What can you achieve with 365Talents?

Discover what a **decentralized talent experience** can unlock for your company

"Our employees are not engaged enough; and the youngest ones expect personalization & proactivity from us."

"I need an easy-to-use and always updated skills cartography.
It's not even possible with my existing tools."

Do these quotes sound familiar?

"Looking for the right profile internally takes too long and is too complex; and I have too few results, often the same profiles."

"I want my employees to take control and act on their career within the organization."

"Skills and jobs are changing constantly. It's hard to adapt our training and recruitment strategies to solve skills gaps."

7 ways 365Talents can solve your HR challenges

Make your employees' evolution your business solution

1 **EXPLORE**

Increase employee engagement

Put your people in the driver's seat of their own careers within your company.

Build dynamic, real-time skills maps

Detect, analyze and create a unique, dynamic skill map for your organization

2 **EMPOWER**

Boost internal mobility and agility

Intelligently match your employees with your offers in the blink of an eye.

Catalyze employee skill development

Offer employees the most relevant trainings and mentoring program to achieve objectives

Staff smarter with uncovered talents

Identify the ideal talent for your projects and reinforce HR's role as a strategic partner

3 **CHART**

Anticipate your workforce evolution

Analyze skills gaps and prepare for the strategic skills challenges of today and tomorrow
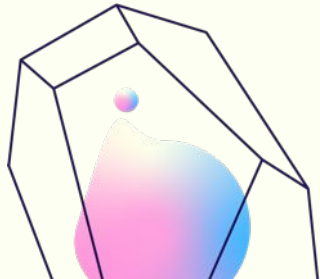
Stay ahead of job transformations

Leverage your skills data to manage and anticipate the skills and jobs of the future

365 TALENTS

What makes 365Talents unique

Chart a new course for your people at work

1 Methodology

- **Faster time to value** with 6-week deployment timeline and best practices for high adoption rates

- **Expert trainings and workshops** on relevant methodologies and programs for each of your user populations

- **Actionable insights for personalized KPIs** to make key business decisions and achieve your business goals
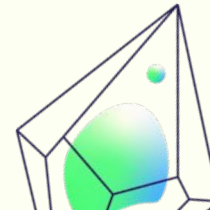
2 AI & Technology

- **Skills-focused AI** to capture and organize skills data in real-time, continuously detect hidden skills and enrich employee profiles with personalized, relevant insights and career paths

- **Multiple & cross-language capabilities** to offer full user experience and data capture and analysis in 30+ languages, translated into the common language of your organization

- **Actionable strategy proposals** built from dynamic data collection for a real-time overview with one-click comparison of all your different HR and business needs and personalized automated delivery
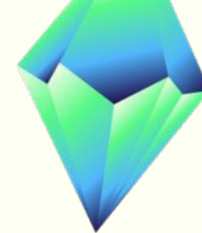
3 Success & Support

- **International, multilingual customer success team** with proven experience tailoring, deploying and measuring talent experiences at scale according to the needs of your company

- **Expert support specialists** for all elements of your project: Launch, adoption, HR & AI, integration, IT and security, and more

- **Commitment to our values** of transparency, humility, positivity and ethical responsibility for the co-creation of impactful HR initiatives

365
TALENTS

A skills-first vision for HR

Transforming the strategic business value of HR starts with skills

Unique skills frameworks for better skills gap analysis

365Talents leverages skills-first AI to **capture, organize and update a personalized skills framework** that's unique to your company and industry. Benefit from **actionable skills gap analysis** thanks to a skills cartography tailored to your own vocabulary and **continuously updated** via AI.

Smarter skills suggestions with an AI that's built for HR

Our proprietary, award-winning AI was **designed for HR** and continuously detects and suggests skills from a variety of inputs, providing an **engaging experience for employees** and greater value for your whole company.

Intelligent skills matching and staffing for more dynamic career paths

Our AI matches employees and opportunities based on skills, **breaking down silos** and envisioning new career paths and more meaningful forms of career development — all while **respecting your company's mobility rules**.

Integrated skills communication across your ecosystem

365Talents **integrates with all the tools in your HR stack**, translating the semantic nuances in each expression of a skill in your business to supercharge and **streamline your skills cartography**.

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KPIs of an HR revolution

Measure the ROI of a decentralized talent experience

6 weeks
from launch
to impact

Platform launch, onboarding and impact in as few as 6 weeks

10% decrease
in employee
turnover

*Plus **+60-150% increase in employee engagement** across 365Talents clients*

30% increase
in internal
mobility

Average across 365Talents clients

25% decrease
in outsourced
projects

Average across 365Talents clients

Implementation

Loyalty & Engagement

Recruitment

Staffing

€50-150K saved
in solution costs

Average to implement 365Talents vs. competitive solutions

€4M saved
in employee
replacement

Average for a 10K employees company

€1M saved
in external
recruitment

Average for a 10K employees company

€1M saved
in external
staffing

Average for a 10K employees company

They're charting a new course for their people at work

40 clients across various industrial, corporate and business sectors in 60+ countries

365 TALENTS

future of work   # talent experience

#ai   # hr technology

Meet Lisa

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