



“Wingspread without a doubt has been instrumental in refocusing our company and preparing us with a blueprint for the future”

Dr. Charles Ferris
Chairman of the Board
HS3 Technologies, Inc.

Benefits for HS3

- Aligns corporate goals to worker skills
- Enables faster and more informed decision making
- Improves efficiency in the use of human capital
- Provides a clear blueprint for acquiring and developing talent for future growth



Corporate Genome

Case Study

HS3 Technologies, Inc., headquartered in Denver, Colorado, is a national provider of innovative security solutions. HS3 addresses security issues through the combined use of proprietary technology, cellular networks, state-of-the-art IP CCTV and wireless internet-linked satellite surveillance systems.

The market for comprehensive security and monitoring solutions is a burgeoning one of more than \$20 billion per year. The opportunities for HS3 were obvious and recent customer wins, such as the American Humane Society, gave the company reason to be optimistic about the future.

HS3 could not afford to let the opportunity pass. HS3 chose WingSpread to be its partner in building an organization with the skills necessary to meet its vision of becoming a leading provider of comprehensive security solutions in the market.

Business Challenge

HS3 was at a critical stage in its corporate development. In order to achieve its aggressive growth projections, it needed to ensure that it had the right people focused on the right tasks to lead and execute towards its vision. However, employees lacked clear objectives and

it was uncertain whether HS3 even had the skills in its workforce to perform effectively.

Solution

WingSpread was asked to perform a Corporate Genome to help HS3 assess its workforce and determine the gaps in the necessary skills in order to meet its objectives

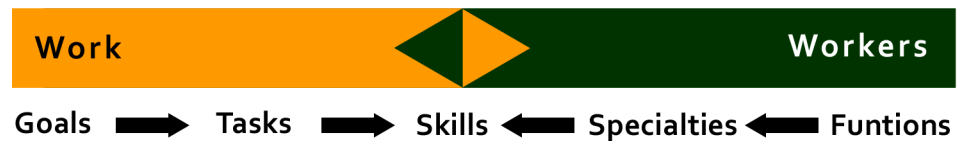
The Corporate Genome

The core process of the Corporate Genome is the sequencing and mapping of skills, where skills are expressed by the relationship that ties corporate goals to individual workers.

The WingSpread solution uncovers the skills required to accomplish corporate goals and the skills possessed by employees. Because skills are measurable and quantitative, they can be used to compare the gaps within its existing workforce across all levels of the organization in achieving goals. The knowledge gained through the Corporate Genome enables an organization to put together a plan of action to address the gaps from a strategic and tactical level.

Corporate Genome

Case Study



Process

The first step was to clarify the corporate goals through a facilitated session with senior leadership. These corporate goals were further decomposed into a list of tasks quantified into specific skills. This resulted in a blueprint of required skills necessary to accomplish the corporate goals.

The next step was to discover the skills possessed by the entire workforce. This was accomplished by an online assessment through our WingSpread portal. All employees were asked to complete a skills inventory of the skills they possessed at what level as well as the skills their current position required. This provided the measure of "possessed skills" across the organization.

Result

There are many ways of closing organizational and individual gaps. Using WingSpread enabled the company to understand the skills landscape. While the companywide gap itself seemed insignificant, a deeper look uncovered wide disparity across departments and individuals in the skills required to perform effectively.

WingSpread has given the leadership of HS3 confidence to pursue a reorganization of the company and recruit opportunistically according to its corporate goals.

The Corporate Genome will continue to be an important decision tool going forward. With an expected uptick in business for 2009, HS3 now has the blueprint for quickly aligning employees to goals and the ability to determine hiring requirements for recruiting candidates with the right skills to accomplish its vision.