

HRIZONS® Transforming HR in the Digital Age

Technology's quickening pace, coupled with shifting workforce demographics is forcing organizations and HR to re-invent itself. Though digitizing HR and the consumerization of HR services and technology is a huge focus, HR is struggling to offer a consumer-like experience to its internal customers. This is significantly hampering enterprises' ability to adapt workforces to support and execute evolving business strategies in a hyper-competitive market. That's what HRIZONS®, an HR cloud technology

company champions through its solutions and services. According to Jim Newman, the President and CEO, "HRIZONS® fills in the digitization gap for businesses wanting to attract and retain the best-fit talent."

With an experience of leading a companywide initiative to transform his earlier organization into a performance oriented culture, Newman's venture with HRIZONS® was at a time when the term Talent Management was at its infancy. Having just celebrated their 10th anniversary, HRIZONS®, today is laser focused on helping their customers make this transformation and reap the benefits.

"We are on the constant journey to bring new and innovative HR/Talent

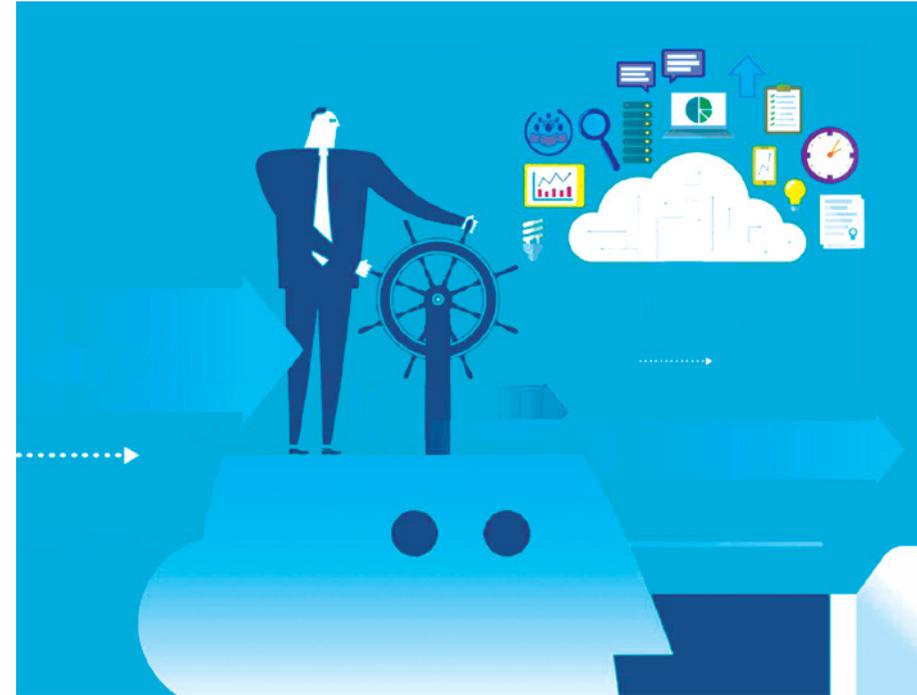
Management solutions and services to market and continue to innovate and transform ourselves into an HR Cloud Technology company," says Newman.

For customers seeking out a trusted partner relationship, HRIZONS® has developed three service lines: HRZ®STRATEGY, HRZ®EXECUTION, and HRZ®EVOLUTION. Each service is designed to help address customer needs based on their current state and where they are in their journey—conceptualizing, planning, executing, or optimizing.

The Solution Suite

"From a solutions perspective, we bring SaaS HCM cloud solutions to market, which includes value-added reselling of SAP SuccessFactors and proprietary cloud solutions and extensions, such as JDMS® | Job Descriptions Made Simple, PAD™ | Performance Accountability Dashboard and OrgInsight™ | Visualize Your Workforce," says Newman. One of the most powerful components of the HRIZONS® platform, JDMS®, is a SaaS HCM cloud solution that acts as a system of record for job descriptions. Not only does it help customers build, manage, govern, and comply with regulations related to job descriptions, it integrates job content contextualized to the specific use case. Core HR systems for job code structures, job ads for recruiting's job requisitions, competencies and job responsibilities for performance management, succession planning, career development, and learning managed systems. Job content, infused into these solutions, enables customers to transform themselves based on their talent management needs.

"Ideally, we integrate JDMS into an integrated platform like SAP SuccessFactors, however JDMS will integrate job content with any HCM technology," says Newman. He also explains the benefit offered to customers through our



solutions, stating, "We always strive to bring a unique perspective and value-add to our offerings, and that ranges from specific solutions and extensions for highly regulated industries like financial services, higher education and healthcare, to rapid-deployment solutions for implementation, to country or region specific solutions."

relationship with the company before working side by side to develop the solution fully. "In addition, they are partnering with us to move key parts of their Talent Management solution to SAP SuccessFactors, with HRIZONS® as the value-added reseller and services provider," adds Newman. The company has recently developed a JDMS extension



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HRIZONS® has experienced immense success in the healthcare marketplace, serving more than 60 customers throughout the years. Most notably, the first Job Descriptions Made Simple customer, Phoebe, a health system based in Georgia, had a long-standing

product to better integrate JDMS with SAP SuccessFactors. This extension product is built on SAP's Cloud Platform and provides additional job description functionality in a seamless consumer like experience to end-users, in the SAP SuccessFactors HCM suite.

The New Landmark

Newman describes himself as a risk-taker which lends itself well to HRIZONS® continuous innovation and growth. This year, the company is excited to push the innovation envelope with a new product called Performance Accountability Dashboard, or PAD™, which helps HR leaders manage goals and objectives at an organizational level in comparison with traditional goal products that are employee centric. PAD gives leaders dashboards, insight and actionable information to help them compare and contrast high performing parts of the organization to lower performing parts of the organization, to see trends over time and to develop action plans that will help them become better performing companies.

Currently being piloted with a very large U.S. based healthcare system, HRIZONS® plans on bringing PAD to market in the second half of 2017 for SAP SuccessFactors customers. "What's exciting is that the product spans all industries even though the pilot is with a healthcare organization. Enterprises of relative scale that are looking to take goal execution to the next level, and ultimately provide shareholders and key stakeholders with better business results aligned to corporate strategies and initiatives, are set to witness the power of PAD.

The ongoing advancements of services and solutions offerings from HRIZONS® highlight the driving force behind the company, as Newman explains, "Current and future generations are demanding a consumer-like experience at work with enterprise technology, and people are the key to organizations being innovative and relevant to their customers. Having a trusted advisor at your side that knows HR, and cloud technology, and understands transformation, is your best chance of success now and into the future." 

Jim Newman,
President & CEO