A Computational Approach to Foster Diverse Teams

CSIC has developed an **AI** technology for automating team formation helping to select optimal teams with specific competencies, personality, and preferences to match specific tasks, jobs, or projects. The resulting teams are balanced, which means that no team is over-competent nor under-competent. This technology has two completed implementations: one that supports group formation in a classroom for a specific learning activity, and the other one allows team assignment to job offers. The technology can benefit Educational Institutions, Human Resources Departments, and Recruiting Agencies because it provides a faster, efficient, and not biased way for team evaluation and selection.

**We** are looking for a partner interested in applying this technology in its business or deploying it as a market solution.

Software license offered

Solving optimal team selection in no time

Collaborative work is an indisputable reality where the efficiency of the teams is a determining factor for the success of the company or the task. The composition of balanced and inclusive groups that are as effective as possible is an optimization problem that becomes more complex while the number of people or required groups increases.

IIIA-CSIC team formation algorithms automate the creation of teams among a large sample of people, betting on diverse and complementary teams that allow an optimal result taking into account multiple variables, such as competencies, personality, and preferences.

Currently, we have two implementations that enact our technology: EduTeams (eduteams.iiia.csic.es), which allows group formation in the classroom, and Edu2com that adapts the technology to human resources or recruiting needs.
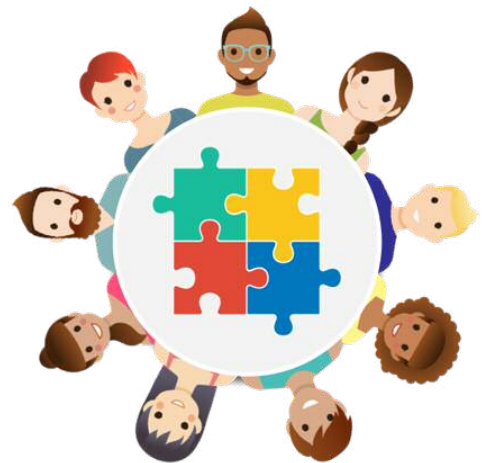
Main applications and advantages

- Capable of generating diverse and complementary teams.
- Applicable to different sectors: education, human resources, recruitment, etc.
- Facilitates the creation of groups thanks to its automation.
- Allow selecting either the best team or the most balanced team for a project
- Support in finding the best candidate for the position or for joining a team.
- Assure competitiveness for a wide range of emerging collaborative applications.
- Tested in real-world scenarios.

Protection Status
Notary registration of the software.

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