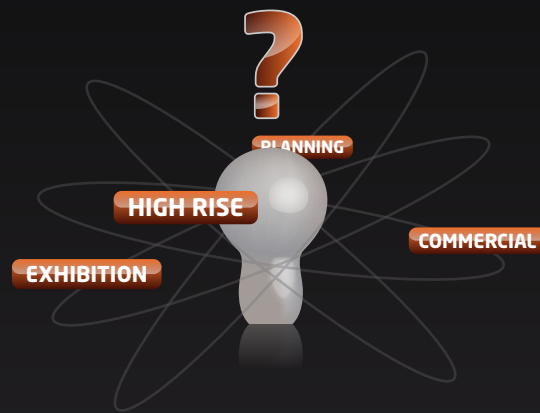


Zapoint SkillsMapper™

Case Study: Zapoint & NMD|Nomadas



Zapoint SkillsMapper™

Helps Architectural Consulting Firm Assign and Track Employee Skills for Projects

NMD|Nomadas has participated in over 200 projects developed in 10 countries over the past 10 years, with over 30 professionals in the fields of Urban Planning, Architecture, Landscape Architecture and Interior Architecture.

Being project-focused, NMD|Nomadas needed to improve its ability to map employee skills to the variety and complexity of client work.

The ability to assign and map skills is particularly important to NMD|Nomadas during the bid process. Knowing the available expertise and credentials to include within specific bids helps them in both marketing and workforce planning. NMD|Nomadas architects, designers and engineers fully understand the elements of new projects, yet tend to specialize in specific areas. The types and phases of a project may require different experience – for instance, the difference between an architect specialized in urban planning and one with experience in interior design.

Like many consulting firms, NMD|Nomadas needed an easier, more manageable way to track employee specialties, skills and experience in relation to current and upcoming work. The company had tried various HR systems to map appropriate staff competence to different jobs, but found the systems complex and subsequently under-utilized. Employees were also disheartened when they realized the new skills they acquired through training and on-the-job experience were not recognized when new projects were staffed.

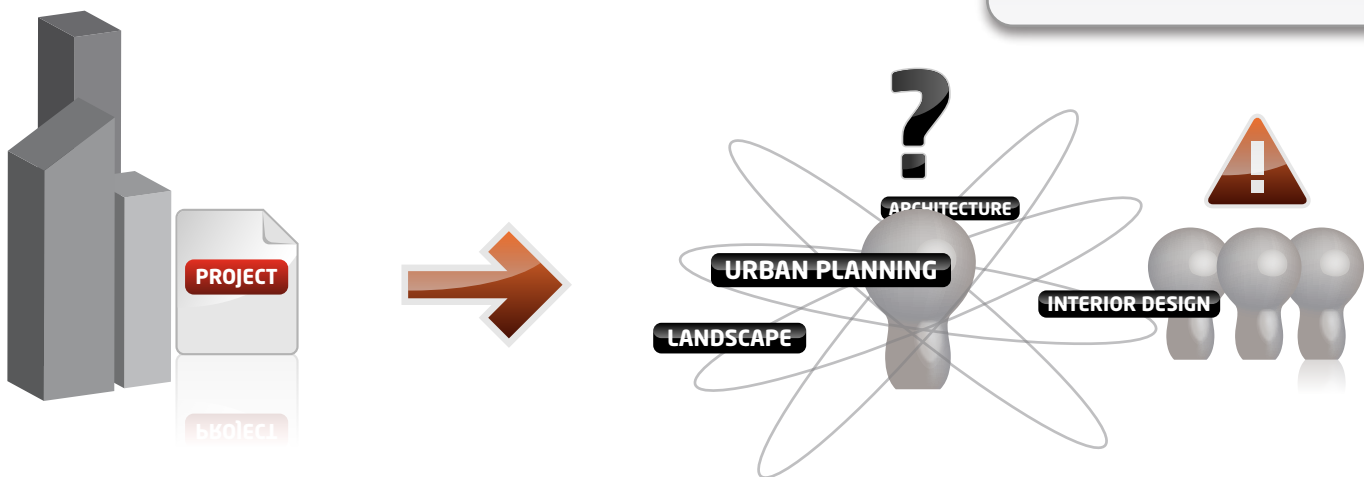
NMD | **NOMADAS**

NMD|Nomadas is a creative and leading team, with an integral and multilevel vision, that strategically develops architectural and urban projects from a conceptual, analytical and contemporary vision.

NMD|Nomadas has participated in over 200 projects developed in 10 countries over the past 10 years, with over 30 professionals in the fields of Urban Planning, Architecture, Landscape Architecture and Interior Architecture.

Website: www.Nomadas.net

Locations: Maraciabo, Venezuela
Caracas, Venezuela
Bogotá, Colombia

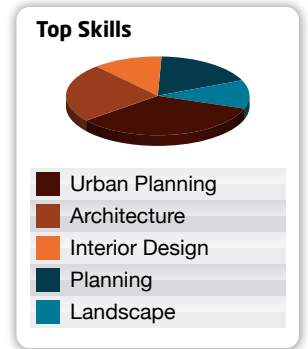


Skills Taxonomy

NMD|Nomadas turned to Zapoint SkillsMapper, an easy and graphical way to track existing and acquired skills and experience among their staff. The unique career development tool is driven through employee-created “talent profiles” which in turn help create a system of record that engages the entire firm in the talent management process.

The graphical profiles let NMD|Nomadas employees clearly see their next best career move and enable management to benchmark and link employee skills across the organization.

NMD|Nomadas realized a number of early benefits from SkillsMapper. First, the human resources department had better visibility into the existing skills taxonomy across the organization. This increased their effectiveness in working with project managers to staff for current jobs. SkillsMapper also provides an instant snapshot into skills gaps across the company that helps guide more effective hiring efforts. Finally, SkillsMapper made it easier for NMD|Nomadas to develop more targeted training and development.



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At the same time, we wanted to assure employees that their involvement would provide real benefits for their career goals. ”

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“Visibility into workforce strengths and availability is critical for any consulting firm in winning new business and effectively managing work,” said Claudia Urdaneta, Executive Director Human Resources. “We needed a simple approach to capture this information and plan our workforce. At the same time, we wanted to assure employees that their involvement would provide real benefits for their career goals.”

SkillsMapper has helped NMD|Nomadas begin to realize those goals. Its simple interface has helped increase employee engagement in the HR process, as they actively keep their profiles up to date with skills and project data. Social tools like discussion boards have also facilitated collaboration by revealing the real-time status of employee skills.

NMD|Nomadas management, likewise, has seen near-immediate benefits – as soon as employees created their profiles, HR was able to run reports and analyze skills. This instant feedback on skills, experience and learning gaps is helping management make better staffing decisions as well as plan career development opportunities to benefit all its employees.

About Us

Founded in March 2006, Zapoint has developed career and learning technology that lets companies build more effective partnerships between HR and employees. Headquartered in Cambridge, MA, Zapoint helps organizations engage, retain and develop their workforce to sustain their competitive advantage.

For more information, please visit www.zapoint.com

