

# Enterprise Profile Management

Version 1.0

Datasheet

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## Enterprise Profile Management

With the current financial crisis, and the ever continuing drive to reduce costs and deliver more benefit from existing resources, organisations are experiencing difficulty using their most important asset (their staff) as effectively as possible.

In a large organisation, it is notoriously difficult to find out detailed information on existing staff members. Whether it is their skills, experience or specialities, the only access most enterprises have to staff is a line on a Microsoft® Office® Communicator™ screen or an email address.

With Microsoft® Windows Active Directory, released in 1999, this was made somewhat better; organisations could record far richer information on staff members. Unfortunately, this is still limited to contact details and the organisational chart.

Whether you are attempting to resource a new customer project, establish a new division or effectively repurpose existing staff members, finding the right people at the right time is limited to your personal sphere of influence or outsourced to recruitment agencies.

Australian averages across the BRW 500 companies show hiring a contractor commonly costs an additional AU\$10,000 per year. This is excluding expenses and salary<sup>1</sup>.

## The Problem

If finding people within a large organisation is so difficult, what can be done about it?

## Your Greatest Asset

People are commonly referred to as the greatest asset within the organisation, yet almost every organisation struggles with the effective and efficient use of their people.

**Enterprise Profile Management** has been designed to address these challenges and provides rich and secure information on your staff, enabling effective and rapid decisions to be made on staff resource planning.

## How it Works

Everyone has a resume; they would have found it hard to get their current job without one! Every member of staff in your organisation understands their own skills and experience, yet commonly even their direct manager does not know all of their capabilities.

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<sup>1</sup> Quantitative research from “BRW Top 500 Listed Companies 2008” and review of each company’s published annual report.



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Enterprise Profile Management enables your staff to electronically record a complete set of information about themselves that is stored on a secure server within your environment.

Once the data is entered, it is then available for rich searches, to rapidly find people needed for a project; or even to locate a subject matter expert for a quick question.

Unlike similar Internet based systems, all information on your staff is held behind your firewall, using a well-known, secure directory store; meaning no-one else can harvest your data on your greatest asset.

## Solving the Headache

By having rich and detailed information on everyone within your organisation, you can:

- Make rapid decisions on areas for growth or reduction.
- Quickly assign the most appropriate resources to strategic projects or customers.
- Enable staff to control their own data, meaning it is kept up to date.
- Enable quick access to internal subject matter expertise, reducing delays and costs to your customers.
- Reduce reliance on external contractors, more effectively using internal staff and reducing expenditure.

In addition, Enterprise Profile Management allows you to rapidly define projects, including skills and experience requirements. The system then gives a list of people who match the project requirements.

## An Agile Workforce

Imagine the power if, as an executive, you could dynamically reassign your entire workforce to match strategic planning or market changes.

By having rich access to all relevant information on your staff, you can move even the largest organisation far more rapidly than ever before.

Detailed executive reports<sup>2</sup> also assist in strategic planning. If you identify an emerging trend, you can track your organisations ability to react and deliver in real time, rather than using lagging indicators.

## Improved Morale

People are at their most fulfilled when they are doing something that they like and are good at. By enabling your staff to have control over their information, they can tailor their profile to align with their interests and career goals,

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<sup>2</sup> Available in Enterprise Profile Management Reports, a separate product to be announced soon.



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meaning they are more likely to get assigned to projects which meet both their skills and interest.

People change and develop over time; however our perceptions of them rarely match their development. By control over their profile, each person can ensure that they are presented to the organisation in the best light possible.

## The Business Case

Enterprise Profile Management assists organisations in the following ways:

- Reducing the cost of external contractors by better utilizing internal staff; an average reduction of \$10,000 per contractor.
- Reducing the cost of chargeable team members taking the time to find, hire or allocate staff.
- Reducing the cost of finding information for projects, proposals and tender responses by easily identifying subject matter experts.
- Increasing utilisation by dynamically re-allocating the workforce, reducing bench time for chargeable team members.
- Reducing staff churn by ensuring staff get to work on projects that match both their skills and their interests.

In addition to the five measurable savings above, we have identified a number of additional soft benefits for your organisation.

## Editions

Enterprise Profile Management comes in three editions. These are detailed in the table below:

Edition	Users	Features	Cost	Sites
Workgroup	<100	All	Free	1
Business	<1000	All	\$1,000.00	<5
Enterprise	∞	All	\$1 per user per month	∞

## Product Features

Feature	Description
Profile	Ability for all users in an organisation to record a rich profile including: <ul style="list-style-type: none"><li>• Basic Information</li><li>• Skills</li><li>• Experience</li><li>• Education</li><li>• Achievements</li><li>• Aspirations or Goals</li></ul>
Resources	Ability to record hyperlinks to programs, web sites, documents or indeed anything that can be viewed through a web browser or windows explorer.
Comms	Communicate directly with anyone through Office Communicator, Email or MSN Messenger.
Projects	Ability to define projects, including templates for each project member and



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<b>Allocation</b>	let the system automatically find matching people. Allocate people to projects and centrally store references to all project related material.
<b>Comments</b>	The ability to comment directly on another's profile or project.
<b>Citations</b>	The ability to provide a reference or "citation" for anyone, commending them for good work.
<b>Network</b>	For projects or profiles, add a network of individuals, all with different security permissions and see automatically when they update their status.
<b>Notification</b>	Instant notification when anyone in your network updates a part of their profile
<b>Activities</b>	See a feed of activities when anyone updates their profile or adds an activity.
<b>Resume</b>	Direct Printing or export of your or anyone else's resume.

## Requirements

Enterprise Profile Management Version 1.0 has the following requirements:

Edition	Infrastructure	Server	Client
<b>Workgroup</b>	Active Directory.	Windows XP, Windows Server 2003, Windows Server 2003 R2 or Windows Server 2008 (preferred); either physical or virtual.	Windows XP or above with Microsoft .Net Framework Version 3.51.
<b>Business</b>	Active Directory.	Windows Server 2003, Windows Server 2003 R2 or Windows Server 2008 (preferred); either physical or virtual	Windows XP or above, with Microsoft .Net Framework Version 3.51
<b>Enterprise</b>	Active Directory.	Windows Server 2008, either physical or virtual.	Windows XP or above or Terminal Services with .Net Framework Version 3.51

## Architecture

Enterprise Profile Management has been designed from the ground up to extend existing information in your environment, without altering any existing systems.

Enterprise Profile Management runs from Microsoft(R) Windows(R) Lightweight Directory Services, leveraging all the power of Active Directory(TM) without requiring any changes to your existing environment.<sup>3</sup>

The product has been written to ensure minimal administration. Once the product has been installed, there is no need to add users or manage groups or settings.

## Management and Monitoring

Being based on Lightweight Directory Services, Enterprise Profile Management is built on a platform supported by all current systems management platforms.

<sup>3</sup> Enterprise Profile Management does not require any schema modifications of the production Active Directory.



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In addition, the server provides a great deal of instrumentation. Administration where needed is provided through a Microsoft Management Console (MMC) interface, in alignment with existing Windows Management tools.

### **Extending the System**

Enterprise Profile Management comes with a fully documented Software Development Kit, providing rich extensibility should you require.

In addition, Enterprise Profile Management can provide syndication to other implementations meaning you can leverage information held by preferred suppliers or your subsidiaries.

### **In Conclusion**

Enterprise Profile Management has been written by experts in Enterprise Software and Systems. We understand you need rich functionality, near zero administration, high security and systems you can trust.

Unlike other systems, your data will remain your data thus you can transform your workforce and organisation without exposing sensitive information to the world.

We know that Enterprise Profile Management will save money, increase staff morale and help drive the businesses of tomorrow. In the words of one of our customers, "it's a game changer!" We look forward to working with you to help your business be even more successful.

For more information, or to arrange a demonstration,  
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