

IHRIM Partners with PeopleSync to Enable More Effective Communication and Execution within their Team Using the Shadowmatch Behavioral Benchmarking Solution

IHRIM, a leading HR industry body, partners with PeopleSync to facilitate a behavioral team building workshop for their Board using the Shadowmatch® behavioral benchmarking solution. Their results now allow them to drive better team communication and to assist in leveraging the behavioral strengths of the team to be more effective in executing projects and initiatives

Addison, Texas ([PRWEB](#)) July 23, 2012 -- The International Association for Human Resource Information Management (IHRIM), the world's leading clearinghouse for the HRIM (Human Resource Information Management) industry recently partnered with PeopleSync - exclusive US provider of the behavioral benchmarking solution [Shadowmatch](#) - to analyze the behaviors of its Board members in a [team building](#) workshop. The driving thought was how to shape the business of the Board to motivate the "all volunteer" group to work and communicate most effectively.

The 10 member Board, all seasoned HR information management professionals, often work virtually when conducting association business (board governance efforts, association projects, strategic imitative research). Given this work environment, the question the board asked themselves was whether their work efforts were as efficient or effective as they might be. To help address this, the Chairman of the Board and the President and CEO of the Association chose PeopleSync's team building workshop to help the Board understand their team dynamic and strengths. "We knew that we were a diverse set of individuals and that there were probably opportunities for us to be more productive in our joint activities", said Nov Omana, Chairman of the IHRIM Board.

Once the [behavioral worksheet](#) was completed by each board member, Gerrit Zaayman, CEO of PeopleSync, facilitated a team building workshop to present the results to the board at their regular board meeting. "The Board responded very positively", said Omana, "and the results provided me, as Chairman, a better perception of our [working habits](#). In addition, we all gained much greater insight on the diversity in the working styles of the Board and the understanding of why certain projects move quickly while others linger. Now we can see how we can assign initiatives to certain Board members based on their behavioral strengths."

Precisely identifying team strengths is a key component to the [Shadowmatch team building](#) workshop. "The results were very conclusive," says Zaayman, "this Board has a common strong habit of innovation, but also has strengths in weighing the risks and mitigating them through research. With the Shadowmatch results they now have a true and tangible benchmark of how the Board likes to work."

Both the Chairman and the President and CEO of IHRIM see this tool as having further benefits to future Boards' on how they might work in more crafted environments and better understanding group dynamics in volunteer teams.

About PeopleSync

PeopleSync, based in Dallas, Texas, provides the internationally acclaimed Shadowmatch® behavioral



benchmarking system that provides value in team building, employee development, hiring, redeployment, and workforce optimization by addressing the challenges of how behavior alignment impacts performance in the workplace.

For more information:

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About IHRIM

Formed in 1980 from informal gatherings when HR and IT professionals found themselves needing mediators, IHRIM has become the world's leading clearinghouse for the HRIM (Human Resource Information Management) industry. Today, IHRIM is a community of experts – a dynamic group of practitioners, vendors, consultants, students, and faculty that continues to grow, not just in numbers, but in its scope of knowledge and information.

For more information:

URL: www.ihrim.org

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