



Top Companies to Trial Enterprise Profile Management

HubOne's Enterprise Profile Management is attracting big names to trial its new beta software.

HubOne, an IT start-up, has promised to revolutionise the way large organisations recruit staff with the launch of Enterprise Profile Management. The system, which will shortly be trialed by some of Australia's biggest companies, allows staff to electronically create profiles of themselves outlining their present position, achievements, qualifications and employment history. Unlike similar internet-based systems, all staff information is held behind the organisations firewall. While still in its Beta testing phase, a number of companies have already seen the potential that Enterprise Profile Management offers by providing a rich, updated archive of staff information and reducing the need for external recruitment operators. According to BRW, Australia's top 500 listed companies spend an average of \$10,000 per year per consultant in fees alone, a costly overhead that HubOne managing director Nick Beageard believes can be significantly reduced.

The problem that Enterprise Profile Management solves is one that's been plaguing me for most of my professional life; having spent a great deal of time as a consultant or freelance consultant, there is always a struggle in entering a new organisation and finding people who have subject matter expertise on areas of the business, he said.

Our first product, Enterprise Profile Management, was developed after a large number of discussions with everyone from HR managers, recruiters and IT managers to senior executives.

We have initial agreement from a number of large Insurance Companies, Engineering Companies, IT Systems Integrators and banks to get involved in the trial program, and we'll take that feedback to release a public beta soon, Beageard said.

Presently management in any large organisation is often frustrated in its efforts to resource a new customer project, establish a new division or reposition existing staff through a lack of information on individual employees. People are commonly referred to as a company's greatest asset and yet almost every organisation struggles with the effective and efficient use of its existing staff. Enterprise Profile Management means never having this problem again - management can source competent people from within its existing ranks while staff who may be over-qualified for their present position or offer some unique skill can be assured that they are now far more likely to be noticed.

After having many discussions, we realised there was a niche in the market for a cost-effective, simple solution which at its most basic form recorded the resume or CV for everyone in an organisation and made that really easy to search, Beageard said.

Benefits in brief:

- Ability to dramatically reduce the cost of chargeable staff searching, recruiting and assigning people to roles.
- Ability to reward, recognise and commend team members without spending money on events and awards.
- Dramatic reductions in staff churn as staff move around as their aspirations and skills change.
- A dramatic increase in staff satisfaction (Organisational Health) as staff can now guide their own careers.

In Brief: Nick Beageard, managing director of HubOne

- Worked for Microsoft as an Architect and Program Manager in Seattle
- Chief Executive of BellerephonGroup, acquired by Dimension Data in 2005
- Managing Director of Solution Development for Dimension Data Global
- Senior Consulting Roles for Top 50 organizations worldwide
- Over 15 years industry experience

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