

Employee fit in a fast-growing tech culture



Technology
industry

A success story made possible with SuccessFinder

A unique culture

Big Bang is a fast-growing tech consulting firm. With technical experts, their culture blends rapid growth agility and continuous adaptation, direct conversations, and a hard focus on results.

Keeping up with the growth

In a constant race to attract the right talent to support their growth, Big Bang often hired candidates that appeared perfect for the role on paper, but not necessarily for their culture.

They noticed that this misalignment with company values was contributing to a higher than usual voluntary turnover rate. To capitalize on their employee investment, increase productivity, and maintain customer satisfaction, Big Bang decided that they had to find a way to assess for a cultural fit.

Rethinking HR processes

Markers such as skill, experience and knowledge are important. Yet, behaviour, how new employees will naturally leverage these skills and actively participate in achieving company goals, cannot be taught and must be well assessed during the hiring process.

To objectively assess behavior, the Big Bang team needed to implement a data-driven process that could help start shifting their perspective from a role-fit view to a more holistic cultural-fit perspective.

Measuring behavior

SuccessFinder came in a solution capable of measuring behavioral data to predict cultural fit and ultimately career success at Big Bang.

The goal of this collaboration was to add data and objective into recruitment process to increase retention, engagement and productivity.

This first step in achievement this objective was to decode the behavioural profiles of Big Bang's employees to increase the chances of hiring talent that could fit within their cultural reality.

The result was the creation of a predictive model: an algorithm developed specifically for Big Bang capturing the discriminant behaviors that make up current culture, while identifying the behaviors that are more aspirational but nonetheless necessary to future-proof the organization and drive it's long-term vision.

About Big Bang

Big Bang is a young, fast-growing consulting firm that specializes in implementing business cloud solutions. They've helped many businesses of all sizes and industries across the world embracing cloud technologies. They strongly believe that all people, in every organization, should have a direct access to the information that enables them to do their best work, from anywhere, every day. For more information visit bigbang360.com



successfinder.com



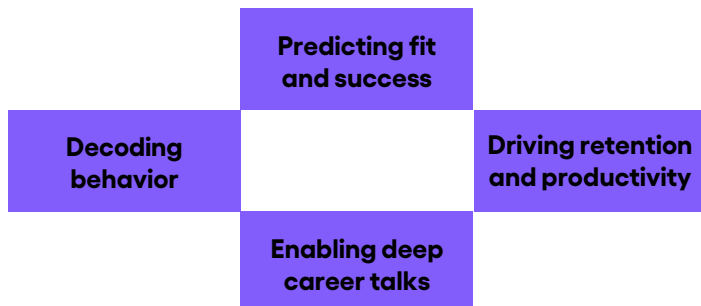
To use that benchmark and act on the data collected by SuccessFinder's cloud platform, an in-house team received training to become certified experts.

HR staff and hiring managers were able to access the data they needed and interpret the behaviors of the model, optimizing their hiring and development practices with increased accuracy, efficiency, and reliability.

Driving results

83% decrease in involuntary turnover

Drastically reduced time to hire by combining the SuccessFinder tool with trained in-house experts



Talent development

Using the Culture Fit predictive model, Big Bang is now able to decode the behavioural profiles of their talent and predict their compatibility with their cultural values, something that is rarely quantifiable

Access to the right data has also allowed them to optimize and tailor onboarding and interview practices.

The model is also used in talent development, empowering HR staff to foster self-awareness within employees. They're now able to pinpoint the behaviors that contribute to a sense of familiarity and belongingness within the company. All this while creating important career conversations around the behaviors that are less present within the sum of the culture, but nonetheless, should be leveraged to help support the company's long-term goals.

Integrating the Culture Fit solution has allowed for more people to be on the same page – less tensions, more constructive conversations. It has created an opportunity for in-depth understanding of what makes an individual truly unique and how that fits into what they themselves are looking for.

Future initiatives

The results of this collaboration have been so positive that the SuccessFinder team is now working on a predictive benchmark to help Big Bang with the recruitment and development of upper managers. Their goal is to have strong leaders capable of promoting Big Bang's vision and engaging their team.

What the Big Bang team is saying

We have a happier team, new hires that are billable sooner, promoted in a shorter time and are a successful part of the team. And best of all: they contribute to increased customer satisfaction.

Gabriel Tupula
CEO- Big Bang

The Culture Fit solution made a huge difference in the progression of our "better culture fit" goal. We leveraged SuccessFinder's assessment tool to predict both career satisfaction and career success based on discriminating factors: human behaviors and competencies.

Julie Brunet, CRHA
Human Resources Coordinator- Big Bang

