



Solution Package

# AGILE CAREERS & ROLES

Agile Careers and Roles help companies transform from vertical to horizontal careers. Because it's no longer about status or job descriptions, but about being effective and successful in the right place. Switching from idea generator, to lead, to project manager, and simple employee throughout one exciting project.

Components	Description	Top Features
Marketplace	The Marketplace lets employees tackle important projects and initiatives without the constraints of slow and outdated hierarchies. From staffing to project planning.	<ul style="list-style-type: none"><li>– Projects</li><li>– Jobs</li><li>– Employee Recommender</li></ul>
Lobby	The Lobby displays individually relevant content to stay in frequent contact with each employee. Transformation can only be made sustainable through maximum alignment in the entire organization, making it a crucial factor for success.	<ul style="list-style-type: none"><li>– Notification Center</li><li>– Dashboard</li><li>– Quickstart</li></ul>
Profile	Maximum transparency regarding skills and development goals, as the basis for adaptive task management, is a fundamental requirement for creating agile careers and dissolving rigid role structures.	<ul style="list-style-type: none"><li>– Skills</li><li>– Aspirations</li><li>– Personal Brand</li></ul>
Onboarding	Long onboarding times hinder agility, since adaptive approaches require quick role changes and seamless transitions from task to task. High-quality onboarding, done in real time, is a crucial factor for success – and not just for new external hires.	<ul style="list-style-type: none"><li>– Preboarding</li><li>– Onboarding</li><li>– Reboarding</li></ul>
Contributions		
Development	In a world of flat hierarchies and dwindling managerial access, employee development plans become much more dependent on strategic topics and holistic feedback processes, and data must be used to determine an employee's real development status.	<ul style="list-style-type: none"><li>– Development Goals</li><li>– Development Talks</li><li>– Development Tracker</li></ul>
Feedback		
Mentoring	When flat hierarchies remove the need for line managers to take on full leadership roles, it is important to initiate and provide ongoing support for valuable peer-to-peer dialog. Mentoring is a key pillar in leadership for agile setups.	<ul style="list-style-type: none"><li>– Mentor Recommendations</li><li>– Engagement Workflow</li><li>– Mentor Rating</li></ul>
Learning		
Teams		
Conference	The Conference allows HR to continue to play a more active role in the development of an employee's career plan, although it takes on completely different mechanisms in these times of agile approaches.	<ul style="list-style-type: none"><li>– Conference Administration</li><li>– Employee Discussion</li><li>– Report Generator</li></ul>
Relationship	In order to assign the right employee to a strategic initiative as quickly as possible, waiting for a time of acute need to develop a focused relationship with the appropriate employee is not enough. Instead, the best approach is to actively create and manage a pool of candidates. Thus, action can be taken quickly when the need arises.	<ul style="list-style-type: none"><li>– Smart Sourcing</li><li>– Candidate Communication</li></ul>
Attraction	Company strategies often require skills and experience that are scarce inside the organization, making agile recruiting a factor for success.	<ul style="list-style-type: none"><li>– Career Site</li><li>– Social Recruiting</li><li>– Rich Job Posting CMS</li></ul>
Tracking	Searching for strategically relevant talent in the job market means facing tough competition. Only employers who track candidates relevant to their goals and can start a sustainable conversation with them as quickly as possible can stay ahead of the game.'	<ul style="list-style-type: none"><li>– Hiring Manager Cockpit</li><li>– Recruiter Cockpit</li></ul>
Planning	Long-term personnel planning must go hand-in-hand with strategic work. This is the only way to ensure that the company's strategy is implemented neatly and for the long term.	<ul style="list-style-type: none"><li>– Succession Planning</li><li>– Career Planning</li><li>– Company Needs Planning</li></ul>