

SHL Mobilize is the End-to-end Talent Mobility Solution for Accurate, Immediate, Agile Decisions

SHL

Best Advance in Career Management or Planning Technology

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Company Background



Company-at-a-Glance	
Headquarters	U.K.
Year Founded	1977
Employees	2,500-4,999
Global Scale	150+ countries globally
Customers/Output	Adecco Group, Microsoft, Campari, Heineken
Industry	Tech and Software Solutions
Website	Shl.com

Value Proposition

Mobilizing and utilizing internal talent has become a priority for many businesses. But talent mobility decisions are not quick, simple to make or always accurate. It is known that 46% of leaders fail to meet their objectives in their first six months.

Traditional methods of identifying internal talent are often based on subjective elements such as manager intuition or relationships, length of service, development plan commitments and a host of other non-scientific methods. This can lead to low diversity, lackluster results and declining employee engagement. According to Financial Management Magazine, 43% of CEOs said that poor talent management has kept them from meeting their targets.

Mobilize uses real-time data to identify the best-fit internal resource for the role and challenges business must overcome. It's a contextual view of the workforce's potential that enables the best talent mobility decisions, whatever the scenario.

Product or Program Innovation

Mobilize is an end-to-end talent mobility solution of assessments and real-time people insights, designed to increase the accuracy and speed of talent decisions.

Delivering real business results: Mobilize identified internal candidates have 22% higher performance, are 38% more likely to be a woman than men and are 82% more engaged.

Delivering immediate insights to support multiple talent decisions. For example, simply assess employees once. Then enjoy intuitive dashboards that:

- Identifies high potentials
- Pinpoints group and individual development needs, aligning them to business strategy
- Fills succession pipelines
- Supports accurate internal candidate selection
- Uncovers hidden gems
- Support the placement of acquired individuals through M&A

These insights adapt to the context, situations and challenges faced. Scientifically proven to increase the chances of making the right decisions fourfold. Giving HR teams the agility to quickly answer any internal mobility question with the few clicks of a mouse. Leaders gain the confidence that the business has the internal talent it needs to navigate any future challenge or opportunity.

Additionally, it empowers employees to own their development with personalized development tips, aligned to the business' strategy.

SHL's Mobilize Solution combines science and technology to go beyond a point-in-time diagnostic and improves several talent management decisions, from succession planning to high potential and leadership identification.

Unique Differentiators

Mobilize helps solve critical business problems. The way to finding people answers is a long one and Mobilize helps solve this problem in three easy steps by providing deep people insights.

Figure 1: People Answers

The way to finding people answers is long and inefficient



Figure 2: Getting Answers

Getting the answers wrong is bad for business



Mobilize solves these problems at the click of a button through advanced technology that leverages scientific tests that provide business answers in real-time.

The business receives:

- Unbiased answers
- Diversity in teams
- Benchmarked people data

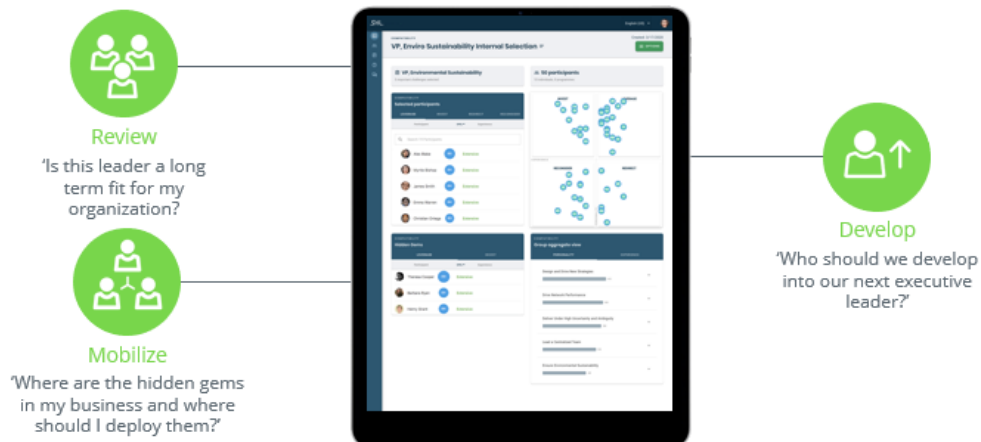
- Relevant business recommendations

The business will:

- Pivot to new challenges with agility
- Invest in people activities with the biggest return
- Speed up people transformation

Figure 3: One Platform

One platform of answers for talent management questions



All illustrations provided by SHL

Measurable Result

Mobilize follows an outcomes-based approach to solving people problems.

Understand

- Macro and organizational analysis
- Challenges and priorities

Identify

- Focussed goals
- KPIs linked to talent strategy

Implement

- Customization
- Management & training
- Full integration

- Rapid deployment

Measure

- Purpose-built evaluation tools
- Proven value

Mobilize is a single platform which assesses 35 million+ people every year.

This democratic vision helped the company navigate a variety of cultural requirements. For example, there were concerns regarding when to inform the direct manager of an individual who had applied for a position change. In some parts of the world, where there is deep-rooted respect for hierarchies, this can be a sensitive issue. In such cases, the program was designed to not alert the direct manager until an exploratory conversation between the employee and HR had been staged. The flipside of this caution could be seen in other regions where managers were immediately alerted to applications in a way that matched the more relaxed relationship they share with their workforce. This allowed the employees to be in the driver's seat when it came to charting their career paths.

About Brandon Hall Group

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