

HOW TO ENGAGE EMPLOYEES THROUGH COLLABORATIVE MANAGEMENT

— LINKBYNET — IN SHORT

- Activity sector: IT governance, cloud services and security
- Turnover in 2015: 44 million euros
- Workforce: 600 employees
- 800 clients
- 95% client renewals

Linkbynet aims to strengthen employee engagement and deploy agile work methods. To reach this goal, the company has adopted a collaborative approach to define the agile manager of tomorrow. This initiative is backed by [Talentsoft's Performance & Competencies module](#).

Linkbynet dares to be different and create a collaborative culture that fully engages employees in their company's projects. «We wanted to redefine the role of our managers, so we started working on this using a matrix; but when we presented them with the final model, our managers were not completely on board. They were looking for something more innovative,» explained Marianne Descamps, HRD at Linkbynet. «Their feedback is what led us to set up a successful HR system based on the identification of competencies and future requirements through Talentsoft's HR solution.»

MAPPING COMPETENCIES

The first step is to define the different themes tied to managers' responsibilities. How can we make them accountable and autonomous? How do we share the company's challenges? How do we exemplify the group's values? Our goal is to transform the company by implementing innovative and inspiring management. This is why Linkbynet places managers at the heart of their HR processes. «As an HRD, I need an overall view of my employees' competencies in order to meet, or even anticipate, our customer's requirements. It is essential that we identify the skills required for each job, then evaluate the number of qualified employees; to determine if we have the necessary human resources to support our customers,» says Marianne Descamps.

— LINKBYNET — CHOSE

- My Talentsoft
- Performance & Competencies
- HR Planning

THE PROJECT

CHALLENGES

- Realign the group's HR processes
- Offer a clear view of the missions, responsibilities, and competencies expected for each job position
- Enable new employees to become autonomous in a short amount of time
- Give employees control over their own development

RESULTS

- More transparency, equality, and employee engagement
- 92% completion rate for annual appraisal interviews
- Successful integration of new talents, decrease in turnover rate
- A more agile company and greater collaboration

Linkbynet aims to promote the development of their employees' competencies, both on a quantitative and qualitative level, as a way to plan for the future. «We're working closely with our managers to be able to use the items from the competencies map in our evaluation to establish their level of competencies or their training requirements.»

LINK SKILLS TO THE ANNUAL APPRAISAL

The first positive effect of this approach is transparency, which drives strong engagement. Linkbynet wishes to go further by linking annual appraisals and competencies using a common library and language. *«In order to evaluate competencies, we've already planned to use social feedback to have a true 360° view for all of our employees. Talentsoft continuously provides their support to offer us a more proactive and complete appraisal for all of our employees.»*

This innovative approach allows everyone to participate in their colleagues' development. The next step revolves around anonymity. We tested the idea for several months with focus groups made up of volunteers. It should be launched very shortly.

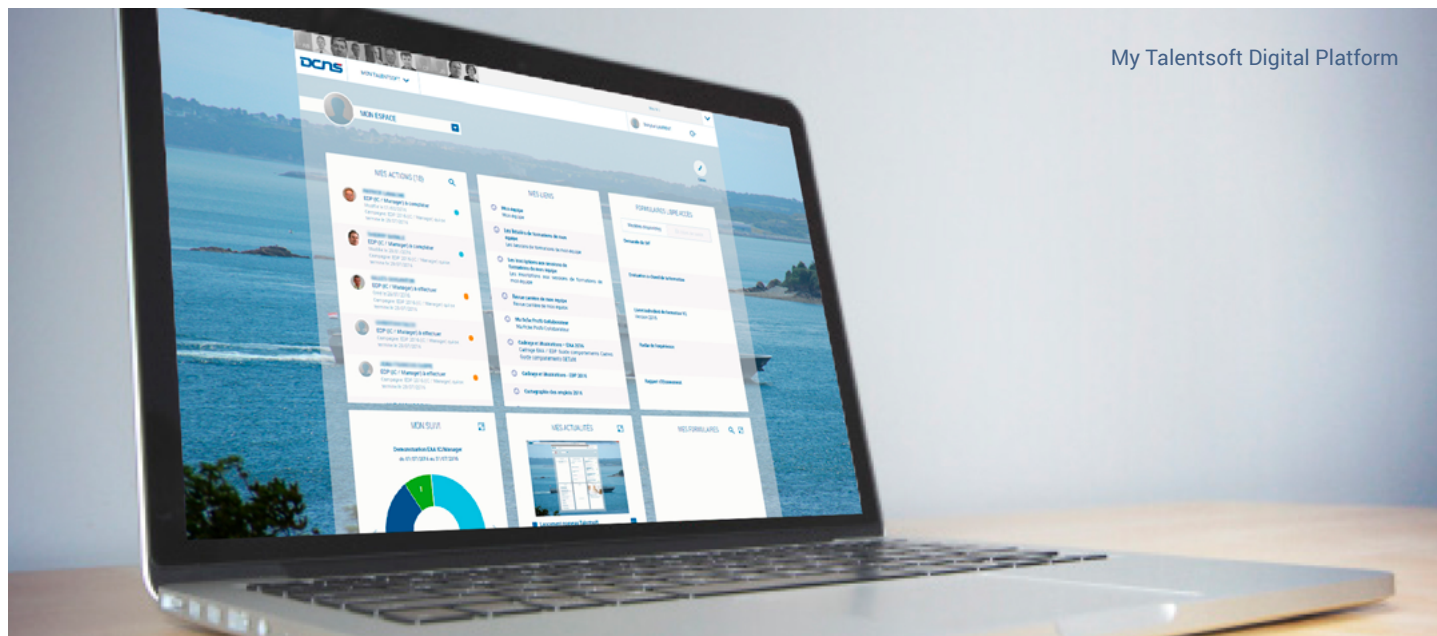
Last year we implemented incentives in the annual appraisal. This was crucial to help promote equality. *«Guaranteeing that all employees are paid at the same time seems to really motivate our teams. It's a true job satisfaction factor.»* The completion rate is up to 92%!



*Agility
Engagement
Collaboration*

« Talentsoft has surpassed all our expectations. Their teams have guided us throughout the process and we share a common goal: an agile HR management approach using a unique portal. »

Marianne Descamps,
Human Resources Director
Linkbynet



ABOUT TALENTSOFT

Talentsoft is the European leader in cloud-based talent management. The Talentsoft solution allows users to efficiently manage employee recruitment, training, performance, competencies, careers and compensation.

Its functional depth and unique flexibility helps meet the requirements of all kinds of companies, no matter their activity sector or location.

DEVELOP ONBOARDING TO MAINTAIN AGILITY AND RETAIN NEW TALENTS

In their aim to reduce turnover, talent retention is becoming a leading challenge for companies in increasingly competitive industries. Linkbynet relies on the Talentsoft solution to develop a follow-up plan for new talents on three fronts:

- Life in the workplace: New employees have access to all the key steps in their integration process, such as the day of their arrival, links to important documents, monthly breakfasts, and presentations about the main departments.
- Managerial follow-up: Managers or mentors for new hires have a log book where they record their assessments during monthly meetings.
- Feedback and improvement: New hires are encouraged to provide their feedback via a «First impressions» survey, which the company uses to continually improve their onboarding process.

«This 'checklist' is saved in My Talentsoft. As an agile company, we equip our new hires with all the necessary tools to become autonomous as quickly as possible in their job position and within the company. This is our greatest challenge during the new hires' first few months with the company,» says Marianne Descamps.

CONTACT OUR TEAM

Tel : +33 (0)1 41 86 05 60
contact-ts@talentsoft.com
WWW.TALENTSOFT.COM

TALENTSOFT

REQUEST
A
PRODUCT
DEMO



MORE **TESTIMONIALS**
www.talentsoft.com/our-customers