



A global leader in health care consulting was pursuing new market opportunities. Leadership needed a reliable method for hiring and developing talent into effective teams. Uiba's Predictive Recruiting and Workforce Planning and Optimization solutions empowered leadership to chart the precise mix of capabilities necessary for the new teams and find precisely the right people for each role.

## Challenges

Few fields are as complex, difficult, or important as health care. Indeed, a small sample of the field's concerns shows this: global pandemics, chronic diseases, and basic access to care and medicine. Governments, private sector companies, NGOs, medical professionals, and many more players compete and collaborate in their work to solve these issues.

Building teams that understand these issues and can effectively drive change among so many players is an equally complex, difficult, and important challenge. It requires a constant search for talent coupled with continuous employee development to keep pace with the rapid change driven by technology, research, and government policies.

As a global leader in helping stakeholders create and implement health care strategy, the company was well-versed in its market. Leadership's challenge derived from expanding their existing teams to pursue new opportunities. Expectations were for a 20% increase in the size of the workforce. The opportunities were significant but so were the risks.

## Solutions

Uiba's Predictive Hiring solution was chosen from an array of vendors because it demonstrated that leadership could craft the roles to their specifications and use these to immediately identify the best fit from among the many applicants. They also recognized Uiba's Workforce Planning and Optimization solution could integrate with this to analyze their existing teams and provide insight into the range and grouping of capabilities.

With this data they could ensure the new hires were augmenting and not overlapping team capabilities. They could also begin the process of offering career path recommendations to foster and retain talent. The process unfolded as follows:

- 1) Uiba worked with leadership to understand the roles needed for the expansion. This involved leadership dynamically building the roles followed by testing them to indicate how role needs would impact applicant ranking and hiring.
- 2) Uiba analyzed the current employee base to understand the range and extent of capabilities present across the workforce. This 'mapping' produced individual, team, department, and company level insights for use in a number of scenarios.

## Results

The result: Uiba's Predictive Recruiting solution laid the foundation for the company's successful expansion.

For the first time, leadership had a clear, concise view of the extent and depth of their employees' capabilities. They now understood:

- How teams were constituted
- Whether teams were struggling because of capability gaps or other reasons

They could now apply these insights to the formation of new teams to increase productivity.

As hiring began, the focus of the hiring teams was directed at the people best suited to join and contribute without spending precious time on those who weren't a good fit.

This resulted in a significantly accelerated hiring cycle while decreasing turnover resulting from poor hiring outcomes.

For more information or for an in-person demonstration of our services suite, contact us today.