



A.I. powered people analytics to drive agility, efficiency,  
and effectiveness across your organisation



# Capability Management

## Why it's important

In an inherently variable and rapidly changing market, organisations need to both innovate new value from their resources and maximise efficiency in their internal and supplier workforce assignment. An organisation's ability to make investment, hiring, or reduction decisions rapidly, is the key for both competitive advantage and staying in business.

## Legacy approach

Traditional capability management involves top-down skills matrices, surveys and project censuses; efforts hamstrung through either poor, stale or fragmented data.

The teams and systems that are the go-to sources of information are not built for this - thus the resulting processes are manually intensive, and results are subjective, reinforcing rather than connecting across silos. It's simply too rigid and inaccurate to realise value.

## Unwanted outcomes

The talent decisions based on this approach result in people with in-demand skills missing out on internal mobility opportunities, and leaving. The lack of shared visibility on expertise can result in underselling opportunities. Missing a skills view of forward demand can result in organisations hiring skills, at a higher cost, that they didn't need to. Or worse still cutting headcount in high business demand skills.

*Which is why we developed Stitched.*

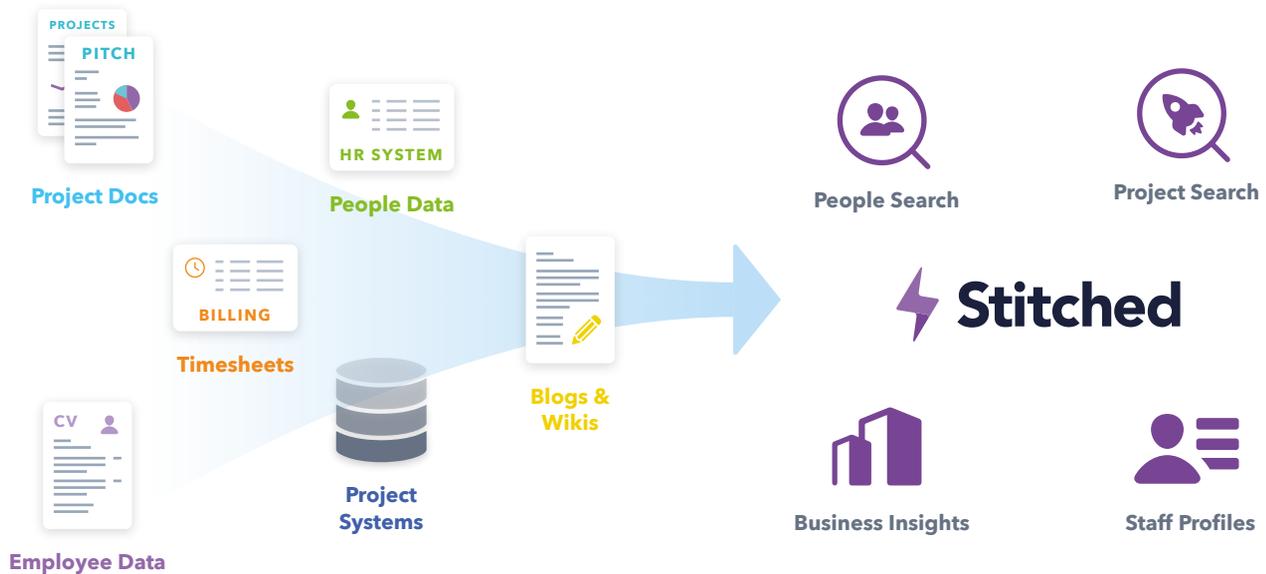
## Our proposition

Stitched is a capability management platform that uses Machine Learning in a skills universe with Natural Language Processing; We simply give you better and objective data automatically, from all of your files and systems to provide you with a continuous view of your organisational capabilities and the demands place upon them.



## How does the Capability Management work?

Stitched cuts across traditional organisational boundaries and automatically lets you view your organisation as groups of similar capabilities, derived from the digital artefacts people produce as part of their day to day work.



## Powerful Features



### Business Insights

Configurable management reporting on the Work, the People and the Skills they have, with drill down to costs for skills, locations, vendor teams etc.



### People Search

Ability to search for staff with certain skills. We'll automatically search for related and complementary skills so you don't miss anyone.



### Project Search

Ability to search past and present projects that used certain capabilities. See all associated documents and people, and other projects for that client in order of similarity.



### Staff Profiles

Know your staff - Their project and capability history, the work capabilities they are interested in and their digital footprint; Documents, CVs, blogs and thought leadership.

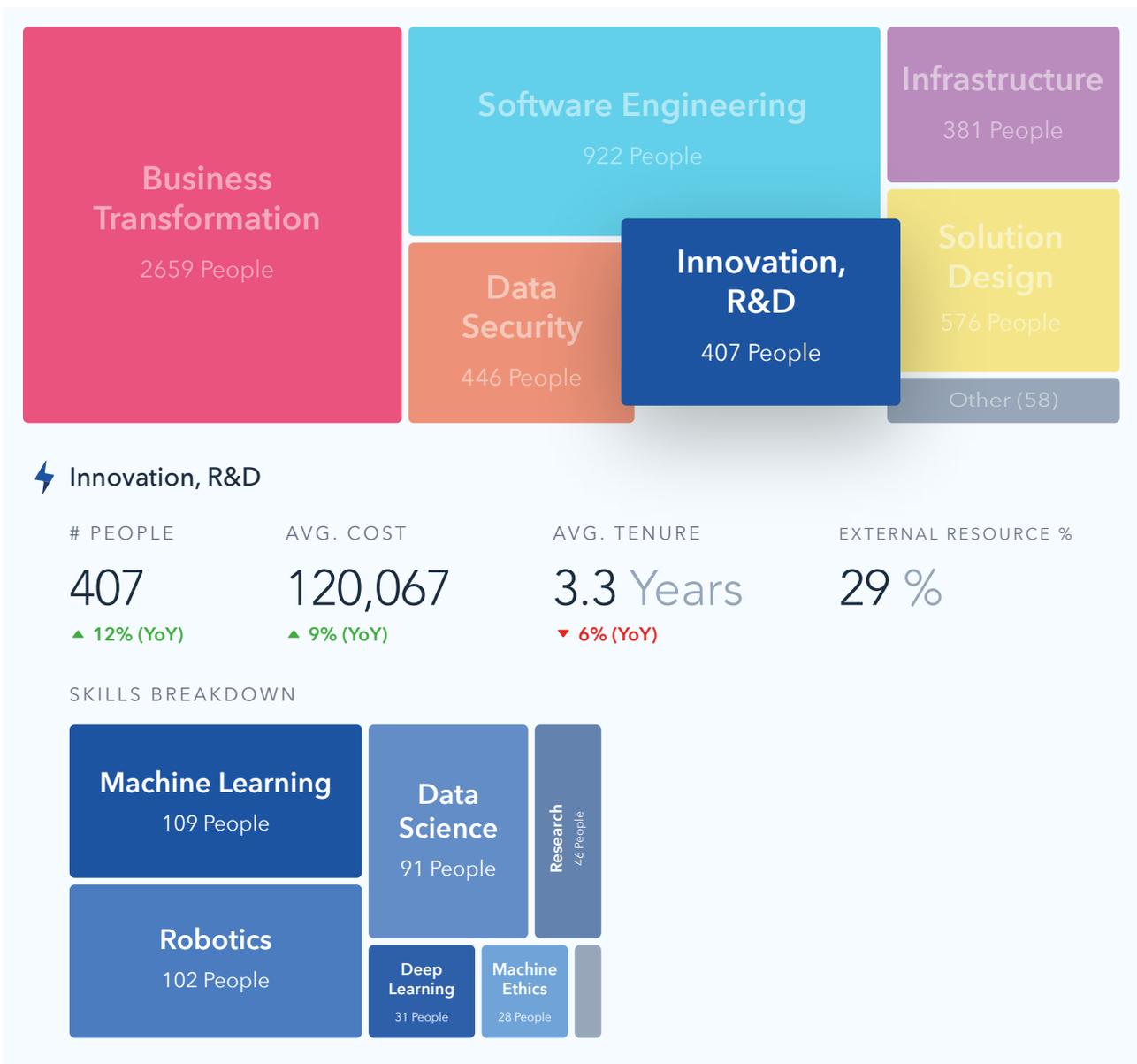


# Business Insights

Your organisation evolves. We built Stitched to be a constantly updating view of the capability of your changing work-force. As new people join, new projects are kicked off and new locations come online, Stitched incorporates changes in real-time. Firstly this gives you a very granular and accurate answer to “what skills do we have in our organisation?” Secondly, it let’s you track changes to that capability over time, or as the result of deliberate changes you make - e.g. a new Target Operating Model. Let’s explore a couple of examples:

## What is the set of competencies that we have today in the organization?

Before you make strategic decisions around your organisation, Stitched gives you a highly-detailed baseline of what skills you have, how long you’ve had them, how experienced they are, the geographies and organisational units they’re found in, and how much they are costing you.



## We inform these typical business management questions:

### Operational

- Which capabilities do I have in my organisation?
- What is the demand profile of each capability?
- What is the shape of work done vs new work coming into my organisation?
- What is the impact of attrition on this capability?
- What capabilities and experience are we hiring across locations and teams?

### Capability Development

- Do we have the skills available to do it?
- Are our capability development strategies working - acquire, develop, hire?
- Is our learning and development effort aligned to the business mix we have / want?

### Risk

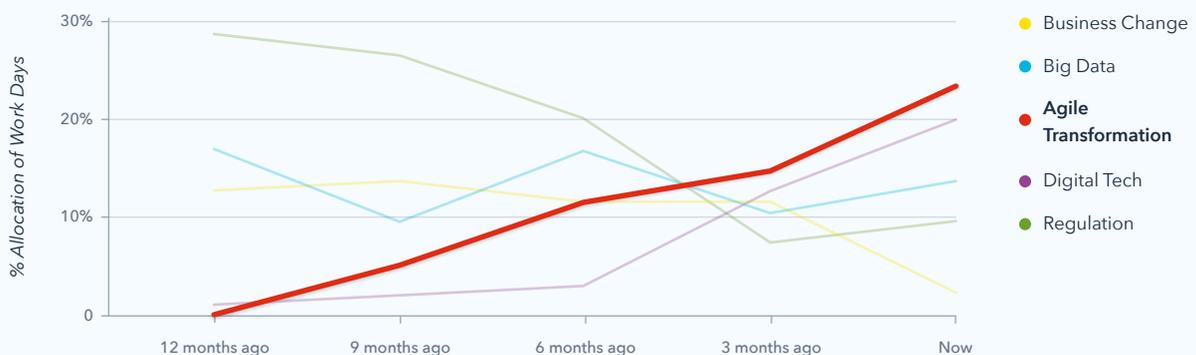
- What is the cost profile of that availability - by location, seniority, complementary skills, etc.?
- What is the supplier vs internal staff profile for this competency across my portfolio?

### Client

- What are the skills most used by this client?
- What are the skills most used on a programme?

## Competency Demand Trends

What is the demand profile of each group of capabilities?



### ► Trends for "Agile Transformation"

# PROJECTS

37

▲ 60% (YoY)

AVG. COST

160,067

▲ 9% (YoY)

# PEOPLE

59

▲ 26% (YoY)

EXTERNAL RESOURCE %

19%

▼ 46% (YoY)

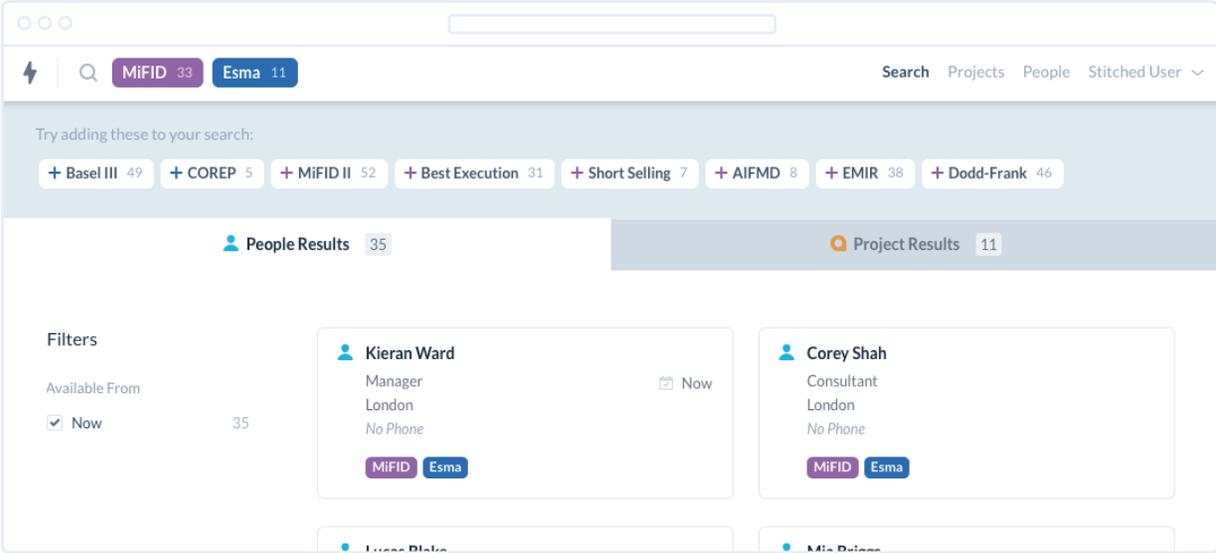


# Operational Workflow

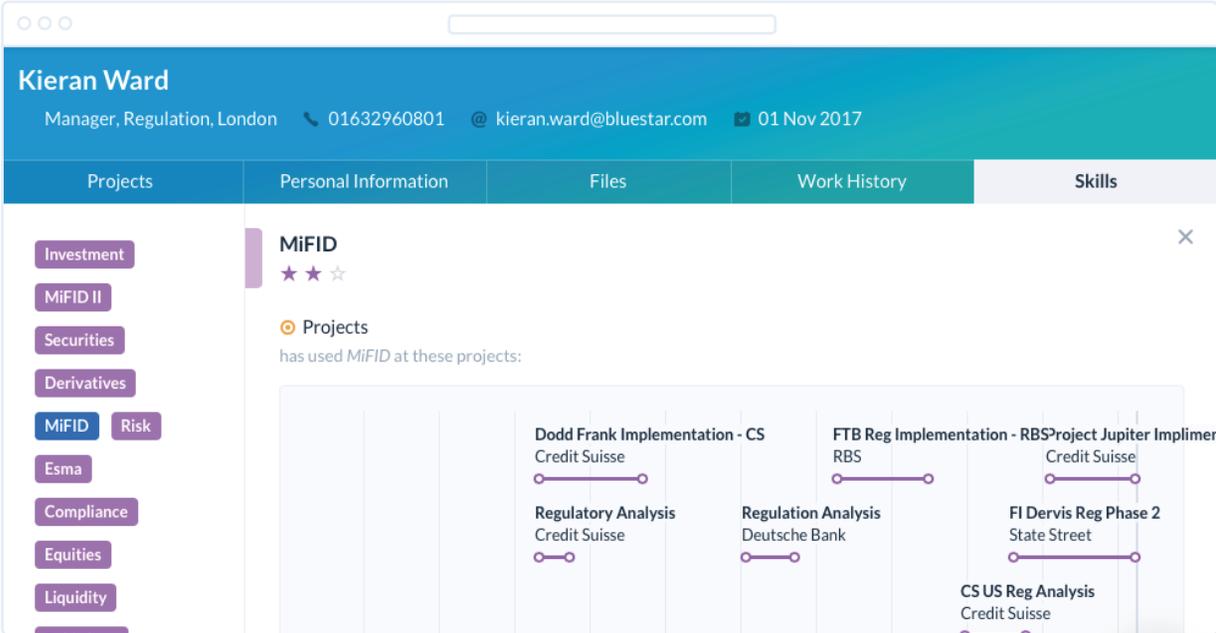
Stitched provides operational users with easy access to your organisation's capability.

## Driving sales, resourcing, and delivery

- Who has direct or similar experience in this skill?
- What is their availability
- Who wants to do this kind of work?



Person Search



Person Profile



## Project Search

Used by Resourcing, Sales, Bid Management and Delivery Management - the project search returns projects using the capability or capability combinations required.

For each project we are able to score the skills fit, show all associated documents, the people who worked on the project and other projects executed for that client in order of similarity.

The screenshot shows a web interface for a project overview. At the top, there is an orange header bar with the project name 'Dodd Frank Implementation - CS', the client 'Credit Suisse', and the duration '1 Jan 2011 → 1 Jun 2013 (1 year, 5 months)'. Below the header, the page is divided into several sections: 'Search Results' with a MiFID score of 56.4%, 'People' listing five team members (Chelsea Burns, Mia Briggs, Corey Shah, Kieran Ward, Lucas Blake), 'Documents' listing two files, and 'About the Client' for Credit Suisse, which includes a list of other projects like 'Project Jupiter Implementation', 'CS US Reg Analysis', and 'Regulatory Analysis'.

### Dodd Frank Implementation - CS

Credit Suisse  
1 Jan 2011 → 1 Jun 2013 (1 year, 5 months)

#### Search Results

How well do your search criteria relate to this project?

MiFID  
56.4%

#### People 5

- Chelsea Burns**  
Consultant  
London
- Mia Briggs**  
Consultant  
London
- Corey Shah**  
Consultant  
London
- Kieran Ward**  
Manager  
London
- Lucas Blake**  
Consultant  
London

#### Documents 4

- 2011\_CS\_Target Architecture\_ Storage  
Added 23rd Feb 2018
- 2010\_CS\_global\_Mifid Implementation FinalDeliverable  
Added 23rd Feb 2018

#### About the Client

**Credit Suisse**  
4 projects in 8 years

OTHER PROJECTS:

- Project Jupiter Implementation**  
1 Jan 2017 - 1 Aug 2018
- CS US Reg Analysis**  
1 Nov 2015 - 1 Sep 2016
- Regulatory Analysis**  
1 Jan 2010 - 1 Jun 2010

Project Overview





The new standard in people analytics

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