



### Organisations and markets are continually evolving and adapting. Staying one step ahead of the competition has become the ultimate business challenge of the 21st Century.

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

At its most basic level organisational change requires HR processes to:

- Model and cost an anticipated restructured organisation or department
- Minimise the transformation cost through retaining valued employees
- Create processes that speed and manage the change process
- Effectively reallocate its people to roles that challenge, motivate and optimise the use of 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 minimise 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 organisation and in the shortest time frame possible*

Pilat's unique combination of Occupational Psychologists, Human Resource consultants and leading edge Transition Pulse software provides organisations facing these challenges with best practice support and solutions. Working in partnership with clients to define the key processes and requirements we ensure real ROI is achieved.



**P I L A T**

**HR Solutions**

Our solutions target:

- Maximising retention and motivation amongst employees
- Minimising recruitment costs and potential redundancy situations
- Legislative and best practice compliance
- Building a positive momentum for change through active involvement
- Speed of transformation reduction by up to 20%

### How Pilat can help

Transition Pulse is a multi-lingual, web-based application that enables the reorganisation process. From organisational modelling and costing to succession planning and transformation management, Pulse facilitates and drives the change.

Transition Pulse is a flexible tool that directly maps to clients own processes and can work either on its own or integrate with other HRIS. It supports process standardisation and improves the quality and consistency of management information.

Transition Pulse incorporates:

- Organisational modelling & Charting
- Applicant and manager facilitation
- HR Validation
- 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

<ul style="list-style-type: none"> <li>▼ Organisational design</li> </ul>	<ul style="list-style-type: none"> <li>▼ Identification of organisation, roles and associated competencies, capabilities and experience</li> </ul>
<ul style="list-style-type: none"> <li>▼ Organisational Audit and Risk assessment (what have we got)</li> </ul>	<ul style="list-style-type: none"> <li>▼ Initial assessment from software of matches</li> </ul>
<ul style="list-style-type: none"> <li>▼ Applicant invitation &amp; self evaluation</li> </ul>	<ul style="list-style-type: none"> <li>▼ Target group 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 can alter, endorse or reject. Transparency of process requires 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 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 (competencies, capabilities and experience)</li> </ul>
<p>HR Validation, succession, development palnning &amp; appointment</p>	<p>HR validation assignment of individual to role and potential successors identified</p>

## Why Pilat

With over 30 years experience in HR, business psychology, data analysis and software solutions, Pilat are well placed to offer you the very best advice and tools to help implement an effective transformation into restructure. Pilat are at the forefront of the development of strategic HR solutions in this arena and have facilitated leading multinational corporations.

Transition Pulse forms part of the HR Pulse toolkit including Succession Pulse, Performance Pulse and 360 Pulse.

These complete packaged solutions can integrate with each other and existing HRIS systems and offer complete flexibility through extensive customisation options.

Pilat solutions have been used in hundreds of the world's major corporations and are delivering improved performance in Europe, USA, Southern Africa and the Pacific Rim. We have a reputation for being market leaders in this field with flexible, creative and high ROI solutions.



© Pilat Europe Limited 2005.  
TP2p220605



**Pilat Europe Limited**  
29 Hendon Lane  
London N3 1PZ  
United Kingdom  
Telephone: +44 20 8343 3433  
Fax: +44 20 8343 4656  
E-mail: info@pilat.com

**Pilat North America Inc.**  
496 Route 22 West  
Lebanon NJ 08833  
USA  
Telephone: +1 800 338 9701  
Fax: +1 908 823 9438  
E-mail: info@pilat-nai.com

**Pilat Israel Limited**  
9 Habarzel St.  
Tel Aviv 69710  
Israel  
Telephone: +972 3 568 8230  
Fax: +972 3 562 4598  
E-mail: info@pilat.com