

Populous Transforms Talent & Learning With HiBob

EVOCS Partnered With Populous To Evaluate HiBob's Talent And Learning Capabilities. Together, Both Teams Aligned On Future Processes And Business Requirements.

The Challenge

Populous Needed Consistent Talent Processes, Better Performance Visibility, And Unified Learning Across Disconnected Systems.



GOALS
ALIGNMENT &
REVIEWS



TALENT
CALIBRATION DESIGN



LEARNING
REQUIREMENTS
DISCOVERY



FRAMEWORK
DESIGN



**Talent
Structure**

A More Consistent Framework Was Needed For Goals, Performance Reviews, And Talent Discussions.



**Talent
Visibility**

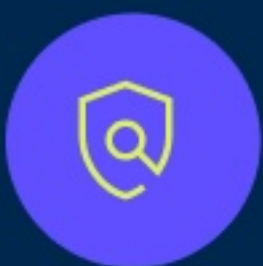
Leadership Required A Structured Approach To Assess Employee Performance And Future Potential.



**Learning
Complexity**

Learning Activities And Platforms Were Spread Across Multiple Systems And Disconnected Workflows.

PREVIOUS STATE



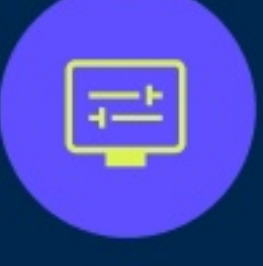
→ **Performance
Assessments**



→ **Rocket LMS**



→ **Microsoft
Forms**



→ **Multiple
Platforms**

COMPANY OVERVIEW

Populous Is A Global Architecture And Design Firm Known For Creating World-Class Sports Venues, Entertainment Destinations, And Public Gathering Spaces.



Industry
Architecture, Design & Consulting



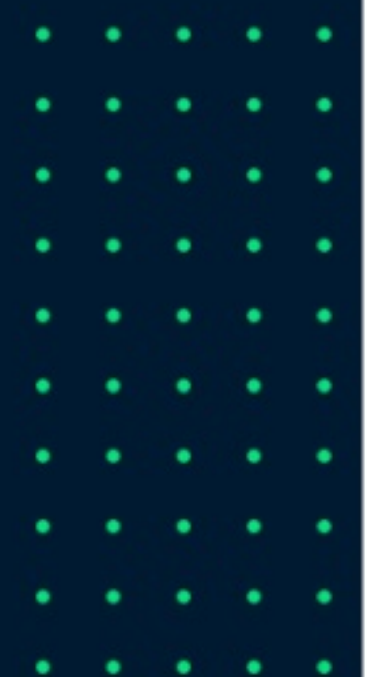
Focus
Talent Development & Learning



Project Scope
Talent & Learning Discovery

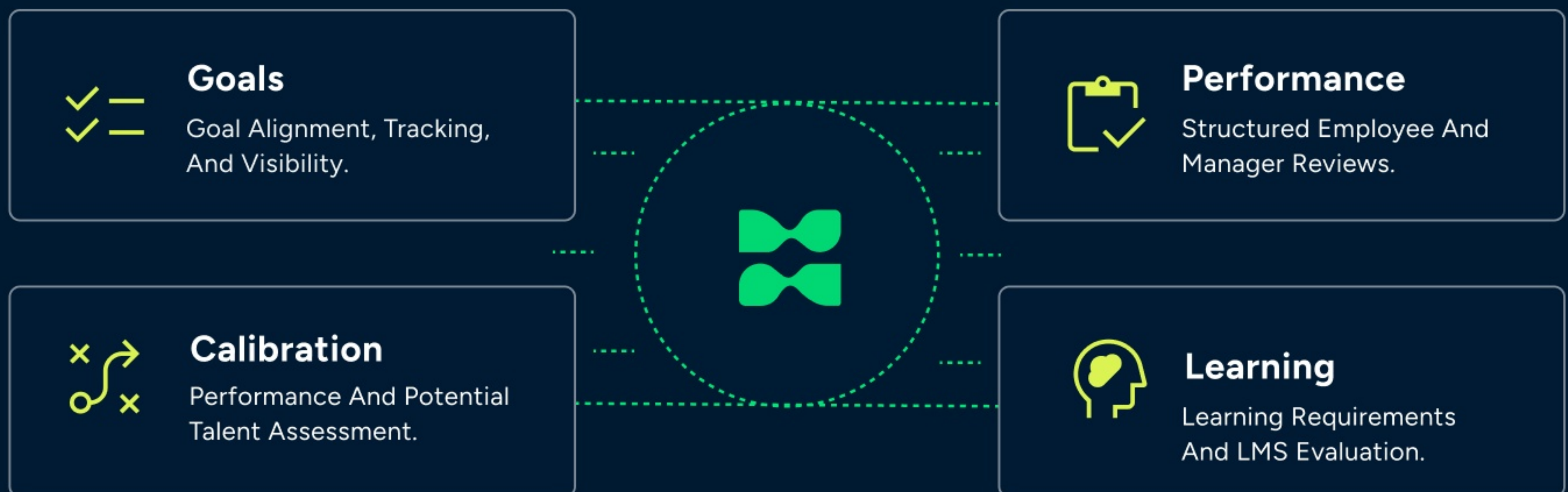


Modules Evaluated
Goals, Performance, Calibration & Learning



THE EVOCS SOLUTION

EVOCS Designed Scalable Talent, Performance, And Learning Processes While Aligning HiBob To Populous' Future HR Needs.



Key Implementation Activities



Results & Business Impact

Defined Goal Management Framework Established A Scalable Approach For Creating, Aligning, And Tracking Employer Goals.



Outcomes And What's Next

Key Takeaways



Goal Management Alignment

Validated Goal Alignment, Tracking, And Performance Integration.



Talent Review Framework

Explored Talent Data To Support Future Planning.



Learning Requirements Defined

Identified Learning Needs And Future Opportunities.

KEY CONFIGURATION AREAS



Goals Management

Align Employee Goals And Track Progress Across Teams And Departments.



Talent Calibration

Evaluate Performance And Potential Through Structured 9-Box Talent Reviews.



Learning Management

Support Learning Requirements, Development Paths, And Future LMS Planning.

CORE ACTIVITIES DELIVERED

EVOCS Continues Supporting Populous Through.

- Talent Process Design
- Learning Strategy Evaluation
- LMS Capability Assessment
- Future-State Process Planning
- HiBob Advisory Services

Ready To Modernize HR?

Schedule A Strategic HR Architecture Review

contact@evocs.tech