

# SMART business

## SMART HCM & LMS

[smart-it.com](http://smart-it.com)



# SMART business — your partner of the future

SMART business provides services for development, maintenance and training of the ERP and CRM systems, systems based on predictive analytics and artificial intelligence. For 10 years we have been consulting and creating proprietary solutions based on Microsoft products, including Microsoft Office 365, Microsoft Azure, Power BI, as well as Data and AI technologies. SMART business has guided digital transformation in companies of different sizes, across different industries and sectors in more than 60 countries worldwide.

10

successful  
years on the  
IT market

600

companies  
among  
our clients

240

skilled and  
experienced  
IT professionals

60

countries included  
in our customer  
portfolio

9

Microsoft  
Golden  
competencies



2018 Partner of the Year Winner  
Ukraine Partner of the Year



PRESIDENT'S CLUB  
for Microsoft Dynamics





## Ukraine office

21 Poliova Street, building B,  
Kyiv 03056, Ukraine

## Georgia office

34 Chavchavadze Street,  
Pixelcenter  
Tbilisi 0179, Georgia

## Azerbaijan office

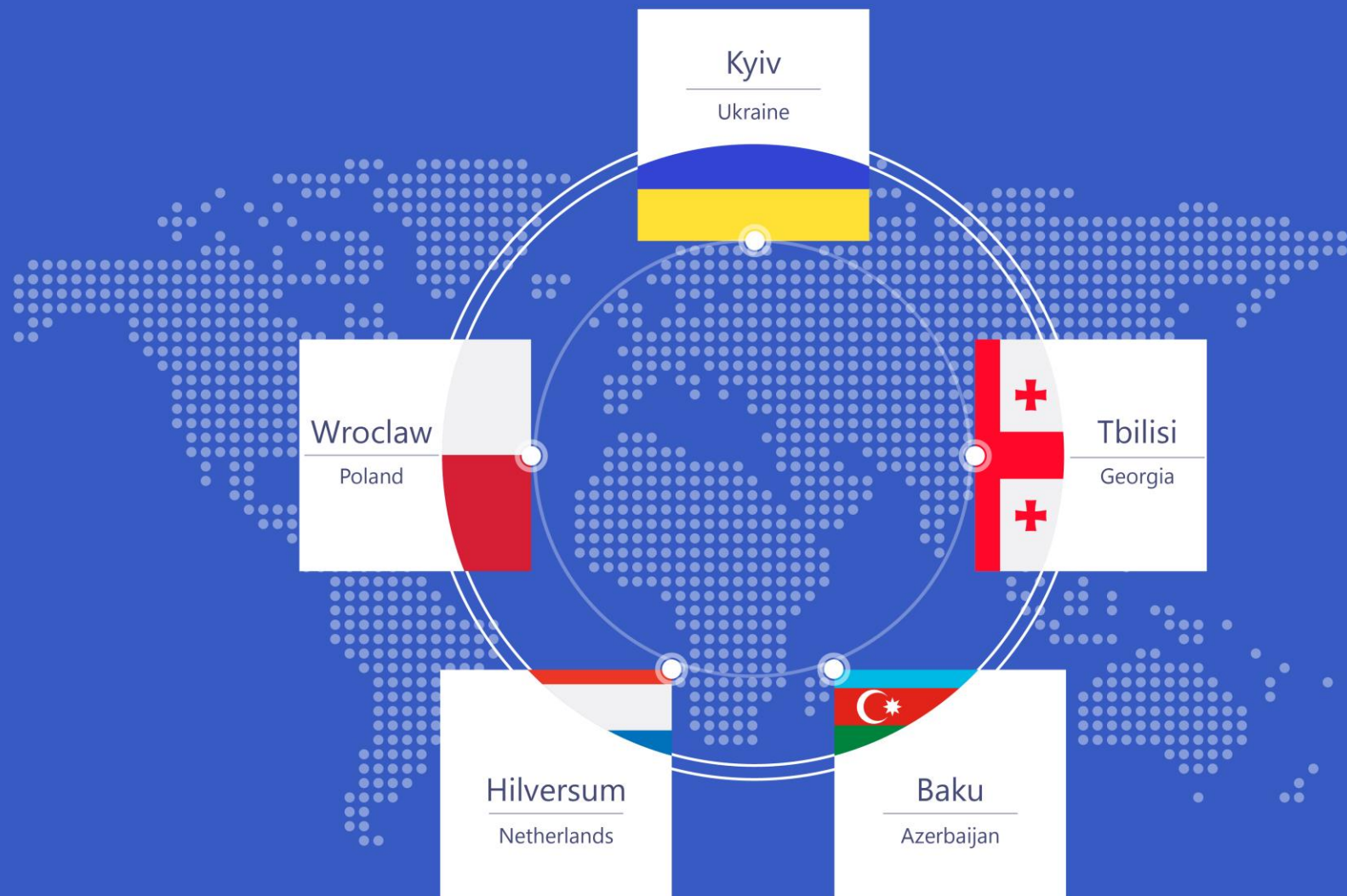
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Landmark Tower  
Baku 1010, Azerbaijan

## Netherlands office

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## Poland office

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Microsoft  
Partner  
Microsoft

2018 Partner of the Year Winner  
Ukraine Partner of the Year







# SMART business

## — MICROSOFT COUNTRY PARTNER OF THE YEAR 2018

"We are honored to recognize SMART business of Ukraine as a Microsoft Country Partner of the Year," said Gavriella Schuster, corporate vice president, One Commercial Partner, Microsoft Corp. "SMART business has distinguished itself as a top partner, exemplifying the remarkable expertise and innovation we see in our Microsoft partner community to deliver transformative solutions."



Gavriella Schuster

## — MICROSOFT DYNAMICS ISV OF THE YEAR WINNER CEE 2017

"This honor is a reflection of your entire organization's drive, commitment and passion for delivering solutions for Microsoft Dynamics customers. Congratulations to your entire team. I want to thank you, and I look forward to your continued role in Microsoft Dynamics' growth and success in the future. Congratulations again!"



Ron Huddleston

# SMART business

MEMBER OF  
MICROSOFT AI  
INNER CIRCLE PARTNER PROGRAM

TOP 10 IN CSP DIRECT  
IN CENTRAL AND EASTERN EUROPE



# SMART HCM & LMS

SMART HCM & LMS is a combination of Dynamics 365 and AI technologies for hiring, managing, learning, developing and evaluation of employees. We provide flawless connection of the systems to achieve functional togetherness and maximize effectiveness.



Achieve the most efficient management of the company's human capital through a combination of Modern Tools, Advanced Analytics and AI.

## HR and T&D

### Challenges:

- The cost of attracting and training a new employee exceeds the cost of its retention
- The company incurs losses for the period of replacement search.
- Understanding the real reasons for the dismissal of employees
- Lack of reports on the results of assessments and training
- The need for a history of results by employee
- Lack of a single and unified database of employees

### Results:

- Streamlined personnel-administration processes
- Increased staff engagement
- Reduced time spent on evaluation procedures
- Reduced delivering time of training
- Recurrent feedback
- Staff turnover reduction
- Possibility of predicative influence on retention



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### Workforce forecasting and optimization



The Module accurately forecasts and plans the labor requirements to improve employee productivity through optimizing resources, testing millions of schedule combinations and creating fully optimized schedules powered by AI.

### Employee retention management



The Module uses simulation and optimization algorithms for revising hundreds of engagement variables to choose the best retention tactics.

### Gamification



In our Gamification system we are using badges to reward performance and plan employee development based on corporate values.



### Challenges:

- Lack of reports on the results of assessments and training
- Free Software without customization
- The need for a history of results by employee
- Lack of a single and unified database of employees

### Solution:

- Formalization and automation of personnel assessment and training processes in a single system
- Comprehensive analysis of KPI results, assessment and training
- Building employee development plans based on digital indicators
- Implementation of the “learning at any time from any device” concept

### Benefits & Results:

- Reduced time spent on evaluation procedures
- Reducing the delivery of training to users
- Increased staff engagement
- Reduced feedback time
- Reducing system maintenance costs



Discounter chain leader of Ukraine grocery market covering with overall revenue is ~3Bln \$ and it operates for around 1.000 stores across Ukraine.





# POWER UP YOUR BUSINESS

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