

Talent Reduction Impact Modeling System

TRIMS®

Real time analytics in the hands of decision makers. Web-based and accessible from anywhere, TRIMS® eliminates spreadsheets and can dramatically reduce labor costs!

GLOBAL

CONSULTING
PARTNERS

Economic Realities

Economic uncertainty, business consolidations and a growing demand for reduced expenses, force a growing number of companies to cut costs by eliminating. Whether through Reductions in Force, job elimination or divestitures, leaders must contend with the harshest of business realities. And there can be no more difficult decision than determining which employees will be included in the employment action.

The days and weeks leading up to a staffing action are typically filled with mountains of spreadsheets, handwritten lists, long hours of evaluations and manually adding and removing individuals as your business tries to balance the need for cost reductions with the realities of running the business, and all while remaining in legal compliance.

TRIMS® Eases the Burden

The Talent Reduction Impact Modeling System (TRIMS®) automates the entire identification, review and selection process and delivers to managers and executives a secure, web-based modeling tool. TRIMS® integrates with your current HRIS data allowing managers to model reduction scenarios using various operational factors and individual characteristics to construct the initial list of potential candidates.

As managers and executives complete their modeling scenarios, all completed models instantly aggregate within the system giving Human Resources immediate line of sight to all reports in an organization wide roll-up.

With the TRIMS® application, the selection process that took weeks or months to complete can now be done in hours or days. **The potential cost savings could result in millions of dollars in reduced labor costs.**

TRIMS™ Features

The Talent Reduction Impact Modeling System (TRIMS®):

- Allows managers to electronically calculate cost of potential staffing decisions based on selected criteria (business unit, division, location, job family/title, salary, bonus targets, service and performance ratings, etc.).
- Stores each saved financial model with name of author and timestamp so it can be recalled at a later date. (No limit on the number of models that can be created.)
- Aggregates all saved financial models automatically across the organization; accessible in real time by HR and leadership.
- Enables HR to quickly assess legal implications and adverse impact of chosen separation candidates.
- Financial models can be saved and exported as needed.
- Allows organization to manage multiple and overlapping reduction actions at the same time.
- Fully integrates with GCP Career Transitions Center web site.