

Sossoon offers a platform for Online Networking, enabling the user to quickly find, expand and deploy valuable contacts.

In Sossoon users can create their own profile by adding their contact information and using predefined sets of chosen keywords or NameSpaces that can differ per event, attaching values to those keywords being important/more important/most important.

This profile can be relevant to the person himself but also their service or a product that is marketed. Besides creating their own profile users can create searchprofiles. The results of the matching engine on their own profile or search profile become visible in a very intuitive result set: VisualSpace.

VisualSpace

VisualSpace is a unique visual representation: the size and distance to the center of VisualSpace offer immediate insight in the value of the individual objects. It gives a graphical representation of the value of each object against the user's profile or the profile being searched for. VisualSpace offers the possibility to intuitively distinguish valuable contacts.

NameSpaces result in Real Data

By implementing carefully chosen sets of keywords, NameSpaces, owners or network administrators can rely on having high quality data and information at their disposal. With this information they can offer better service to their customers, exhibitors or visitors: the information collected from individual users is valuable and real. For the users potential contacts are available without restrictions, privacy can be configured, searches result in relevant results and VisualSpace offers valuable visual information supporting the user in making their decisions.

In this case we wish to explore the possibilities for HRM Departments.

Janet is a HRM professional working for a large supplier of ICT services. Her job is to match available consultants with requests from account managers. They tend to give her required knowledge and working experience; she then goes about matching available candidates with the vacancy at hand. She has access to a matching program that searches for specific words in the text in CV's, but has no real overview on how possible candidates match exactly on the vacancy at hand, and how they compare to other potential candidates.

She has seen Sossoon at work during an event she attended a few weeks ago, and decides to set up a basic network to test the application in a matching scenario.



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Implementing Sossoon

First of all, she has to make sure the namespaces cover all skills of the people the company has available. Since the company works primarily on the Microsoft platform, that's easy: the Microsoft products are easily divided into development and server management. Then there's soft skills and methodology as the third namespace, and the fourth namespace would be experience. She uses the available CV's as a basis to construct the four namespaces by adding keywords to them.

Create Accounts

When she is finished setting up the network, she creates user accounts for all employees. She uses the newsletter facility to invite everyone to set up their profile, adding the information needed. What are their skills, how would they rate them etc. She finds that the information gathered presents her with an extra dimension: how do the employees rate their own skills.

Gather Information on a regular basis

Within a week all information is gathered. Since the information is about skills, knowledge and working experience she decides to automatically generate newsletters inviting employees to update their profiles every 3 months.

Match Candidates, see alternatives and skills distribution

Now that the network is fully implemented she can not only see a set of potential candidates when she has to match a request to employees, but she also gets alternatives to the best match. She can also see how those matches relate to each other and how they differ. She also gets an idea on how the skills and knowledge are distributed within the company, she notices white spots and gets a good idea on which fields the employees are most experienced.

Informal Knowledge network

Janet is not the only person benefiting from the network: employees can also find colleagues in other fields of expertise to ask for a second opinion, or just inform them on how things work: the network lets them share information. Not because of the implementation of a knowledge base, but simply by finding people with the required knowledge and contacting them.



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Set up project teams

Individual matches are not the only challenge Janet faces: every now and then she gets requests to assemble a project team of about 5 people. While she had to search through dozens of CV's in the past, she now uses a search profile that incorporates all the skills the candidates should have. The result of that search is a collection of 50 people that best fit that profile. From then on, setting up a project team is a breeze.

Start using Sossoon

This case is indicative of the possibilities Sossoon has to offer. We have presented an overview of the potential of a Sossoon website for use in HRM-departments, but have only scratched the surface of what we can offer in various situations, markets and activities. With regard to the data that is generated one could think of statistical analysis, 360-analysis of product ranges according to client profiles, special loyalty programs etc.

We will be glad to inform you about everything we have to offer

Contact us using e-mail at info@sossoon.net or visit our website at <http://www.sossoon.net>.

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