

Bourbon successfully transforms its HR thanks to Talentsoft and Talentys

Bourbon is a leader in maritime services for offshore oil and gas rigs around the world. Janine Gustave, HR Functional Analyst Officer at Bourbon, tells us how the company tackled the oil crisis with the help of Talentys.



9 000 employees of which 80% are offshore



90 nationalities



45 institutions around the world

Challenges

In light of this crisis, Bourbon decided to refocus its strategy around three main pillars:

- To facilitate the teams multicultural management worldwide
- Digitalise their HR services to have a great impact
- To give the employees access to their information system

Results

- **Facilitated HR process management:** more flexible reporting, quick access and global view on essential HR data, differentiated analyses according to each population, fast identification of methods to improve
- **Higher team autonomy,** guarantee of the sustainability and success of our HR transformation
- **Optimum employee satisfaction** thanks to a clearer vision of our competencies, as well as innovative and digital HR services adapted to our nomadic population



"Talentsoft is at the peak of innovation and HR trends. We really appreciate the fact that they place their clients at the heart of their approach and product"

Janine Gustave
HR Functionnal Analyst Officer

The choice of Bourbon:

Performance & Competencies, Talent review, Training, Compensation, Digital Learning



[Ask for a demo](#)



Actions deployed

Deployment of the Performance module from Talentsoft in less than 6 months

Progressive deployment of the other Talentsoft modules: Talent Review, Competencies, Training, Compensation

Implementation of the digital learning module to train the nomadic workforce, who often has limited internet connection, on all types of materials

Optimise our HR innovation by opening the information systems to all teams to empower them as real HR partners and performance leaders

Increase employee satisfaction and loyalty through a global HR wpolicy integrating the talent review, competencies analysis and training modules



Next steps

Pursue the HR transformation through more and more innovative and open services for our employees

Improve their competitiveness through more engaged, collaborative and efficient teams

Conduct ongoing evaluation, promoting employee involvement

Deploy an employment grant to offer a transparent view on the careers evolutions and opportunities within the company

Best practices

Promote a progressive deployment of Talentsoft modules

Benefit from expert advice

Be aware of optimal HR innovation

Encourage close collaboration and listening among teams



"The Talentys team was fully transparent regarding their choices. They always made sure we picked options that were in line with our requirements"

Janine Gustave
HR Functional Analyst Officer

ABOUT TALENTSOFT

Talentsoft is the European leader in cloud-based talent management and learning software. Its digital platform encourages interactions and transforms the working experience while integrating competency management with career paths and learning programs. Talentsoft delivers a unique, fully-integrated workforce management and HR analytics solution to efficiently manage HR processes: recruitment, onboarding, performance, talent review, competencies, learning and compensation.

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