Effectively managing internal and external resources – the “Human Capital Supply Chain”
The “Human Capital Supply Chain”

- Competence Management
- Recruitment Process Management
- Strategy / Vision
- People Management
- Project 1
- Project 2
- Project 3
- The “missing” piece
- Competence Catalogue
Competence Management

- **Competence overview:**
  - Structured overview of internal competences
  - "Self-service" concept - employees responsible for update of own profile
  - Management are able to monitor and prioritise new activities

- **Competence Gaps:**
  - Based on competence catalogue, identify and obtain overview of competence gaps
  - Plan recruiting campaigns
  - Upgrade resources to meet future business requirements

- **Competence Development:**
  - Clear career paths for employees
  - Personal development tool
  - Competence matrix
Resource Management

- **Registration and overview of Internal Resources:**
  - Self-service concept – employees update own profiles
  - Identify competence gaps based on competence catalogue
  - Monitor and manage resource development in connection with internal project work

- **Establish “internal market place/candidate base”:**
  - Draw on internal competencies-base in connection with planning of internal projects
  - Identify competence gaps
  - Work out qualification matrix
  - Employees gain access to other “interesting” line-managers and vice versa

- **Staffing positions and projects:**
  - Identify and staff employees
  - Book resources for future projects
  - Overview of project evaluations
  - Plan recruitment campaigns – connect to Recruitment Process Management System
Recruitment Process Management

Application Management:
- Electronic job requests
- Receiving and handling Unsolicited and Requested Applications
- Automatic Mail function – acknowledgement letters, rejection letters etc.
- Recruitment Process Status
- Statistics/reports

- Job ad Posting:
  - Intranet
  - Extranet
  - Internet

- Candidate Relationship:
  - Newsletters