

# BNP Paribas Cardif Enhances Human Resources Management with Intalio|bpms

*Intalio|bpms Streamlines Internal Human Resource Processes to Better Position Organization for External Growth.*



<b>Customer</b>	: BNP Paribas Cardif
<b>Industry</b>	: Financial Services Bank
<b>Product</b>	: Intalio bpms
<b>Application</b>	: Human Resources Optimization

BNP Paribas Cardif is a leading Brazilian financial services company with a presence in banking, retail, credit and insurance products. Among its offerings, BNP Paribas Cardif leads the Brazilian market in unemployment insurance and extended warranty offerings to residential customers and continues to market new products to the region.

With the growth of its products comes growth of their workforce. BNP Paribas Cardif, a division of Banque Nationale de Paris, one of the world's largest banks, employs thousands of banking and insurance professionals in Brazil. BNP Paribas Cardif sought to refine internal processes to better manage its growing pool of managers and supervisors.

**intalio|bpms**

*The Modern Way to  
Optimize Business Processes*

## The Business Challenge

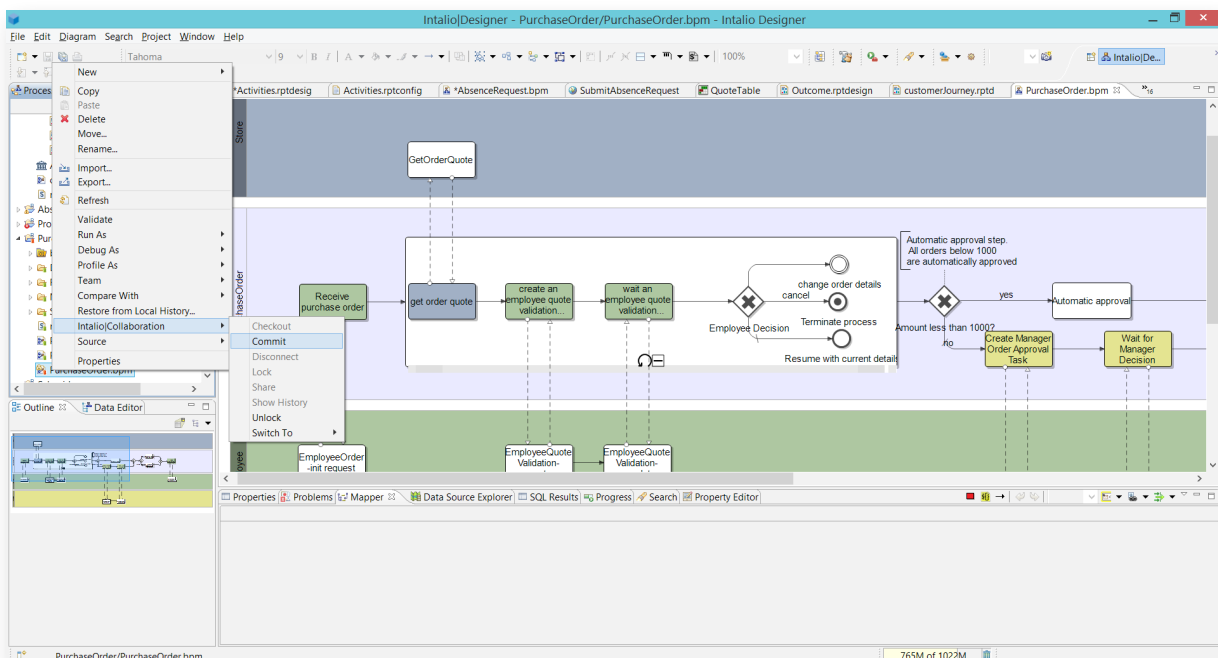
BNP Paribas Cardif has established itself as a market leader, understanding market trends and the potential for new products. This vision led to an awareness that to be strong in the market, a company must also be strong internally. After evaluating processes related to personnel recruitment and onboarding, BNP Paribas Cardif saw the need to automate, secure, modernize human resources

functions. Specifically, BNP Paribas Cardif sought to better identify and fill management roles throughout the organization, including determining whether as suitable candidate for a role existed internally or an external search would be needed. The solution would have to meet and exceed the high ideals of a proven market leader. BNP Paribas Cardif chose Intalio|bpms.

## Intalio Solution

Working with Intalio Brazil and implementation partner CEF to identify critical processes appropriate for mapping and automation, CIAXA developed a far-reaching implementation that would provide new services for customers via a browser-based portal, streamline backend

tasks through existing infrastructure, and mine sales data for ways to market new products to customers. The solution was cutting-edge -- but also integrated legacy systems and allows for later expansion as the business needs scale.



## A Solution for Now, Scalable for Later

Working with the solutions staff at Intalio Brazil, BNP Paribas Cardif IT personnel defined

the goals and outcomes that the solution would need to address, then modeled the

processes to ensure they would function as expected. The IT staff was then able to implement a single screen browser-based interface for human resources personnel with all the fields and values that would feed into the newly defined processes. The roles to be filled were identified by attributes that the HR

staff could fill clearly, cleanly, and consistently -- and the data was tightly linked with existing corporate systems. In addition, the HR staff could apply the full range of HR actions to the roles from initial registration, changes, removal and query of existing staff for matching qualifications.

The solution was implemented in two phases:

**Phase 1:** Process definition, modeling, interface design, and component integration. The new HR processes were designed, evolved and implemented quickly and seamlessly using Intalio|bpms components. The solution required minimal training.

**Phase 2:** Flow validation and approval of job descriptions. BNP Paribas Cardif regularly and consistently evaluates both the processes themselves and the data gleaned from them. The IT staff is able to make adjustments as needed to both the processes and the HR interface.

## Intalio Impact: A growing business gets the right staff

Effectively addressing the structure of HR functions within the organization and having increased confidence in the organization's ability to fill critical roles allows BNP Paribas Cardif to focus on expanding product offerings in the marketplace. HR functionality was centralized and under tighter upper

management control while the HR staff was better able to fill roles and manage their departmental goals. The IT staff, working closely with Intalio Brazil, delivered a corporate solution that exceeded expectations for quality of service from initial planning through project delivery.

## About Intalio

Intalio – The Modern Way to Build Business Applications. Intalio's suite of products enables businesses, large and small, to rapidly build business applications that are cloud-scalable and mobile-enabled to support an agile response to their market. Our standards-based software can be found powering over 1000 businesses including

some of the largest in the world like Deutsche Bank, General Electric, NTT, Irish Revenue Commission, Singapore Airlines, Facebook and Google. Intalio is headquartered in Palo Alto and has over 100 partners and world class investors. To learn more about building modern applications, visit [www.intalio.com](http://www.intalio.com).

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