HRIZONS®

HRZ® HEALTHCARE

*Meeting your needs,
so you can meet theirs*

We're Redefining Integrated HCM for Healthcare

We help clients achieve their HCM cloud vision using:

Our consultants help clients leverage leading-edge HCM technologies and job content to create optimized solutions that meet the unique needs of critical care hospitals and other healthcare service agencies. We bring domain expertise and over 10 years of healthcare-related integrated Human Capital Management experience to the table to ensure your HR team designs and implements the right solution for your organization.

Healthcare organizations are more challenged than ever to develop cost-effective healthcare delivery solutions. To ensure healthcare organizations have the operational efficiency and talent needed to lead, manage and support the complex needs of the healthcare industry and its ever-evolving needs in core HR, talent management, compliance (e.g. Joint Commission) and recognition (e.g. Magnet status) HRIZONS has developed the range of solutions and services needed to help healthcare organizations achieve integrated Human Capital Management!

successfactors™
An SAP Company

4 LENSES APPROACH®

≡ **PROCESS**
≡ **CONTENT**
≡ **TECHNOLOGY**
≡ **ANALYTICS**

SEE®
STRATEGY
EXECUTION
EVOLUTION

HRZ® JDMS – *Learning and Compliance*

Establish a learning culture and achieve regulatory compliance with more efficiency and automation than ever before! We'll work with you to develop a competency and skill-based learning management solution that is user-friendly and addresses all your regulatory and process requirements. This includes support for: job code-based curricula, task checklists for rapid field-based assessments, multiple assessors, proficiency-based ratings, methods of validation (MOV), and comprehensive regulatory reporting.

We're helping healthcare organizations achieve regulatory compliance, patient satisfaction and efficiency through process, content and technology accelerators.

HRZ® HEALTHCARE features HCM Solution Accelerators that are designed to fast-track your HR technology projects for Core HR, Talent and Job Descriptions leveraging process consulting, pre-built healthcare job content, and technology-enablers.

CORE HR

Leverage Cloud technology to build a fully integrated HR technology platform that allows employees, managers and HR to access employee profiles, history and perform self-service transactions for single and concurrent employment situations in a system designed with the end-user in mind that is both simple to use and elegant. A fully integrated HR system designed with healthcare in mind to simplify deployment and optimize end-user adoption.

CLINICAL COMPETENCIES

Assess proficiencies, document methods of validation, identify gaps and provide remedies. Map clinical competencies to job descriptions and provide a fully integrated competency assessment solution for your clinical staff.

JOB DESCRIPTIONS

Powered by HRIZONS cloud-based Job Description Management Solution (HRZ®JDMS) - with pre-loaded healthcare competency library and job description content. We help healthcare organizations with rapid competency-based job content development and job description re-write projects so they can achieve their talent compliance targets quickly. We ensure your job descriptions are standardized and accessible to managers, employees and HR. We help you manage your healthcare job content and seamlessly integrate it with your HR technology platform to:

- Support job requisition templates
- Drive competency based selection
- Conduct new hire assessments
- Set job expectations during onboarding
- Evaluate job performance with a direct link to essential functions/job responsibilities
- Support career growth and learning and development by ensuring employees have access to detailed job descriptions

LEARNING AND COMPLIANCE

Establish a learning culture and achieve regulatory compliance with more efficiency and automation than ever before! We'll work with you to develop a competency and skill-based learning management solution that is user-friendly and addresses all your regulatory and process requirements. This includes support for: job code-based curricula, task checklists for rapid field-based assessments, multiple assessors, proficiency-based ratings, methods of validation (MOV), and comprehensive regulatory reporting.

RECRUITING AND ON-BOARDING

How do you identify and select top talent? How do you onboard candidates successfully and quickly? How to you measure quality of hire? We can help you design and deploy an integrated solution. We ensure your job requisition templates are fully developed, validated and integrated. Qualifications and job-specific competencies are validated to ensure your hiring process is fully compliant and effective.

GOAL MANAGEMENT AND ALIGNMENT

Ensure your organization is aligned to the strategy defined at the C-Suite level. Maintain and manage objectives that are well defined, measurable and aligned to the organization's strategic initiatives and objectives surrounding quality of care, increasing market share and operating more efficiently or optimizing reimbursements.

PERFORMANCE MANAGEMENT

Create a performance management culture and support it with enabling solutions including performance check-ins, evaluations, corrective actions and feedback. We ensure your performance evaluations include feedback on the expectations set forth in the Job Descriptions of your employees, linking these critically important processes.

ANALYTICS AND REPORTING

Give managers and HR access to the data needed to effectively manage goals, performance and development.