

PROFESSIONAL HUMAN RESOURCE MANAGEMENT WITH INFLOW XPRESS®

How to utilise every available human potential

More and more organisations are discovering that making the difference can be achieved by professionalising the management of their human resources. Professional human resource management is more than utilising the available workforce as efficiently as possible. The effective development and proper utilisation of your workforce can be a key point in acquiring additional value from your human resources. These assets can give your organisation a larger potential than a first look would have you believe. In others words: many organisations have a bigger potential than they are aware of. Also, this discovery means that employees involved in such an organisation have more opportunities to develop themselves than they are aware of. The challenge for every employee as well as the organisation is to recognize that hidden potential and utilise it.

Maximal result with minimal effort

HR management is often a labour intensive and time consuming activity. Many organisations have to work with limited HR capacity. That makes managing the personnel quality combined with ever urgent operational issues a very complex matter. Often managers and specialists confine themselves to the most urgent issues. Although their intention is to deliver a professional job, often time and capacity are too limited to be able to deliver. Having ascertained this, we have searched for a completely new approach to human resource management. Our goal is to improve both the organisation and its people. The outcome is a system in which vast numbers of quantitative data on personnel and organisation can be stored and processed. InFlow Xpress is born.

Developed with the user in mind

InFlow XPress has been developed with the day to day practice of general managers and human resource officers in mind. The difference between InFlow Xpress and more regular personnel information systems is this system aims at providing information based upon processed and interpreted data instead of the sole storage of as much data as possible. The basic principle is to file data once and use it as much as possible ('store once, read many times'). InFlow XPress is built upon two pillars: job profiles and people profiles. The connection between these two pillars consists of aspects like competences, training and experiential data and ambitions. InFlow XPress produces a consistent profile of every employee and every position within the company based upon skills, goals, results and competences.



InFlow Xpress uses the same parameters for profiling both employees and jobs. Thus creating the possibility for comparing these two aspects. This way, it becomes infinitely easier to define which employee fits each job or task best. It is also possible to ascertain which tasks or jobs are related to each other. The development of job planning becomes a virtually effortless task.

It fits every kind of organisation

InFlow XPress is the ultimate instrument for organisations working with different departments or subsidiaries. Without interfering with the specific cultures of these organisational units one can get a comprehensive insight in the quality of the human resources almost instantly. InFlow Xpress also encourages new opportunities for personnel mobility and development.

Are you looking for an effective way to human resource development (HRD) and training plans? InFlow Xpress makes it possible. One of the greatest features of the program is that every activity you process as a user will be logged automatically: you will never lose relevant data again! The result is remarkable: with minimal effort you get maximum insight in the quality of you workforce on team, department and company level.

Planning, organisation and assessment

InFlow XPress comes with an extensive set of tools for planning, support and logging of assessment data. Criteria can be defined for each task or a job as a whole. The same applies to skills and competences. InFlow Xpress uses standardised competence libraries. If your organisation uses a customised set of competence definitions then these can be imported into the program as well.

Every employee his or her own personal file

While InFlow XPress is used in many organisations as a management tool, the program also offers excellent opportunities for individual employees to manage their own career and personnel data. Every employee has the opportunity to use a private electronic file, called 'My Record'.

No major investment in hardware or software

InFlow XPress is web-based. That means there will be no need to install additional software, no need for extensive investments in expensive hardware. Just get directly online through a secured Internet link, exclusively established for your company or organisation and its employees. Wherever you have Internet access, you can use InFlow Xpress, 24/7!

If you wish for a private installation on your own hardware, this is possible against slightly higher operational costs.



Employers' opportunities

The possibilities for you as an employer are extensive. Unfortunately, this brief flyer makes it impossible to explain every item in detail. To give you an impression of the things you can expect for InFlow Xpress, here follows a short description:

- Continuous and actual overview of every position and job description within your organisation;
- Overview of all employees with skills, education, duration of employment (imported out of existing HR or wage systems) and competences;
- Planning of training and education, including keeping track of time limited certificates;
- An overview of each position and its requirements, expressed in terms of knowledge, experience and competences;
- Assessment of available competences for each employee; once filed competences can be managed in a very user-friendly way (even by the employees themselves);
- Periodical comparison of available and required knowledge, skills and competences. These comparisons can be input for the development of educational and training plans for each employee;
- Management of vacancies, job applications and correspondence (i.e. advertisements, letters, contracts, received and sent e-mail messages);
- Career planning for each employee (steps, planned and executed assessments, goals, measure points etc.);
- Work flow management for a large number of HR related activities;
- Seamless import of data out of many HR Information systems;
- Extensive authorisation and security measurements.

Employees' opportunities

In InFlow Xpress every employee has the opportunity to establish his or her own personal file. This file can contain information about their career, competences, and assessment and educational data. Every employee can develop and maintain an electronic curriculum vitae. Composing a job application becomes a quick and easy activity. This also applies to assessment and development data. If necessary an employee can share his or her personal file with his or her manager and/or colleague.



And there is more

This flyer only gives you a brief overview of the many opportunities InFlow XPress has to offer you. Until now many of these possibilities were only available for large organisations. InFlow Xpress brings these professional facilities within reach of small and medium sized companies and organisations. It is even possible for multiple organisations within one region or one sector to share depersonalised data with each other. That makes it possible to combine the hiring and contracting of temps and thus improve the price/quality balance on HR. There is also a specific website for the program : www.inflowxpress.com. Here you can find background information and handy tools for HR Management (for employees and employers).

Pricing

The costs for implementing InFlow XPress are separated in initial customising costs and further operational costs. The customizing costs depend upon the specific needs and requirements of your organisation: specific 'look and feel', report formats, management reports and specific functionality. These are so called one-off costs. Once customised the only costs left are operational costs. Compared to similar products these costs are considerably lower. Under normal circumstances the costs per employee are approx. GBP 2.50, € 3,50 or US\$ 5.50 per month. The TOC is the lowest in its class. We are more than happy to provide you with a detailed price indication for your organisation should you desire this.

References

InFlow XPress has been succesfully impleted in many mid-sized and large organisations, municipalities, vocational training institutes etc. Feel free to contact us if you want to receive more information about references.

Need for additional information?

You want to discover yourself how InFlow Express works? Call us for a trial login and online demonstration.

