



“Our goal was to increase the number of employees who continue with Coliquio after their probation period is over. Before using Bunch, the employee retention post probation period was 40 to 50% - this is now 80 to 90%.”

– Rico Fernando, Head of HR & Organizational Development



www.coliquio.de

About Coliquio

Coliquio is the leading professional network for doctors in the German-speaking countries. They enable doctors to receive all relevant knowledge to perform at the top of their profession. With 130 employees spread over three locations, Coliquio integrated a data-driven approach into the HR processes which helps the overall accelerated growth of the company. They started using Bunch in September 2017 for recruitment, cultural development and team performance.

The problem

There are two factors to the challenge Coliquio was facing due to rapid growth — hiring the right employees and then retaining them for a long term. The concern was whether a candidate will still be able to adapt to the company and grow with it in the next six to 12 months.

“We don’t recruit just for the ‘now’. Future employees have to match with our future goals. We recruit candidates the complement our existing team and will grow with us. They need a skill-set for today’s tasks but also need the agility to maybe take over jobs in 12 months that are not defined yet.”

Coliquio wanted a tool that could give an overall picture of the candidates they were looking for in the hiring process. “It was very hard for us to get insights from the candidates and have an overview. We have a small recruiting team and but we still want to provide expertise and great recommendations for each candidate to enable better decision-making.”

“You have to invest before you hire people because then the team can blend with them smoothly. Otherwise, you are investing a lot of time and money without considering any outcome.”

The solution

Bunch profiles measure six dimensions in candidates: customer-orientation, results-orientation, collaboration, detail-orientation, focus on principles, and adaptability. Each employee, team, and department in Coliquio can then experiment with different team setups based on their profiles.

After this, they restructured parts of the company, enabled team leaders to engage with their teams through culture alignment workshops, and integrated the Bunch assessment into their hiring process to make sure that all new hires are objectively a great culture fit.

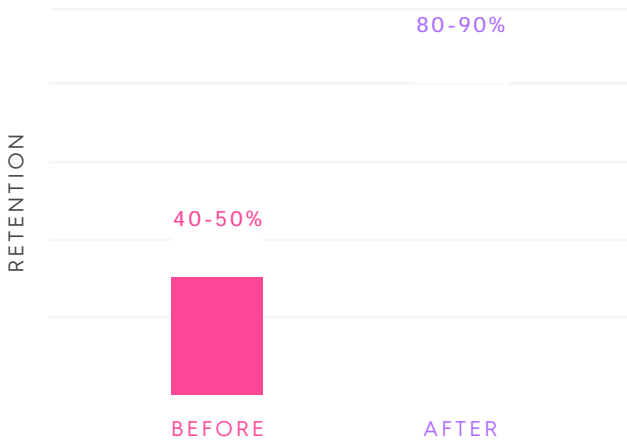
"I fell in love with the methodology behind the platform. Bunch is solving six dimensions of skills in candidates and employees, and those are exactly the skills we are looking for. The dimensions Bunch covers in the survey are in sync with the goals we are trying to achieve at Coliquio. It was an instant match."

The results

The impact of using Bunch was seen in two months by Coliquio and it is still ongoing.

1. Effective Hiring Process

"Before using Bunch, the employee retention post probation period was 40 to 50% - this is now 80 to 90%."



2. Greater customer satisfaction

"Coliquio lays a lot of emphasis on customer value and it can only be achieved with the right team staffing. Bunch helped us in finding what kind of people/profiles should be working with each other."

3. Better decision-making

"When teams come together, decision making is 100% quicker."

4. Tool integration

"Prior to Bunch, our focus was tilted more towards new hires, and there was a lesser focus on existing team management. Now, our performance management system is completely feedback based and we are integrating various HR tools."