



Effective Knowledge offers services and products related to the automation of the acquisition phases, management, production and distribution of knowledge and data for companies and institutions that feel the need to implement intelligence systems, web portals and related services. Effective Knowledge solutions for knowledge management allows an efficient sharing of information, accessible anywhere and on any device, in a simple and efficient way.

It applies in particular to distance learning markets, promotion of cultural heritage and entertainment and to those companies that need to manage communities of users for sharing and to increase the value of individual knowledge and structures, using flexible tools in order to automate the processes of management and multi-channel distribution of content, data, and users.

Effective Knowledge S.R.L is a spin-off participated by Florence University and is focuses on the valorization of the research results produced in many international projects developed at the DISIT lab, Distributed Systems and Internet Technology Lab, Department of Information Engineering (<http://www.disit.dinfo.unifi.it>).



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The talent at your company

**Osim** is the most effective tool for maximizing business performance and reduce costs of managing personnel skills and knowledge within structures, Industrial and Commercial companies, research institutions, both public and private.

**Osim** organizes knowledge and skills in a structured knowledge base and makes them accessible by highlighting the relationships between people, talents, concepts and contents in order to obtain an effective human capital management (HCM), that allows to obtain timely responses to market demands and customer needs.

**Osim** enhances the knowledge capital to obtain competitive advantage, taking in account the personal skills, knowledge and talents, highlighting relationships and allowing the company to a faster management and project implementation, business goals and a timely resolution of business issues.

An effective solution, efficient and cost effective, available as virtual machine or in appliance, directly into the customer's headquarter (on-premises) or on the cloud.

#### Advantages:

- ✓ reduce staff costs allowing to quickly locate skills and knowledge in order to improve business performances
- ✓ identifies skills in order to achieve a particular business goal
- ✓ identifies the top candidates for the realization of a specific project
- ✓ identifies the top candidates for a timely resolution of business issues
- ✓ improves accuracy of decisions about the staff
- ✓ helps to understand the skills and experts in a certain field
- ✓ highlights the relationships between people, skills, knowledge and published contents
- ✓ allows to take under control the knowledge heritage available in the company
- ✓ allows to analyse business trends
- ✓ allows to capitalize and manage the company knowledge by providing an interactive map, with a user friendly easily consultable interface
- ✓ integrates and analyses the sources of knowledge that come from different sources, in different languages and formats
- ✓ scalability of the solution that allows to handle both small and large amounts of information
- ✓ low cost of integration and development through the use of integrated tools

With **Osim** the knowledge base is built through the acquisition of data and the query of sources such as Web pages, archives, documents in various formats (PDF, Word, etc.), access, upload, even in multiple languages (Italian and English), and for departments and units. The system provides a simple learning process that allows to analysis the different sources for the semi-automatic determination of important competences in each area. The system can work jointly and/or disjoint on multiple areas of competencies. The full modeling of knowledge includes people, companies and project, sources, keywords, concepts, and actions (verbs) made on these elements, and their relationships.

**Osim** provides the results depending on their nature: (users, skills, documents, unit, cost centers, branch offices, etc.) and the relationships they have with each other. For example:

- ✓ who wrote about a certain topic;
- ✓ who has read and/or who uploaded such document;
- ✓ those who have this knowledge in their own CV;
- ✓ who has used this technology;
- ✓ what are the technologies or derived concepts;
- ✓ ...and much more.

**Osim** is particularly addressed to the following areas:

- ✓ Help Desk support, support for quick access to documentation;
- ✓ creation of interactive knowledge map, navigable, queryable;
- ✓ knowledge management;
- ✓ skills enhancement;
- ✓ assessment and valorisation of research groups and departments.

**Osim** may be configured to extract information from different and heterogeneous domains: departments, structures, labs, websites, blogs, social networks, documents, databases of different kind. The resource extraction can be customized with rules and different keywords, depending on the domain. OSIM enables to perform joined queries on the entire set of analysed domains, or specifics queries only in a single domain of interest, unit, branch, etc.

The collage displays four key interfaces of the OSIM system:

- Query Interface (Top Right):** A 'Question Answer Wizard' for finding information. It includes filters for 'Which Person or Structure has the following skill', 'Which Person has the following skill', 'Show the skills related with the following competence', 'Show the People Affiliated to Department', 'Show the Publications of the following Person', 'show the People belonging to the following CUR Area', and 'Within the following scientific field (SSD)'. It also features a 'Search of contents' and 'Search of relations' section.
- Competencies management (Bottom Right):** A dashboard for managing competencies. It includes a 'Welcome root Logout' bar, a 'KEYS SELECTION' bar, and a 'RELATIONS MANAGER' bar. The main area shows a 'Concepts Repository' with a list of competencies and a 'SKOS TREE' showing a hierarchical structure of competencies.
- DRM (skill) (Bottom Left):** A dashboard for managing skills. It includes a 'DRM (skill)' bar, a 'Competenze collegate' bar, and a 'Tutte le pubblicazioni dell'autore' bar. The main area shows a list of skills and a bar chart of publications.
- Query Interface (Top Left):** A 'Full text search' and 'Wizard' interface for finding information.