



**HUMAN-BYDESIGN**  
*Predicting Job Success*



**CHRO | MANAGER | HR | EMPLOYEES**



**Strategic Workforce Planning: We help you get it right, using people analytics.**

Sharon Miller | MD Human-ByDesign



# Why Human-ByDesign?

In the current environment many organisations are experiencing transformation. That may involve complete organisation restructure or simply a re-deployment of employees back into their old jobs.

Having a strategic workforce plan that aligns the people strategy to the business strategy will be key.

Foundational, to developing a robust plan is to create a process that ensures the organisation has the **right people** in the **right jobs** at the **right time**.

The issue from HR's perspective is they have limited visibility as to how an employee is likely to perform in the 'future job' until they are in the job itself.

To add further challenge for employers, GDPR now means that all employees have the legal right to see how data is being used to make decisions about them, this makes it very important for the employer to make decisions that are mapped against 'objective criteria'.

In addition, HR is also having to assess whether or not certain employees are suitable for 'long term remote working'.

The Human-ByDesign strategic planning process is proven to powerfully and accurately predict 'on the job' success before re-deployment decisions have been made.

Using this method brings confidence and certainty to the employer that they are making the right decision, first time.

It also protects the organisation ensuring compliance with GDPR and employment legislation, as all decisions are 'evidence based'.

The technology we use to support clients with this process, is multi-award winning and can provide full analytics on each employee in as little as 30 minutes.

As a team, we are also vastly experienced consultants, the Human-ByDesign client list includes public and private sector organizations, such as: Microsoft, Barclay's Bank (London), Vodafone. Public sector agencies such as: The Home Office (U.K), the Society of Local Government Chief Executives, the Egyptian Ministry, the Strategy team LTA (Lawn Tennis Association), the ODA (Olympics Delivery Authority) and recently a number of Irish SME's such as Heavenly Hair and Fortune Marketing and many more.



**CEO & Founder:** Sharon Miller, M.B.A  
**Strategic Human Resource Management,**  
Michael Smurfit Business School.

Sharon is a sought after advisor and a guest speaker on the topic of people analytics to drive better results in HR. She has recently been featured on popular podcasts such as **Persuing Results:** <http://pursuingresults.com/sharon-miller>.







# Develop Your DNA Blueprint For Each Role: Start with a detailed job description.

“When developing your job description - **think in terms of 'best fit'**: How will you measure if the employee is the best fit, for the job, are they 'suitable' for remote working for example?

- Once you have understood the big picture and your role requirements, it will then be important to develop detailed job descriptions that align with the business plan.
- Develop clear job descriptions, that outline the skills and behavioral competencies for the post.
- Agree the job requirements with all relevant stakeholders in the business.
- Make sure all Job Descriptions have a clear set of KPI's (Key Performance Indicators). What results do you want this person to deliver in your organisation?

Will they be required to work remotely?

- Does the employee have the right skills and behaviors for remote working?
- How are you evaluating that currently?
- Think broader than just health and safety - consider training requirements, mental health and an individual's 'suitability' for remote working.

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“Do an Employee Health Check - Understand which employees are suitable for remote working and which are not.”

- Understand the behavioral DNA (behavioral traits) that are required to fit with the role, the team and the organisation.
- If their behaviors are a 'good fit' to the role, then you can train the skill.
- When defining behaviors, think in terms of behaviors that are essential to the role and those that are desirable.
- Do they have an 'agile' mind-set? Think in terms of behaviors that demonstrate 'agile working' rather than a 'fixed' mindset.
- What do those behaviors look like for your organisation? How do you measure that?
- **What would be a disaster in the role?**

Think through behaviors that may be counterproductive or de-railing for you and the team.





## Use Artificial Intelligence (A.I.) to increase the speed and efficiency of the process.

### This is where Human-ByDesign can help:

- We develop a **Job Success Formula** that provides clarity on the exact blueprint requirements for the job, which consist of skills and **behavioral** factors - the devil is in the detail, nuances matter.
- The technology uses A.I. Once the system is programmed with the blueprint for the job, it will provide skills gap analysis on employees in your talent pool that match both the **eligibility** and **suitability** criteria.
- The employees receive a link via email to fill in a short questionnaire on-line, which takes just 30 minutes to complete.
- The A.I. will then sift and rank order the 'best match' employees according to the criteria.
- From the **employee perspective** - once they complete the questionnaire, they will receive an email confirming that we have received their data and we will be in touch - they are kept engaged throughout the process.
- Employees are contacted from a **GDPR perspective** to ensure they give permission to use their data.
- Reports on each employee are then presented to the HR Director to consider.



## Set the employee up for success.

We **provide a report** which contains information on the behavioral DNA of the employee, their strengths and development areas, as well as how to best engage and manage them, over the longer term, while remote working, for example.

**We hope you found the above information of value. Did you know... you can sign up for a free 40 minute strategic workforce planning session with one of our consultants at: [www.human-bydesign.com](http://www.human-bydesign.com).**