

# PRESS BOOK

*2016-2017*



HCM Project Success



HR Consulting



HR Software



DataSpheres

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# Our history

# The CEO



**Philippe BLOQUET**

**Chief Executive Officer**

**Philippe BLOQUET** is graduated from Sup-Meca and has a diploma of automated production. He was consulting EMEA vice-chairman at Saba Software and is now the CEO of NeoSpheres.

After more than 10 years of joint professional development at Sema Group, then Schlumberger and finally Saba Software, Philippe BLOQUET and Christophe Galindo joined forces at the end of 2010 to create NeoSpheres in order to put their HR expertise and experience into service of a new challenge.

« Make Human Capital a differentiating competitiveness asset for Multinational Companies and SMBs. »

# The NeoSpheres Team



**Philippe BLOQUET**  
CEO



**Christophe GALINDO**  
Consulting Partner



**Jean-Paul TOURNE**  
Managing Consultant



**François AVEDIAN**  
Technical Manager



**Alexandre DIARD**  
Sales Enablement & Marketing Manager

# About us



- Created in 2011
- +50% growth in 5 years
- More than 200 customers



- Worldwide Active
- From 2 to 44 employees in 5 years



- Award Winner Reseau Entreprendre 92



- Innovative Enterprise Certification
- Technology Fast 50



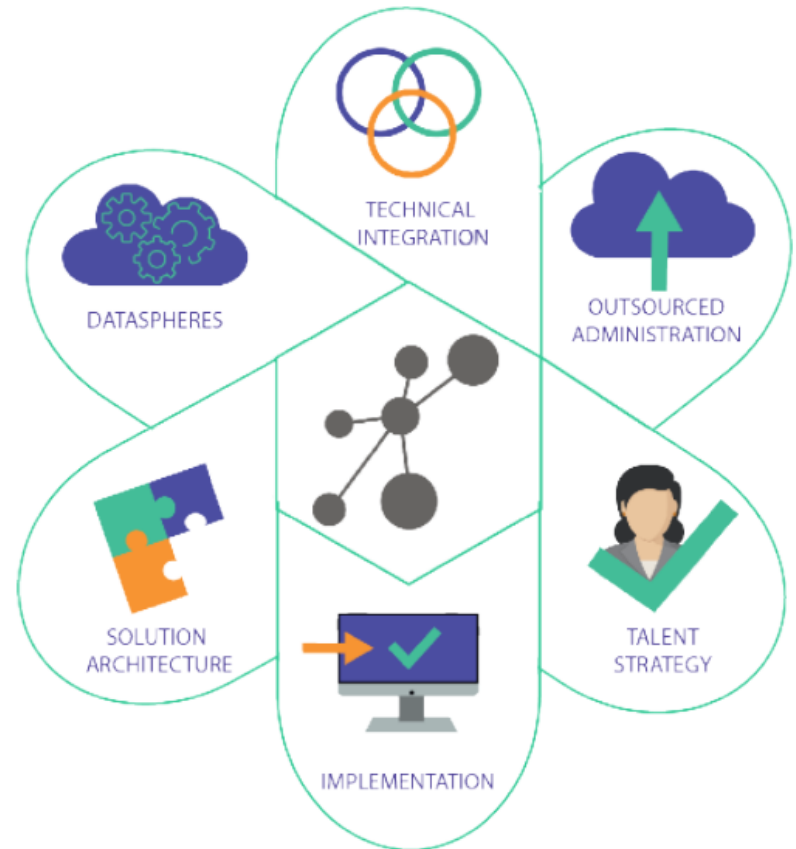
# Our offerings

# What is NeoSpheres ?

NeoSpheres is a company specialized in **Human Resources solutions and advices** worldwide.

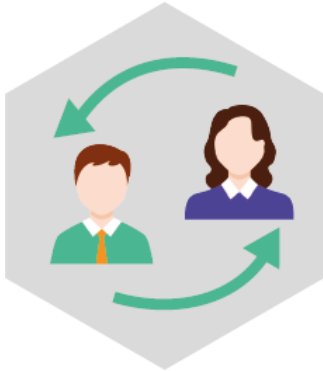
Its aim is to develop a modern and pragmatic view of Human Resources.

It gives you the opportunity to access to 6 different offers.





# Our Offerings



HR Consulting



Dataspheres



HCM Project Success



Small-Medium Business



HR Administration

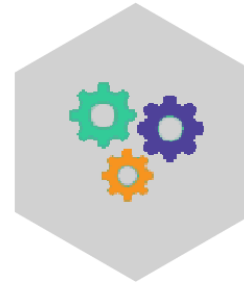


Talent Management

# HR Consulting



Solution  
Architecture



Competency  
Modeling



Hr Marketing  
Solution



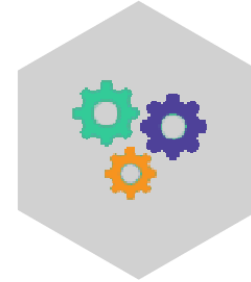
Talent  
Strategy

# HR Consulting



## SOLUTION ARCHITECTURE

- You want to review your processes and ensure that they will **be fully supported** by your chosen HR solution, performing a fit-gap analysis and a process map with the solution
- You want to analyze the impact of your solution implementation on your processes and organization, allowing you to **define the best Service and Operating Model**
- You want to ensure that you will get the best from your chosen solution, defining the **best possible Solution Design**, and its integration within your existing functional architecture



## COMPETENCY MODELING

- You want to deploy a **successful Competency Management** approach that is directly linked to your business strategy, ensuring you have the right person, at the right position, at the right time
  - You want to rationalize your **Competency Management policy** and ensure you get consistent data on critical competencies required to execute your business strategy
- You want to integrate Competencies within all HR processes and systems that support your **business strategy execution** in Recruiting, Performance, Learning, Talent, Succession, Compensation...

# HR Consulting



## HR MARKETING SOLUTION

- Adopting a new platform needs time and a good strategy to make your **SaaS environment** effective and operative
- We will develop a methodology to attract the users and to ensure that they will become **active and interactive**
- Our goal is to strengthen the usability of the platform and its **capabilities**, adopting a users' friendly approach



## TALENT STRATEGY

- You want to face the current war of talent, embracing powerful and **new tools and strategies**
- Thanks to our solution, you will be able to **attract and retain** the best and productive employees
- We can help you to develop a **successful program** able to fit your organization business and your HR / talent strategy

# HCM Project Success



Outsourced  
Administration



Implementation



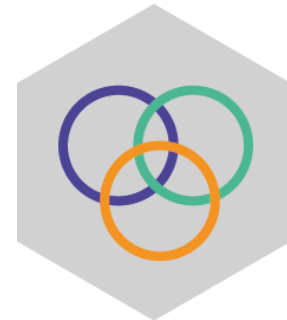
Solution Dedicated  
Training



International  
Project Management



Welcome  
Page



Technical  
Integration

# HR Consulting



## OUTSOURCED ADMINISTRATION

- During an implementation, or post go-live, you need **product expertise** support to configure your solution (security, emails...), perform manual data entry, data loads...
- Your admins have limited bandwidth and you require assistance to manage and maintain your **HR solution**, and manage the relationship with your vendor and its support team
- You want to deploy **new populations**, new functionalities or **new releases**, and you need administrator support to gain in bandwidth and effectiveness



## IMPLEMENTATION

- You need a dedicated team of **certified consultants** who can ensure a successful implementation, from your requirements analysis to your solution go-live, using a Waterfall or Agile project methodology
- You need the assistance of consultants who have a **successful track record** of numerous similar projects in your industry, in your region, in your language
- You look for consultants who will not only be product experts, but will also share with you **best practices** and help design the best solution in your specific context

# HR Consulting



## SOLUTION DEDICATED TRAINING

- During your implementation, you need **administrator & key users** standard product training to be able to make educated design decisions
- Within your Change Management stream, you need dedicated, **advanced and customized** training for your administrators before you go live with your solution
- To ensure users adoption, you need to design a **Blended Learning approach** to provide your populations with the best Learning Curve (videos, e-learning, guides, job aids, coaching sessions, webinars...)



## INTERNATIONAL PROJECT MANAGEMENT

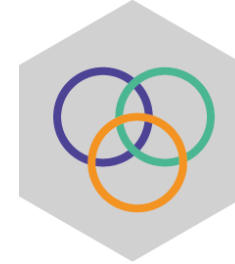
- You are looking for experimented project/program managers who can design with you the **best roll-out strategy** and ensure a smooth execution, driving you to a successful implementation and international deployment
- You need an **experimented multicultural** individual who will be able to coordinate international teams
- You want to implement a **Core Model** and deploy it locally, worldwide, ensuring all your local teams will join in and adopt your approach and design, thanks to the deployment of numerous similar programs

# HR Consulting



## WELCOME PAGE

- You need to ensure user adoption with the most welcoming, **effective and impactful** Home Page in your solution
- You want to use your solution to deploy a **unique company visual identity** and culture for all, or to have dedicated visuals and portal accesses for various populations within your organization
- You want to make sure that your employees have a **unique User Experience**, with direct and clear accesses to their HR data and services



## TECHNICAL INTEGRATION

- Your CSOD Implementation requires an inbound or outbound integration with your **HRIS, Payroll and/or any other 3rd party system** to exchange organizational data, user profiles, financial data
- You want the best user experience, implementing a **Single Sign On** with your Active Directory, HRIS, Intranet or any other reference system within your IT infrastructure
- **You need to migrate** data from legacy systems, having different formats, high volumes, different sources, and you have limited resources or a tight schedule to do it



# Dataspheres



Maximize your Cornerstone **portal's efficiency** through multiple sources dashboard, unified HR portal, pdf publications ( CVs, work contracts,...), employees' certificates and much more in order to fully cover your needs.

Connect easily and quickly  
any external element



Work contracts



Customize  
your HR portal



Trans-coding  
technology



Employments'  
certificates



Personalized PDF



Employees summary  
reports

# HR Administration



Advanced  
Planification



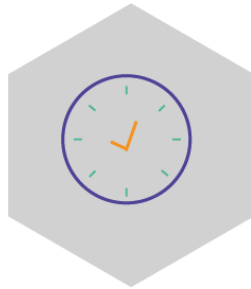
Expenses



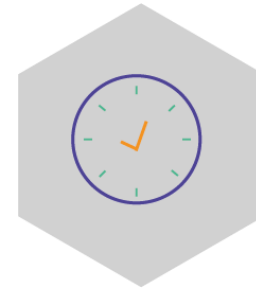
Leaves & Absences



Planning



Time & Activity



Time  
Management

# HR Administration



## ADVANCED PLANNING

- Time-schedule is one of the most tricky and intensive missions of the **HR management**.
  - It is extremely difficult to match the employees' requests, the needs of your company, and the **necessary competencies and skills** for each day and hours.
- Thanks to **TimePlus**, you will be provided with an easy and mobile devices suited software



## TIME MANAGEMENT

- Time-schedule management requires expertise, **time and reactivity**.
- Manage the time-schedules of your employees can waste precious **HR's staff time and work**.
- Therefore, it is necessary embrace an **automatic and efficient system**, thanks to which the employees as well as the manager will take advantage.

# HR Administration



## LEAVES & ABSENCES

- The leaves and absences management is one of the most **complex missions** of your HR administration.
- It is necessary to move away the traditional and manual tools and **improve the digitalization area of your business.**
- You will have a possibility to receive real time employees' requests notifications on your **smartphone.**



## TIME ACTIVITY

- In each company, every profile is different. Everyone is involved in specific mission and **each needs its time.**
- Therefore, it is difficult to be up-to-date of all the ongoing as well as **future plans** of your employees.
- Thanks to this module, you will be able to **monitor all this data.**

# HR Administration



## EXPENSES

- Expenses management takes time, precision and a lot of **attention**. Despite of this, manual errors are inevitable.
- Thanks to this offer, your HR's management will be **easier** and you will be sure that no mistakes are done.
  - Everything will be automatized, **dematerialized** and exportable in one click.



## PLANNING

- You work now for your company's future.
  - The future has to be planned and well organized in order to strengthen the maximization of your goals, to be ready for any type of setbacks and engage your staff according to your needs.
- Therefore, you will be provided with a strategic and comprehensive vision.

# Talent Management



LMS



Recruiting



Succession



Compensation



Onboarding



EPM

# Talent Management



EPM

- The perfect match between the company's strategy and the employee's competences is the first step towards the success.
- Choosing this module, you can consciously manage all the interviews and track all the employees' achievement.
- Moreover, you will have an overview of your employees' skills and your needs.



LMS

- It is time to embrace new tools to develop your training project in your company.
- You will be able to know, identify and highlight the strong points of your employees, maximizing their performance.
- In this way, you will speed up your company's strategy and productivity.

# Talent Management



## RECRUITING

- The right people grow your company exponentially. For this reason, it is fundamental to develop a steady pipeline of candidates ready to join you.
- Thanks to this module, you will be highly attractive for the best talents.
- Candidates' CV and interviews' management will be very easy and productive.



## SUCCESSION

- Competition for top talents is always keener and their permanence in a company is becoming more and more difficult.
- You will be able to hold your top talents, increasing their involvement, success and stressing the perfect match with your company's goals.
- Moreover, a long-term careers' planning is ensured.



# Talent Management



## COMPENSATION

- To be successful nowadays, a meticulous and forward-looking compensation plan is necessary.
- Thanks to Cornerstone, you will benefit from a holistic panorama of your workforce and resources to put in place a meritocratic as well as productive strategy.
- Your company as a whole and your employees themselves will take advantage of it.



## ONBOARDING

- The first period is the fundamental one to make sure that your new employees will become an effective, independent and productive part of your company.
- Thanks to Cornerstone, you will provide a well-suited Onboarding program for the new entries.
- Your company will have higher job performance and better organizational commitment.



# Our clients

# Trusted by the Best of the Best

NeoSpheres serves more than 200 customers all around the world.



*Cartier*

**Luxair**  
G R O U P

**CHANEL**



« Thanks to NeoSpheres' partnership, Valrhona is making great steps forward in the use of the solution, deploying HR processes and building a unique HR portal »

– Philippe RIDENT, DRH Valrhona, Groupe SAVENCIA

# They speak about us...

FocusRH.com

myRHline  
L'innovation RH est en marche

ITespresso

Powered by  
EUROINVESTOR.FR

MtoM  
mag.com

L'AGEFI

infoDSI

IT CHANNEL.info  
L'actualité des marchés verticaux

DSISSIONNEL  
ACTUALITÉ, CHALLENGES & TENDANCES IT

DOCaufutur.fr

J'aime les  
Startups

BOURSE DIRECT

Decideo.fr

CLOUDMAGAZINE.FR  
100 % cloud computing

cbp  
Channel Business Partners

SOLUTIONS  
numériques

STRATEGIES  
OPTIONS

easyBOURSE  
le courtier en ligne de  
LA BANQUE POSTALE

EduBourse

BFM  
BUSINESS

Entreprendre

Indiceh

influence!RH

# Our Partners



# Thank You !

Press contact :

Alexandre DIARD - [adiard@neospheres.eu](mailto:adiard@neospheres.eu) - + 33 6 80 65 47 55

[www.neospheres.eu](http://www.neospheres.eu)



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# Thank You !



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