ProFinda

Resource Optimization

Leveraging AI Optimization to
Resource, Reshape, Redeploy & Reskill
your Workforce, at Scale.



KPMG EY Deloitte. PA Consulting Group bakertilly COHN REZNICK ACCOUNTING • TAX • ADVISORY ROKE NEWTON ALVAREZ & MARSAL

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ProFinda at a glance



Market Leader in Resource Management and Workforce Optimization



1 million live profiles by 2024



Globally deployed with clients across Europe, North America, APAC



Leading Industry Cloud Partner



Designed and proven at scale

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Workforce Optimization: Two Missions, One platform

Resource Optimization



Support data driven, efficient and high quality supply/demand resourcing process

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Experience Optimization

A richer employee experience, emphasis on career and development opportunities



The harmonization of Operational Efficiency & Employee Experience

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Fundamental forces driving ProFinda customers

Global standardized process driving quality and efficiency of deployment lifecycle

Global Operating Model Scale

IT Cloud Digital

Digital transformation simplified, consolidated IT landscape and coordinated roadmap with SAP

SEIZING MASSIVE NEW MARKET OPPORTUNITIES

Enables optimal mix of permanent offshore, contingent and alternative delivery modes to drive value

Total Workforce View

Employee Experience Wellbeing

Employee engagement And equity, better retention And support of staff experience. Lifelong investment in reskilling

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Professional Services Paradox



The central core process
in a services firm



Managed on a humble spreadsheet
or 20 year old gantt chart

Despite the magnitude of these forces, many firms are poorly set-up for the challenge

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ProFinda's Target Users:



Engagement Manager (EM)

- Use ProFinda to find suitable skills, expertise and industry knowledge for projects
- Understand and manage the skills in their team
- Review and approve shortlisted candidates OR matches
- Monitor progress of resourcing
- Understand supply / demand



Workforce Member (WM)

- Use ProFinda to be found and place on roles
- Maintain skills and experiences on profile for increased visibility
- Further agency over professional development and opportunities
- Find opportunities, expertise & colleagues of career interest



Resource Manager (RM)

- Primary purpose is to find the 'best fit' matches for roles
- Ensure their talent pools are effectively utilized & manage incoming demand requests
- Supporting the 'Experience Management' of the WM
- Understand supply / demand

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ProFinda’s Main Use Cases:



Define Supply

Define Demand



Match People to Projects

Match Projects to People

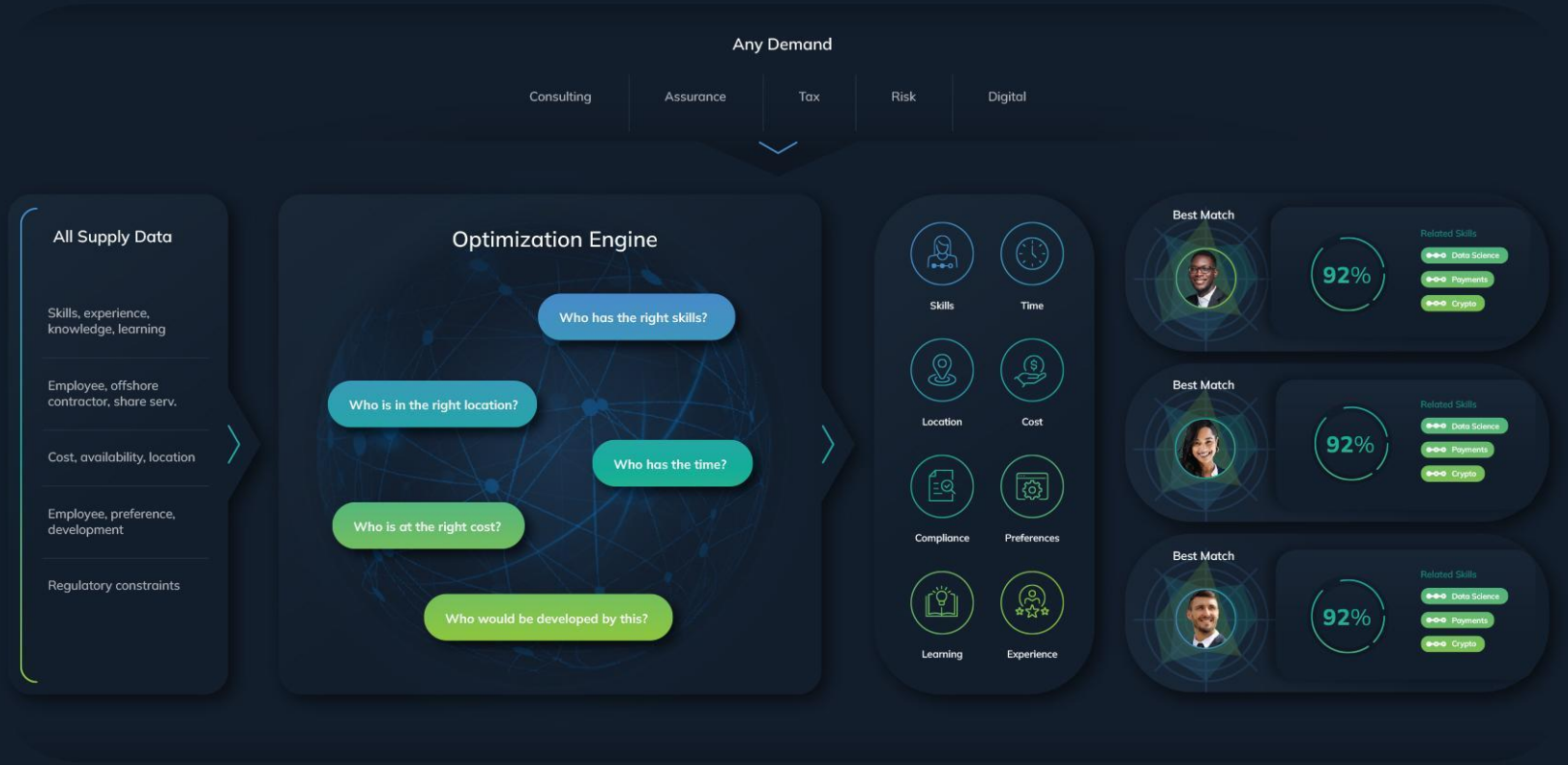


Internal Marketplace

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ProFinda’s Solution

Services firms are now using ProFinda’s optimization engine to manage the supply and demand of work and skills.



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What makes ProFinda's proposition unique?



CLIENT ROI

We focus on solving key operational business issues around skills, resourcing and optimization



MARKET LEADER

The only resourcing platform, proven at scale



PROVEN DELIVERIES

We regularly install employee populations over 50,000, but also support 1k - 10k+



FLOW

Specialized workflow, integrations and onboarding process



AI/ML

AI enables our unique skills ontologies, skills profiles and demand fulfillment

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Value for Operations



E2E staffing in one system. All process & all data. All supply & All demand



Use of AI/ML and modern UX



Operational efficiency & employee experience



Maximize Utilization



Maximize Best Fit



Ensure Regulatory Compliance



Better Employee Engagement



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Value for the C-Suite



E2E staffing in one system. All process & all data. All supply & All demand



Use of AI/ML and modern UX



Operational efficiency & employee experience

Attract, Retain, Motivate Staff



Increase Project Profitability



Improve Project Performance



Enable Faster Growth



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Value for the Employee



E2E staffing in one system. All process & all data. All supply & All demand



Use of AI/ML and modern UX



Operational efficiency & employee experience

Career Planning



Visibility/Transparency of Opportunities



Removal of Bias



Minimization of Bench Time



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Thank you!

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