



Company/Organization: Cultural Chemistry

What was the challenge or opportunity? We noticed that we had to support our clients with letting go employees either due to changing needs of an organization, or a mismatch with their culture. The companies would like to avoid having employees go unemployed and into unemployment

What was your approach or solution?

At Cultural Chemistry we believe that almost all people are good people with great skills, but that things don't always work out the way it was intended. In small organizations, there is not opportunity to move talent around in the organization, as much as it is possible in large corporations. Instead of approaching each client and their challenges in a vacuum, we are now looking at our clients as a whole. When one client might need a carpenter with a certain skillset, another client might have that carpenter available. We updated our Applicant Tracking System in such a way that clients can share applicants, and when a client has an employee that needs to leave, we will work with our other clients and our network to get the employee a new position as quickly as possible.

What is the impact?

The impact is that our clients have hardly any unemployment claims, the employees find better employment and employees with great skills don't get into a system where they don't belong, they rather can work on their career. Due to this system, we spend less time on hiring and firing employees.