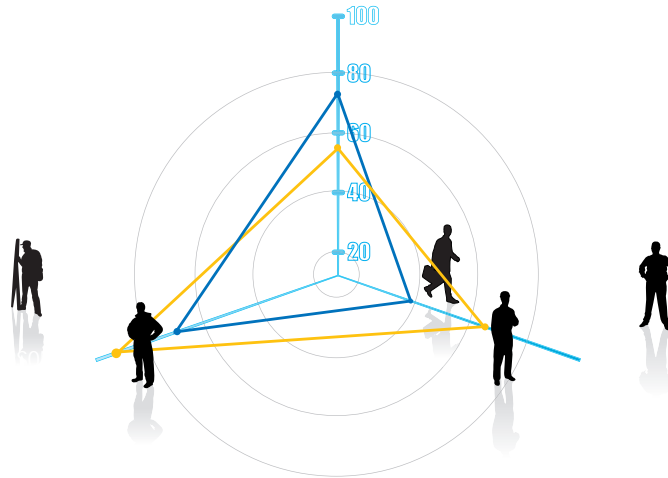




Symfoni HRM is a practical tool that supports and documents the HR strategy of the organisation.



### Strategic tool

It is important that the HR strategy follows the business strategy of the organisation. It is also important to set specific goals for employee development and to be able to document the results of the work.

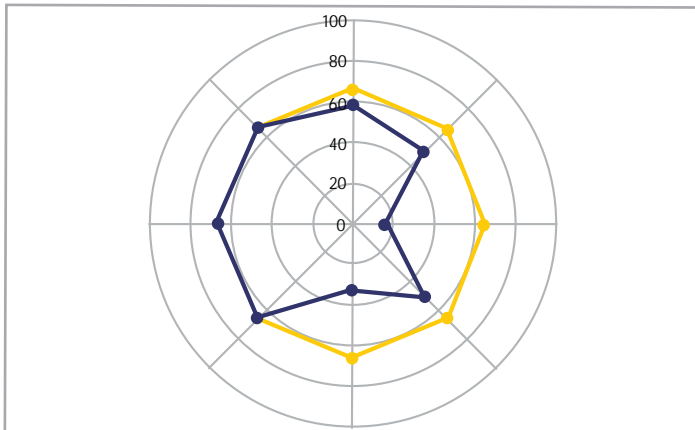


### Getting the best out of your competencies with Symfoni HRM

Symfoni HRM creates an overview of all the competencies of the organization.

It is easy to get started with the competency model that fits your industry.

This makes it easier to provide standards to determine qualified employees, identify skills gaps of current employees and help career seekers visualize their career pathway.



Symfoni HRM is a tool for strategic Management and HR. With the use of gap analysis, job profiles and core competencies the tool can make your HR strategy operational.



### Keeping abreast of development

Training, recruitment and retention of the best employees are key challenges in organizations today.

By using Symfoni HRM to identify important strategic competencies, the resources of the organizations are used in accordance with the needs of the organization.

Kursus navn	Startdato	Varighed	Udbyder
<b>Tilmeldt</b>			
PLC, installation af hardwarecon...	11-02-2010	2 dage	AMU
Lønberegning og lønrapportering.	08-12-2009	2 dage	AMU
Bogholderi fra a til z	04-11-2009	2 dage	Teknologisk Institut
Budget som ledelsesværktøj	17-03-2010	4 dage	AMU
IBV/CTS, systemopbygning af ce...	09-02-2010	1 dage	AMU
ABA Service - ABA 141	04-11-2009	½ dag	Schneider Electric
ABA Brandalarm - Konfiguration...	04-11-2009	1 dag	Solar
For monterer	09-06-2010	1 dag	Freenet
<b>Ønsket kursus</b>			
E110 - SmartHouse til privatbolig...		1 dag	Technology College Aal...
Honduras dans			
Projektledeelse		2 dage	Business Danmark Udd...
PLC, analog programmering		3 dage	AMU
Brandselling		2 dage	Business Danmark Udd...

# - Symfoni HRM is the best solution for competence management!

Kursusønsker										
Godkend Afvis Tilmeld Afmeld <b>Gennemført</b> Slet Kursusregistrering Export										
Afdeling: - Alle - Navn: - Alle - Kursus: - Alle - Status: - Alle - <input type="checkbox"/> Vis gennemførte kurser										
☐	Nummer	Afdeling	Navn	Kursus	Varighed	Udbyder	Startdato	Slutdato	Status	
<input checked="" type="checkbox"/>	00514	Thisted	Bo Medarbejder	Dataanlæg, håndtering af sikkerhed ved netopko...	3 dage	AMU			Ønsket kursus	
<input checked="" type="checkbox"/>	00515	Thisted	Dorthe Medarbe...	Dataanlæg, opsætning af firewall	2 dage	AMU			Ønsket kursus	
<input checked="" type="checkbox"/>	40143	Thisted	Dorthe Medarbe...	Installation af antenner og paraboler	5 dage	AMU			Ønsket kursus	
<input checked="" type="checkbox"/>	40143	Thisted	Bo Medarbejder	Installation af antenner og paraboler	5 dage	AMU			Ønsket kursus	
<input checked="" type="checkbox"/>	40132	Thisted	Bo Medarbejder	Installation/idrætsættelse Ethernet	2 dage	AMU			Ønsket kursus	
<input checked="" type="checkbox"/>	03	Thisted	Bo Medarbejder	Rådgivere og planlæggere	1 dag	Freenet			Ønsket kursus	
<input checked="" type="checkbox"/>	02	Thisted	Dorthe Medarbe...	Salg og markedsføring	1 dag	Freenet			Ønsket kursus	



## Career Planning and focused training

Development of competencies should always take place in dialogue. Symfoni HRM contains a number of facilities to focus and maintain the formal dialogue between managers and employees.

Symfoni HRM supports both business strategy and career seekers through easy made questionnaires and forms.

## About Symfoni HRM:

- A strategic HR tool
- The best solution for competence management
- Easily adjustable to your company's specific needs
- Creates overview on all levels in the organization
- Manages your company's training academy
- Supports employee reviews
- Supports strategic career planning and recruitment

“

*“The implementation of Symfoni HRM has had an organizationally branding effect both internal as well as external”*

- Carsten Bo Knudsen, manager, Kemp & Lauritzen

## Modern IT Architecture

- Symfoni HRM is built on the principles of SOA (Service Oriented Architecture).
- Symfoni HRM works as a SaaS (Software as a Service) solution, You buy a license to an application to use demand. The application is hosted and maintained at software vendor.
- Symfoni HRM is integratable with any other system in order to keep up and maintain just one data field.



## Easy to use

Symfoni HRM is easy to use and operates a role-based intuitive system approach. This means that leaders and employees have access to different, specific and relevant information.

## 10 years with focus on the development of competencies

For more than ten years we have developed tools that help companies improve their skills. Our concept requires that both management and employees prioritize and take responsibility for their efforts. In this way both the needs of the individuals and the professional development are secured.

We have a number of skilled consultants to ensure a successful implementation in all phases.