Blue Carpet

MYPROFILE INCOMPANY

ENHANCE WORKFORCE DEVELOPMENT

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WE ARE
BLUE CARPET

24 people & growing
5 different nationalities
NL based tech team

Blue Carpet

BLUE CARPET

WHAT'S IN A NAME

Blue chip (sports)

From Wikipedia, the free encyclopedia

Blue chips are athletes, particularly high school players, targeted for drafting or signing by teams at the college level. Collegiate players being scouted by professional franchises may also be referred to as blue chips.

Blue chip players are those who have proven themselves to be among the best at their positions in their respective sports and are more sought after and wanted than other players.[1] They are typically perceived as "can't miss" prospects[2] who are desired by most organizations. Blue chip athletes are likely to have an immediate impact on teams that acquire them[2] and have proven skills rather than speculative or untapped potential. Many top recruits eventually go on to be successful at the professional level, especially in basketball and baseball.[3]

Red Carpet

From Wikipedia, the free encyclopedia

More generally, "red carpet treatment" and "rolling out the red carpet" refer to any special efforts made in the interests of hospitality.

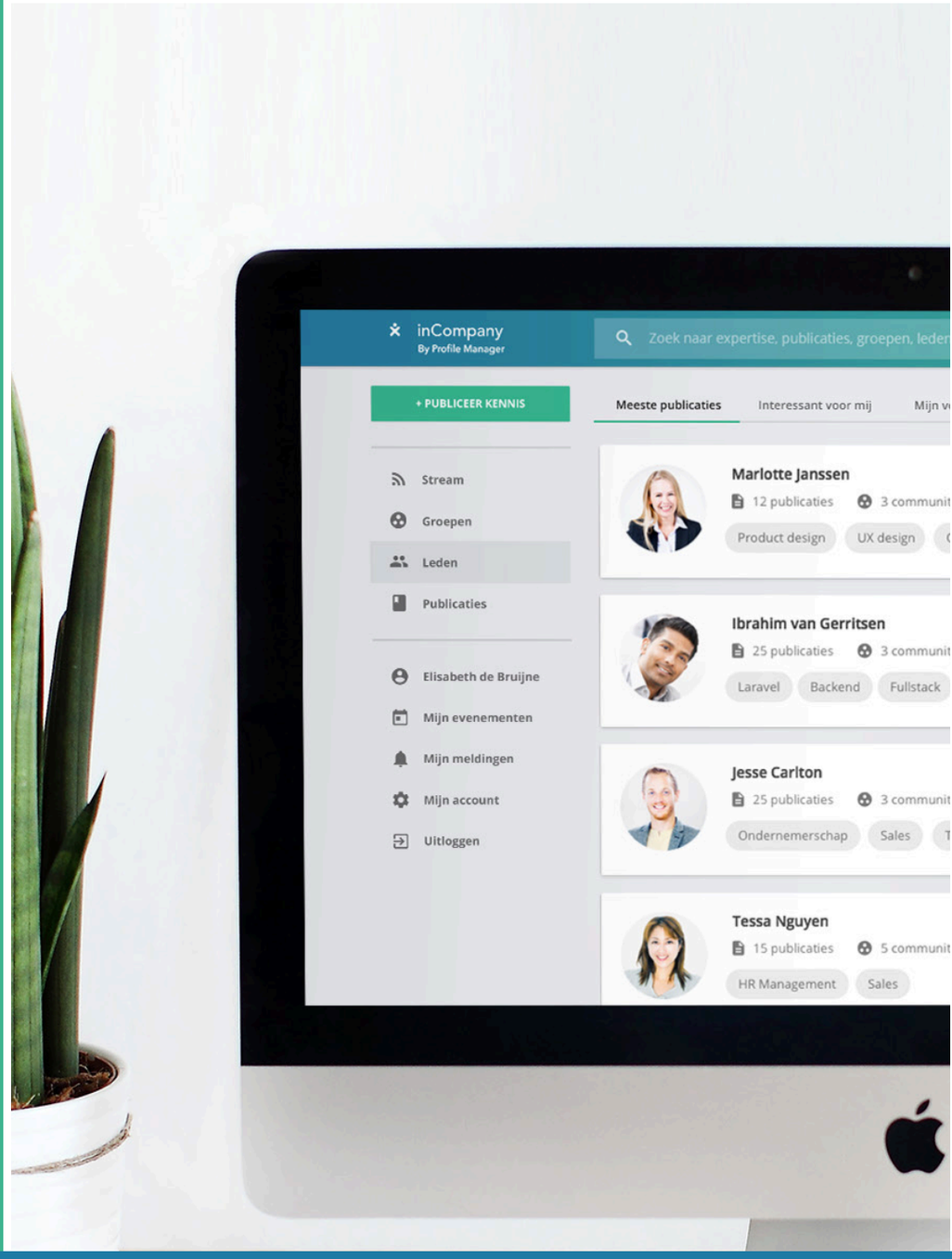
United Airlines operates a series of VIP lounges at major airports that were formerly known as "Red Carpet Clubs". Red carpet is now commonly offered to all Heads of States on their official visits to other countries.

SPARKLING, EXCITING & INNOVATIVE

We re-write the rules of Talent Management. Resulting in Engagement, Valuable data, Lower costs.

TALENT IN CONTROL!

Blue Carpet is recreating the way talent management software works, by creating great experiences and direct benefits for its users.



A TALENT DRIVEN PLATFORM TO ENHANCE WORKFORCE DEVELOPMENT & MOBILITY

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HOW ARE YOU HOLDING ON TO YOUR TALENT IN A TIME A SCARCITY AND CHANGE?

STAT 1. **33% OF EMPLOYEES LOOK EXTERNALLY** FOR CAREER DEVELOPMENT (LINKEDIN)

STAT 2. **ONLY 30% OF EMPLOYEES ARE AWARE** OF INTERNAL JOBS
MORE THAN **50% LOOKS OUTSIDE** FOR A JOB (ADP)

STAT 3. **35% OF CORE SKILLS** WILL BE DISRUPTED BY 2020 (WE FORUM)

STAT 4. **1/3 OF EMPLOYEES** WILL NEED TO FIND OTHER OCCUPATION BY 2030 DUE TO CHANGE IN WORK

ONLY 25% OF COMPANIES HAVE A WELL DEFINED **INTERNAL HIRING PROGRAM** IN PLACE (LINKEDIN)

ONLY 34% OF CEO'S REPORT THAT HR IS ABLE TO **LEAD** THE WORKFORCE TRANSFORMATION AHEAD (PWC)

WORKFORCE & TEAM DEVELOPMENT IS THE **BIGGEST NEXT CHALLENGE** FOR HR (DELOITTE, 2018)

HOW WE ARE DIFFERENT AND HELP OUR CUSTOMER IN CHANGING TIMES

Traditional	Blue Carpet New
• Management driven workforce development platforms	• Talent in controle to enhance workforce development
• Rigid processes to consume information internally	• Social platform dynamics to display projects/jobs/ knowledge
• No real life insight in supply talent	• Life insight in internal talent supply & demand
• One size fits all mobility & development	• Development & mobility Tailored, based on employee needs
• Formal communication about opportunities	• Social communication about opportunities
Complex to implement	Easy to implement
Single platform	API based
External management of application	Self management of application

LIMITED WORKFORCE DEVELOPMENT

CONTINUOUS WORKFORCE DEVELOPMENT

inCompany YOUR (INTERNAL) WORKFORCE DEVELOPMENT SOLUTION

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START: GIVE EMPLOYEES A DIGITAL TALENT PROFILE TO SHOW THEIR TALENT

Have the ability to show what your skills are and display this inside (or outside) your organization

PAST LIFE

Jane Smith

Address Line 1, Address Line 2, City, State Zip * (212) 296-1414 * jane.smith@gmail.com

CAREER OBJECTIVE

Administrative Assistant with 6+ years of experience working directly for the President of 3M Inc., a Fortune 500 company. Possesses impeccable written and verbal communication skills and excellent interpersonal skills.

CORE COMPETENCIES

- Customer Service
- Cost Efficient
- Detailed and Organized
- Supplier Relationship

PROFESSIONAL EXPERIENCE

3M INC., New York, NY

Administrative Assistant, Apr 2006 – present

- Read and analyze incoming memos, submissions, and reports to determine their significance and plan their distribution.
- Conduct research, compile data, and prepare papers for consideration and presentation by executives, committees and boards of directors.
- Coordinate and direct office services, such as records, departmental finances, budget preparation, personnel issues, and housekeeping, to aid executives.
- Prepare invoices, reports, memos, letters, financial statements and other documents, using word processing, spreadsheet, database, or presentation software.

FLORIDA DEPARTMENT OF SOCIAL SERVICES, Orlando, FL

Rehabilitation Counselor, Aug 2004 – May 2006

- Confer with clients to discuss their options and goals so that rehabilitation programs and plans for accessing needed services can be developed.
- Prepare and maintain records and case files, including documentation such as clients' personal and eligibility information, services provided, narratives of client contacts, and relevant correspondence.
- Develop and maintain relationships with community referral sources, such as schools and community groups.
- Analyze information from interviews, educational and medical records, consultation with other professionals, and diagnostic evaluations to assess clients' abilities, needs, and eligibility for services.

EDUCATION

FLORIDA STATE UNIVERSITY, Orlando, FL

Bachelor of Art in English, May 2004

- GPA: 3.3/4.0
- Published in school's newspaper editorial
- Summer Internship for the New York Times

ADDITIONAL SKILLS

- Proficient in Microsoft Office and Adobe Illustrator CS5
- Bilingual Spanish and English
- Employee of the Month for 3 consecutive months in H&M
- Won the "Writer's Digest" 2002 Award
- Awarded an employee travel award due to "Performance Excellence" 2 years in a row through 3M Inc.

DIGITAL CV

WHAT MAKES ME UNIQUE

BRING IT TOGETHER

myProfile.Blue

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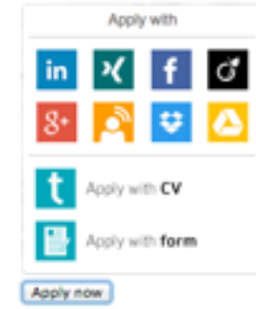
A UNIQUE TOOL TO HELP EMPLOYEES SHOW THEIR TALENT

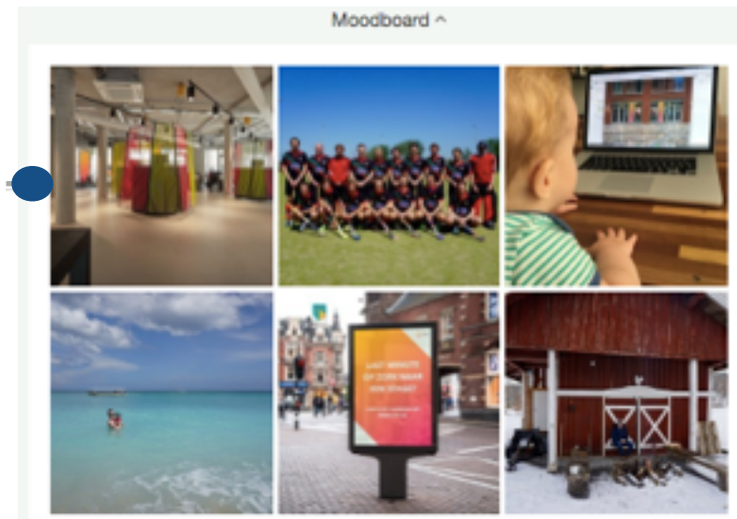
myProfile.Blue

- Social integration
- Direct feedback (360)
- Moodboard
- Video-CV
- Online tests
- Skill taxonomy
- Feeds (f.e. jobs)

Fast and easy application process

Long forms scare good candidates. To prevent this, Textkernel developed the "Apply with"-widget. This widget, integrated into (mobile) career sites, offers applicants the possibility to quickly and easily apply for a job with a CV or profile of their choice.





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STEP 2: GIVE EMPLOYEES & MANAGERS A PLATFORM TO CONNECT AND SHARE

Organizations mainly rely on management driven platforms to create workforce development. By giving employees a role in their as well, outcomes are greatly enhanced.

HR/Management Driven	Employee driven	Everybody

DATA IN CORE HR SYSTEM

exact

ORACLE

Lumesse

TALENT MANAGEMENT SOLUTIONS

impraise

workday.

INTERNAL COMMUNICATION

speakap

yammer
The Enterprise Social Network

Workplace

BRING IT TOGETHER

inCompany

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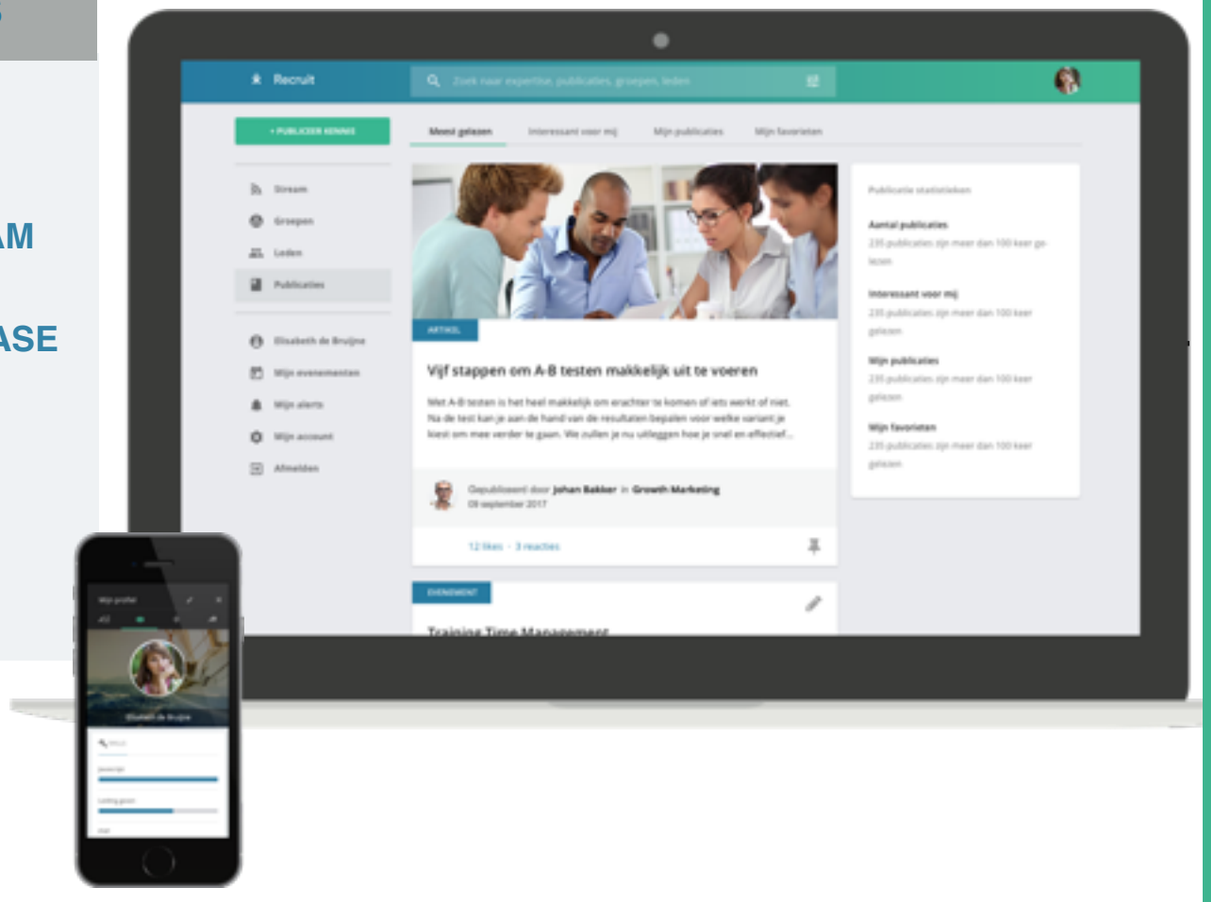
inCompany DETAILED OVERVIEW

FEATURES

CONTENT STREAM
PUBLICATIONS
PROFILE DATABASE
GROUPS
SEARCH



FIND & MATCH FASTER

TALENT FIRST

INDVIDUAL

APPLY FOR JOBS & PROJECTS
FOLLOW GROUPS
FIND & POST CONTENT
FIND PEOPLE (BASED ON SKILL)
INTERACT
RECEIVE PERSONAL CONTENT

BUSINESS

DISPLAY JOBS & PROJECTS
CREATE KNOWLEDGE GROUPS
FIND & MATCH TALENT
CREATE TALENT POOLS
COMMUNICATE

ORGANIZATION

FASTER MATCHING
ENHANCE SKILL DEVELOPMENT
ANALYTICS
MOBILITY & AGILE
INCREASED ENGAGEMENT

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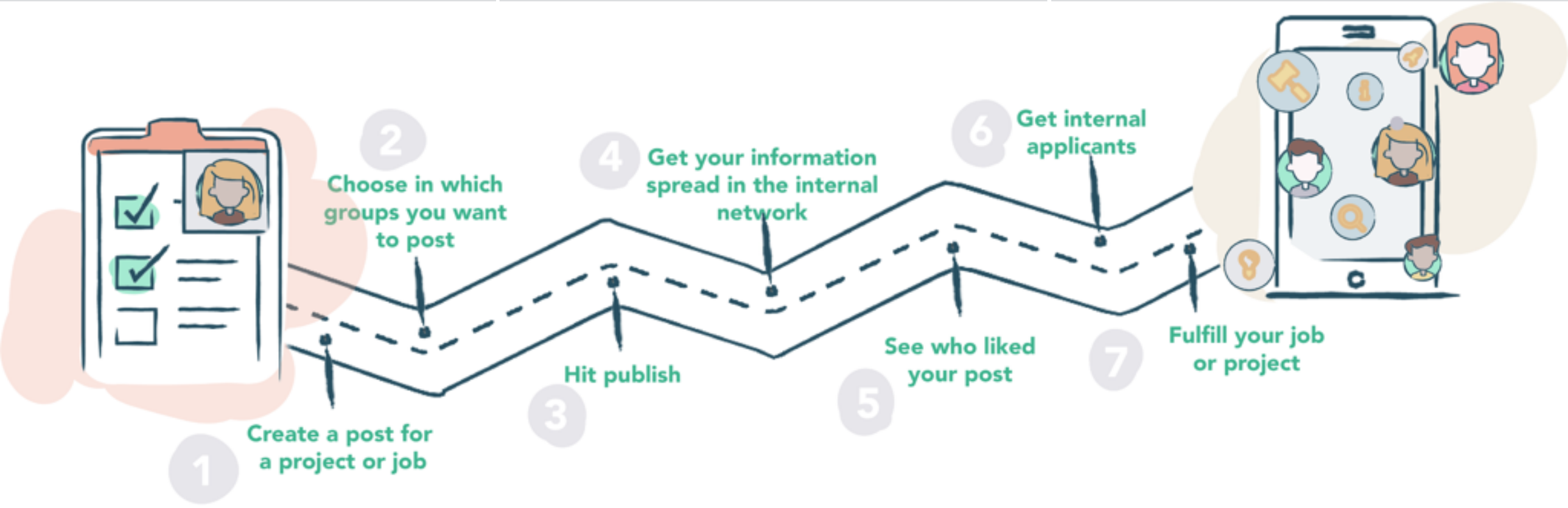
INCOMPANY - THE HR & MANAGEMENT JOURNEY

DISPLAY YOUR JOBS & PROJECTS

FIND THE TALENT FOR THE JOB

KNOW WHAT YOU NEED



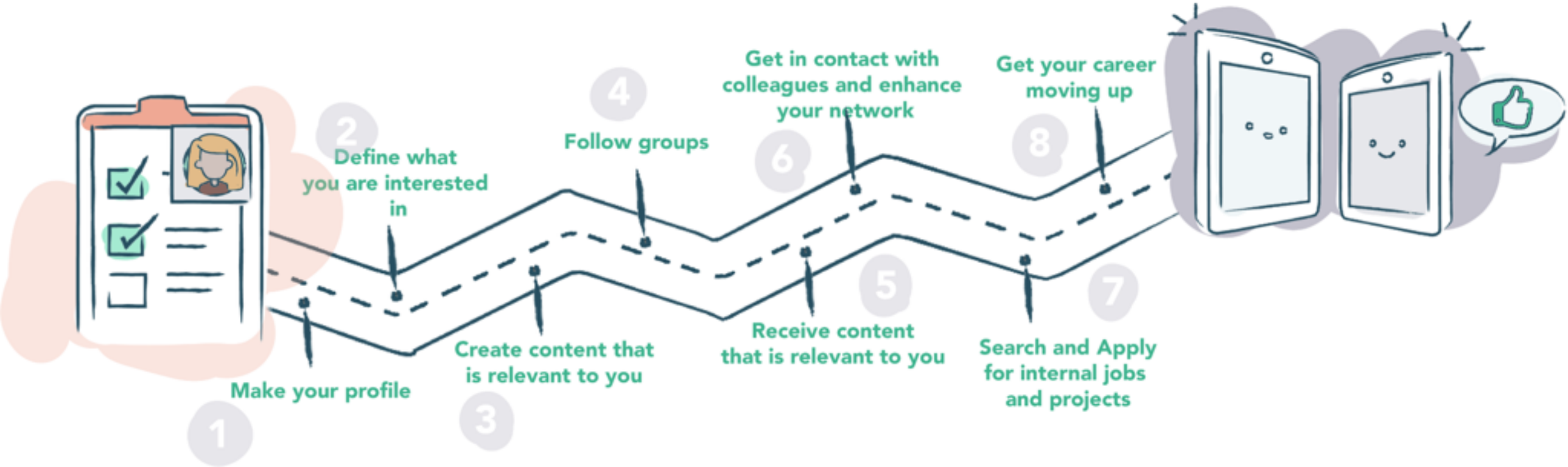
TRADITIONAL SYSTEMS RELY ON COMPLEX PROCESSES, INCOMPANY HELPS YOU POST LIKE YOU ARE USED IN SOCIAL

INCOMPANY - TALENT JOURNEY

SHOW YOUR TALENTS

FIND THAT NEW OPPORTUNITY

FUTURE SUCCESS



WITH INCOMPANY THE EMPLOYEE IS IN CONTROLE OF HIS/HER CAREER DEVELOPMENT/MOBILITY

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CUSTOMER EXAMPLES

STEINHOFF INTERNATIONAL HOLDINGS LTD

CREATE A VIRTUAL TALENT POOL

- ENHANCE COLLABORATION BETWEEN TALENTS
- INCREASE TALENT ENGAGEMENT
- SHOW AND FACILITATE OPPORTUNITIES
- TALENT OVERVIEW FOR LEADERSHIP

TMC PEOPLE DRIVE TECHNOLOGY

PLATFORM FOR TECHNOLOGY PROFESSIONALS

- CREATE A PLACE WHERE TECH PROFESSIONALS CAN FIND NEW OPPORTUNITIES
- FACILITATE KNOWLEDGE SHARING BETWEEN TECH PROFESSIONALS
- FIND PEOPLE (BASED ON SKILL)
- ENHANCE CONNECTION & RETENTION WITHIN TMC

KLM

TIPTRACK PLATFORM FOR GROUND STAFF

- SUPPORT EMPLOYEES WITH THEIR MOBILITY
- DELIVER FEEDBACK ON EMPLOYABILITY & VITALITY
- OPEN OPPORTUNITIES TO SPEND MOBILITY BUDGET

#tiptrack
Aan het roer van je eigen toekomst

TECHNOLOGY ECO-SYSTEM

BC believes in a connected ecosystem and its technology has an API based framework.
We actively connect with other tech suppliers.

BLUE TOOLHUB

Blue Toolhub is our own API based connector in which we disclose tooling providers for our own-, and our customers platforms.

CEB | SHL Talent Measurement
Cubiks PEOPLE MATTER
ixly
Noa
ONLINE TalentManager
HFM TALENTINDEX Online Assessment
NPDI
TNO innovation for life
F(●)CUS mens • werk • organisatie
A CAREER PARTNERS INTERNATIONAL FIRM

INNOVATIONS

Social mining	Hello Talent
Chatbot	Joboti
Marktdata & validated jobs	Jobdigger, Intelligence group
Video-CV	Match-Q, Flipbase
PDS	Always Hello
Jobfeed	Textkernel, Indeed Publisher

HR CORE & PAYROLL PROVIDERS

AFAS software
UNIT4 In business for people.
= exact
loket.nl verbind online werkgevers & werknemers
Nmbrs®

Under research:

SAP SuccessFactors

RECRUITMENT SOFTWARE

HROffice rethinking recruitment
connexys Fast Forward
Carerix staffing & recruiting software
DTYS Recruiting Technology

Replacing them...

OUR UNIQUE

SELLING POINTS

FUTURE PROOF WORKFORCE

- Internal mobility
- Insight in talent
- Increased knowledge sharing
- Form teams on demand
- Increased engagement
- Lowering unwanted turnover

TALENT IMPACT

- Increased personal development
- Increase employability
- Increased network
- Better project matching
- Increased engagement

FINANCIAL IMPACT

- Reduced HR operating costs
- Reduce spend on sourcing
- Reduce waste allocating people
- Higher productivity
- Higher chargebility

THANK YOU