeployment goal whether it be: finding the best team to staff a high priority business unit; diagnosing and addressing underperforming groups; firm-wide reorganization; or any permutation of the above.

It is important to stress that Hilo really distinguishes itself with respect to the team. Because Hilo's pairing algorithm is symmetrical, not only do you see who the best fits are for a given position, but the individual employee can see what positions are a best fit for them. And the same real-time 'what if' capabilities apply to the individual as well. A cost accountant in the finance department might see they are actually a better fit for a project management position in production. A sales engineer might discover that by gaining proficiency in a new language she would be a perfect fit in a business management role overseas. The system effectively gives the individual an objective, analytical career development profile; thus empowering them to take charge of their own growth within the organization. In this way Hilo can 'live' long term within the organization and be used as a cornerstone of the organizational and personal development process.

On top of all the benefits the Hilo analytics engine provides to the redeployment process, it also generates organizational insights that are simply not available using conventional processes. The data that drives the Hilo pairings provides deep layers of metadata about the organization and the staff. What are the most in-demand roles at your company? How does the culture and work environment match the current employees? Are there any patterns between university affiliation and roles, and if so how can that influence on-campus recruiting? What communication styles are most effective for 'our' organization? If we are looking at opening a new office in Brussels, what does our pool of current employees look like to staff the office? Hilo provides this global visibility enabling both insights on the current staff and as well as the needs of the organization.

## Inside & Out

What makes the Hilo system even more powerful is that the same system that an organization can use for redeployment can be seamlessly activated for recruiting simultaneously. Hilo is built from the outset to factor in social media channels as well as other external candidate vectors. As a result, a redeployment effort can be easily integrated with recruiting activities to find those critical missing players that don't currently reside within the organization. Looking to staff a new product line and searching for the best fits in the organization? Simple. But perhaps you want to see if there might be better external candidates for a handful of key posts. Simply enable those job postings via Hilo's integrated channel manager and allow external candidates to fill out profiles for consideration, then see how the external candidates compare to the internal. Literally in a handful of mouse clicks a redeployment exercise can be fully integrated with strategic recruiting. All in one platform. Everyone evaluated on the same playing field. All in real time.

## Objective, Fast & Flexible

Hilo provides a platform whose analytical power opens the door to almost limitless options for implementation. The core of offering is the ability to objectively and quantitatively rank fit between individuals and positions. From that foundation the system is designed to be flexible to adapt to whatever the acute and on-going needs of the organization may be. Quantitative redeployment is the future of human-centric data, and the next generation of organizational development.