



## ORGANIZATIONAL DEVELOPMENT

Transition Pulse™

*Merging, acquiring or restructuring - the challenge is the same: how to get the right people in the right roles, quickly, cost effectively and sustainably.*

Whether in substantive growth, downsizing, acquisition, divestment, or just changing the way you work, the ability to model, and cost effectively implement the operational changes that are key to driving and delivering corporate objectives is a major HR challenge.

At its most basic level, organizational change requires HR processes to:

- Model and cost an anticipated restructured organization or department
- Minimize the transformation cost by retaining valued employees
- Create processes that accelerate and manage the change process
- Reallocate people to roles that challenge, motivate and optimize the use of their talent
- Ensure objectivity, fairness and legislative compliance in execution of changes
- Engage line managers and individuals in the process; to heighten internal buy-in and minimize the HR burden
- Effectively communicate to both line managers and employees what is happening & why

*... and to do all this with the minimum of disruption, at the lowest cost to the organization and in the shortest time frame possible*

**Transition Pulse™** is part of the HR Pulse® product suite of truly flexible and scalable Human Resource systems. It can be tailored to drive and sustain your chosen processes; rather than dictating them. Transition Pulse supports the most simple to the most sophisticated processes and evolves as your needs and practices dictate.

### Key Features

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Transition Pulse offers the robust features and powerful functionality of HR Pulse® base systems can be tailored to provide all the features needed to manage a sophisticated Organizational Development Management strategy including:

- Organizational modeling & charting to plan the new structure
- Application for positions by employees

- Assignment of employees to positions by Manager or HR Validation of proposed assignments to positions
- Automated succession planning
- Automated reporting (for example)
  - Analysis by gender/diversity of candidates against country guidelines
  - Role, candidate performance & capability summaries
  - Employee resume
  - Application status by manager/function/tier
  - Process monitoring
  - Employees not engaged
  - Managerial advice audit

## Example Process

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<ul style="list-style-type: none"> <li>▼ Organizational Design</li> </ul>	<ul style="list-style-type: none"> <li>▼ Design of organization, positions, and associated competency, capability and experience requirements</li> </ul>
<ul style="list-style-type: none"> <li>▼ Organizational Audit and Risk Assessment (what have we got)</li> </ul>	<ul style="list-style-type: none"> <li>▼ Initial assessment by Transition Pulse of match between requirements and existing talent</li> </ul>
<ul style="list-style-type: none"> <li>▼ Applicant Invitation &amp; Self Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>▼ Target employees are invited to apply for available positions and rate themselves against requirements</li> </ul>
<ul style="list-style-type: none"> <li>▼ Applicant Evaluation (current manager)</li> </ul>	<ul style="list-style-type: none"> <li>▼ Current manager evaluates submission and alters, endorses or rejects. Transparency of process may require outcome to be discussed with applicant</li> </ul>
<ul style="list-style-type: none"> <li>▼ HR Validation</li> </ul>	<ul style="list-style-type: none"> <li>▼ HR validation of application to position, if required</li> </ul>
<ul style="list-style-type: none"> <li>▼ Applicant Evaluation (receiving manager)</li> </ul>	<ul style="list-style-type: none"> <li>▼ Receiving manager interviews and assesses against defined criteria (competency, capability and experience)</li> </ul>
HR Validation, Succession, Development Planning & Appointment	<ul style="list-style-type: none"> <li>▼ HR validation of final assignment to position and of identified potential successors</li> </ul>

## Why NSS and Pilat

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With over 30 years experience in HR, business psychology, data analysis and software solutions, NSS and Pilat has been leading best practice in Human Capital Management. NSS and Pilat bring a unique combination of:

- integrating advanced HR processes and web-based software to trigger, drive, sustain and enhance desired behaviors
- partnering with clients to ensure that interventions contribute directly to the achievement of business goals; it adds genuine value
- bringing innovation, pragmatism, enthusiasm and determination; we make things happen.

Hundreds of the world's major corporations have benefited from our solutions throughout Europe, Canada, USA, Africa and the Pacific Rim. We have a reputation for being market leaders and trusted advisors in Talent Management with flexible, creative and high ROI solutions.

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