

TSC24

The Future of Talent Management Software



Arnaud Grunwald

Chief Product Officer
ClearCompany

Hello from Oakland, CA!



Arnaud Grunwald

Chief Product Officer, ClearCompany

Father of Ernest (4 years old)

Formerly:

- Chief Product Officer, Betterworks
- Founder & CEO, Hyphen
- Analytics & forecasting for Big Pharma

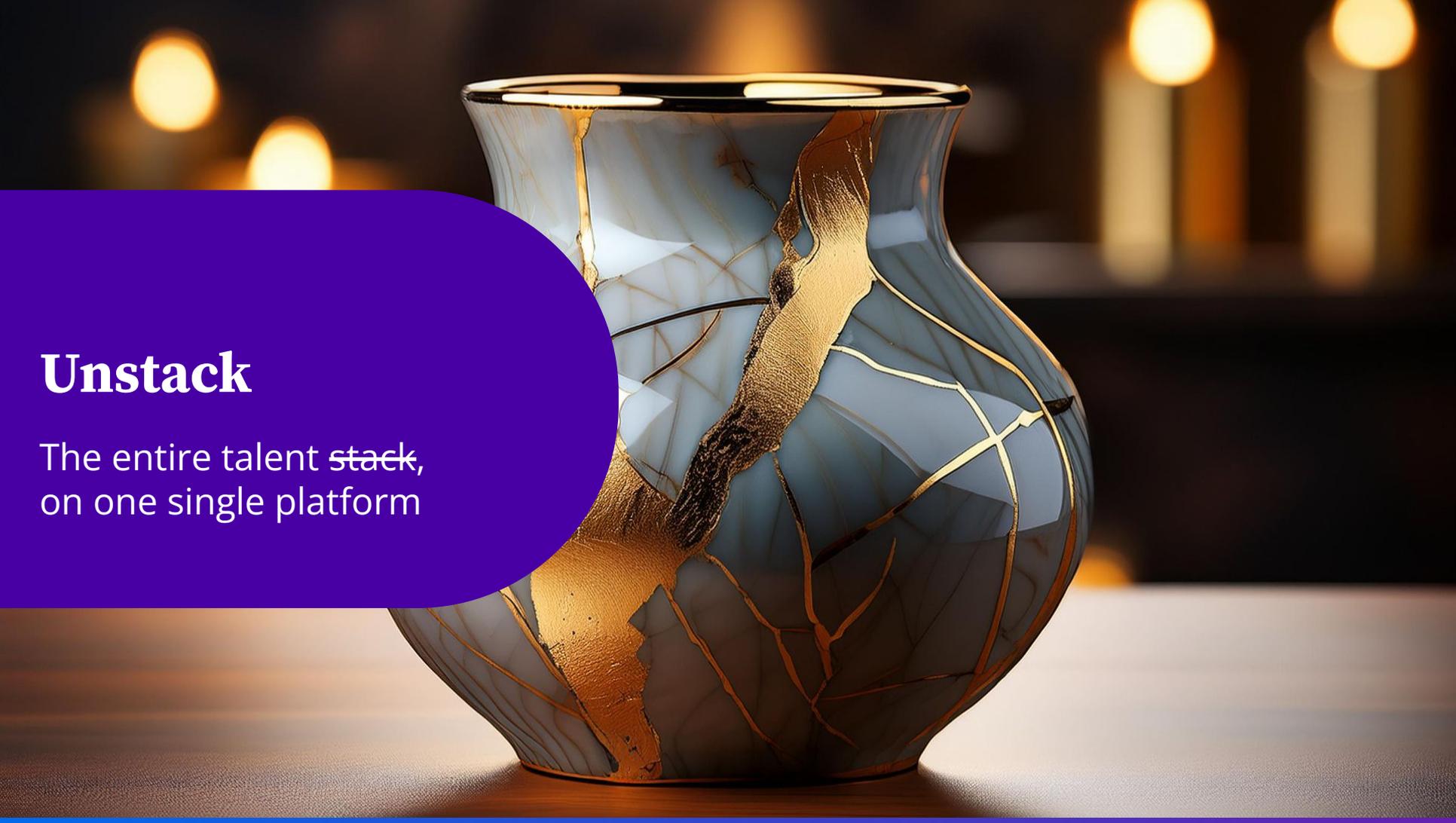
My Goals for This Session

1 The Unstack

Long-standing vision to deliver outsized value to customers.

2 Innovation

Progress towards our all-in-one vision.

A blue ceramic vase with gold crackle patterns, set against a blurred background of warm lights. The vase is the central focus, with its surface covered in intricate, branching gold lines that resemble cracks or veins. The background is dark with several out-of-focus, warm-toned lights, creating a bokeh effect. A purple circular graphic element is partially visible on the left side of the image, overlapping the vase.

Unstack

The entire talent stack,
on one single platform

The Great Disillusionment*

** a feeling of being disappointed and unhappy because of discovering the truth about something or someone that you liked or respected*

Integrations in the HR Tech “stack”

- More complex than promised
- HR turns into IT
- Vendor mgmt, API maintenance

Employee dislike context+UX switching

Managers can't manage teams in a single tool

Leaders never get the next level of analytics

HR can't think about talent holistically



The “Unstack”

WHAT IF THERE EXISTED...

- All-in-One Talent Platform
- Payroll/HRIS-agnostic

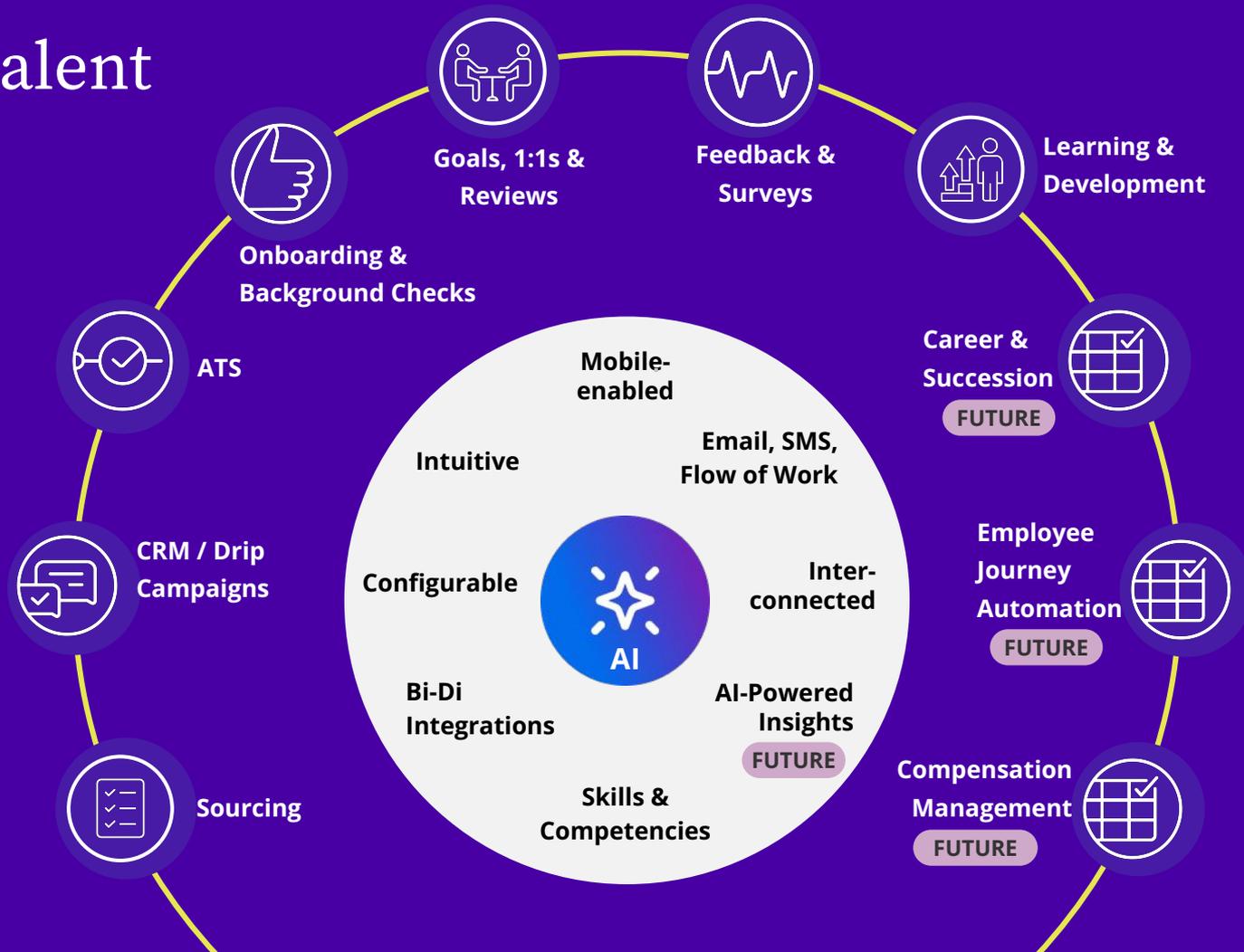
WHICH WOULD DELIVER FOR THE CUSTOMER...

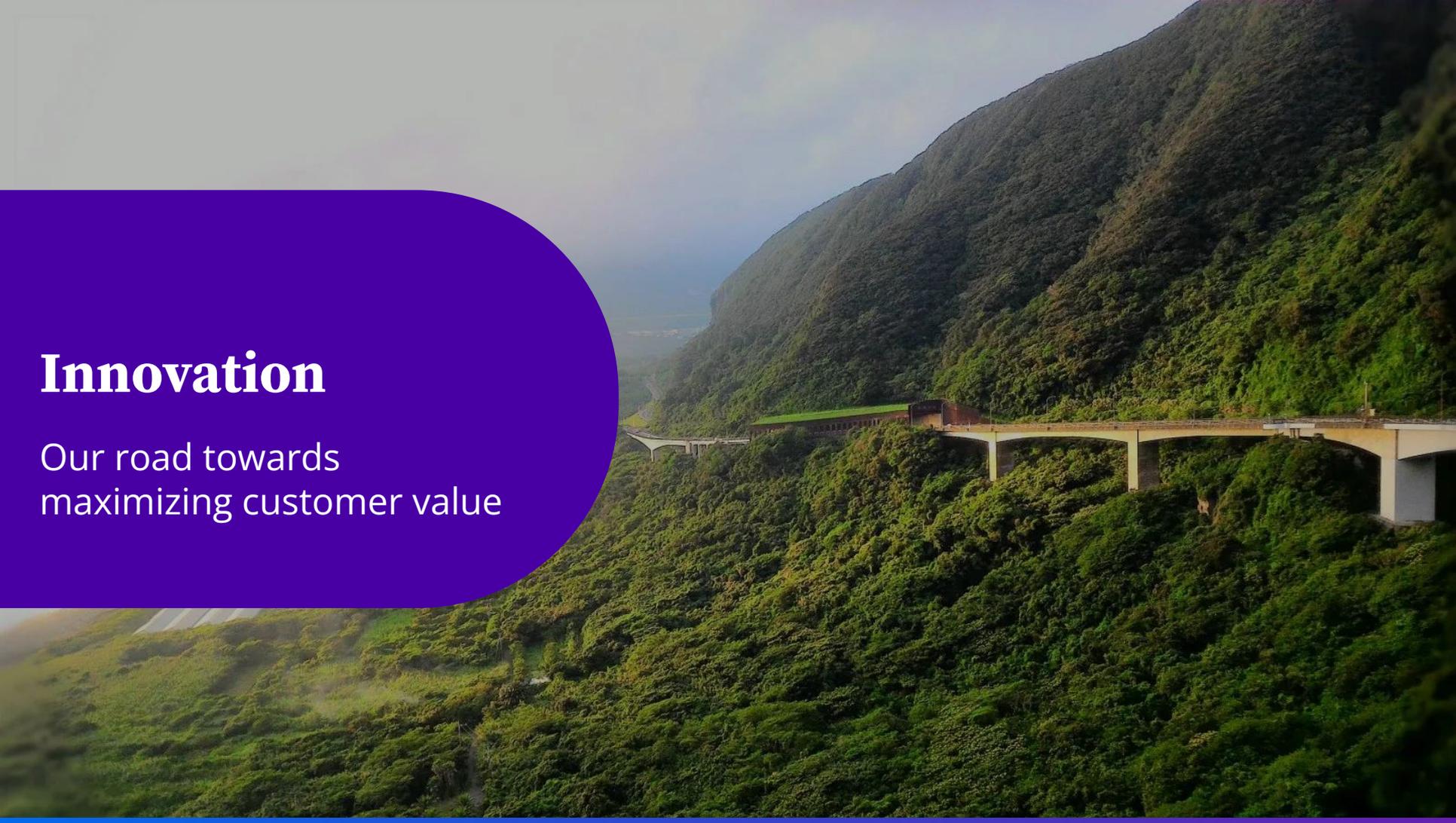
- One User Experience
- Sophisticated Shared Services
- One Data Architecture
- Integration is the Product
- Cross-Module Insights



Think about talent holistically

Progressive orgs automate the employee journey and break down the barriers between talent acquisition, talent management, and L&D



A scenic view of a highway bridge spanning a lush green valley. The bridge is a multi-span concrete structure with a green roof section. The surrounding landscape is densely forested with vibrant green trees. In the background, a road winds through the valley, and a distant coastline is visible under a hazy sky. A large purple circle on the left side of the image contains white text.

Innovation

Our road towards
maximizing customer value

2024 Market Priorities...

THIS YEAR... THREE THINGS



1

Companies are still investing in TA Tech in a major way.



2

Integration is the biggest frustration.



3

AI is here to stay.

(Some of) Your Challenges

Recruiting

- ✓ Lengthy sourcing & screening
- ✓ Too many passive candidates to talk to

Talent Development

- ✓ Employees disengaged
- ✓ Managers feel unequipped, unsupported

Learning

- ✓ Learning is isolated, programs often fail
- ✓ Next domain for AI disruption

Reporting

- ✓ Limited flexibility and customization
- ✓ Tedious trial and error
- ✓ Limits data-driven decisions

Recruiting

AI is Taking Talent Acquisition **by Storm**

52%

of recruiters use AI and automation to **source** candidates

64%

of recruiters use AI to **review/ screen** resumes.

38%

of recruiters use AI to provide a **ranking** for each applicant.

Unstacking What Others Stack Away

2023 - 2024

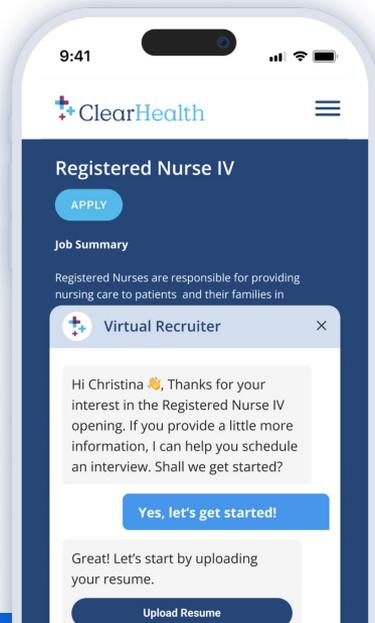
Career Site chatbot	AI Virtual Recruiter
Sourcing	AI Sourcing Engine
Candidate resurfacing	AI Sourcing Engine
CRM	Email + SMS Drip Campaigns
Candidate Prioritization	AI Talent Match
Scheduling	
Interview Intelligence	
Background checks	BGC by CC

AI-Powered Top-of-the-Funnel Innovation



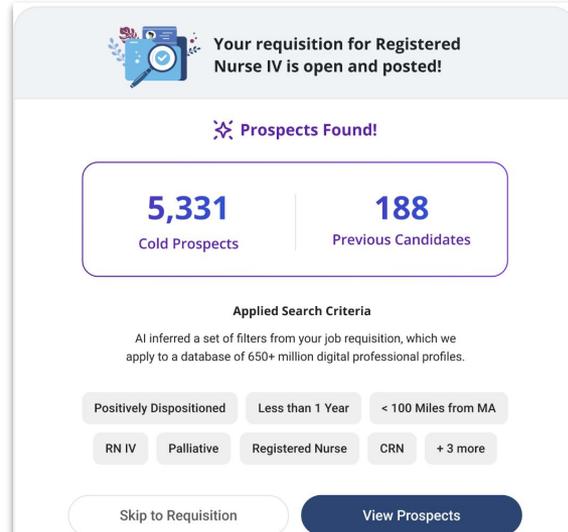
AI Virtual Recruiter

Career Site Chatbot



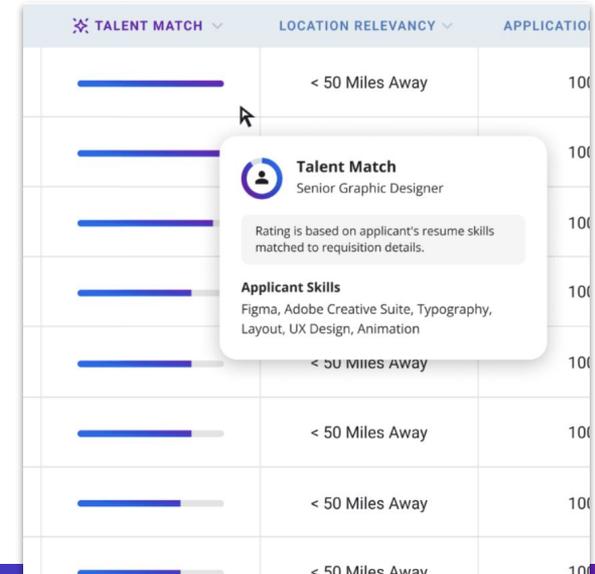
AI Sourcing Engine

Cold Prospects & Resurfaced Candidates

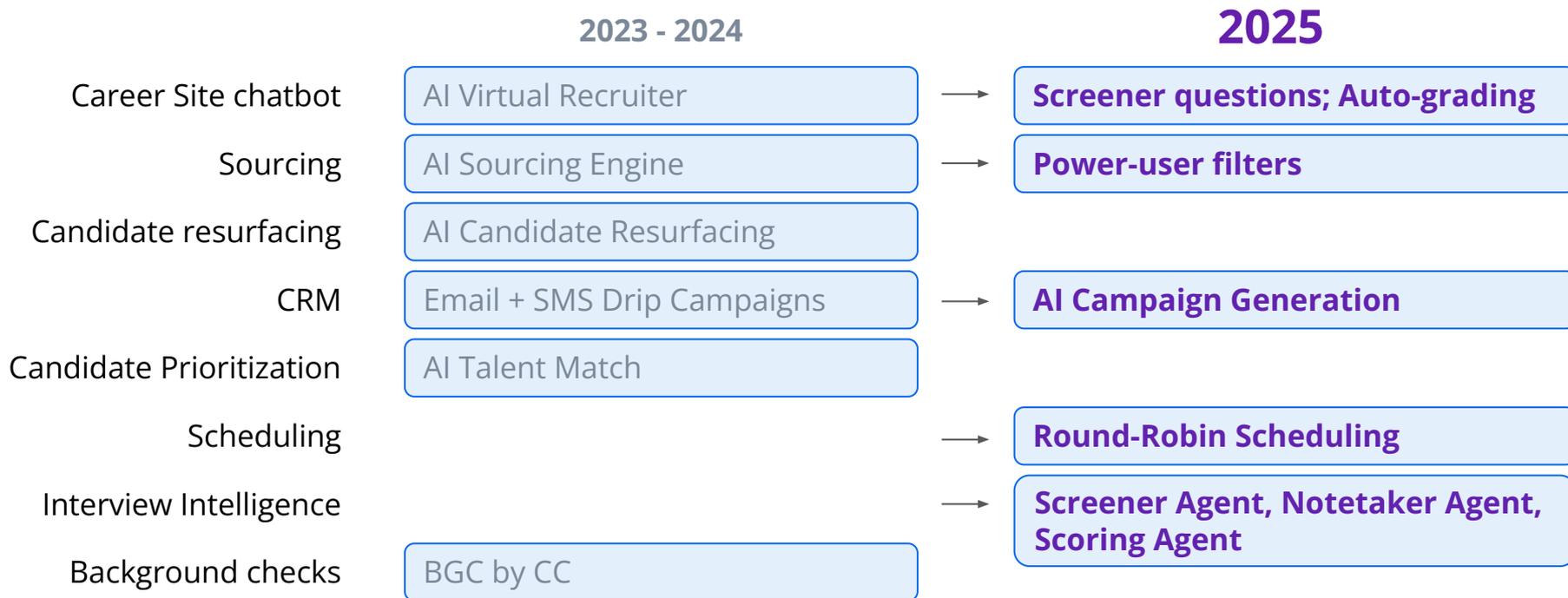


AI Talent Match

Candidate Skills & Title Relevancy Scoring



Automating the Process, Augmenting the Team



Talent Development

Unique Goldmine of **Skill Evidence** Data



Baseline from recruiting

Mine Performance data

AI-first, human in the loop

Integrate with Learning

Close the loop with Goals

Insights out-of-the-box

Remove silos, create virtuous cycles around skills

Combine external + ClearCompany data sources, with **AI Assist for skill detection**

Connect **skill planning to execution** in ClearCo Goals, Reviews, Feedback, Learning

Huge WIIFM for the employee!

▼ Aspirations

My Plan

I plan to progress my career by continually advancing my education, gaining specialized certifications, and taking on leadership roles to provide higher-quality patient care and make a significant impact in the healthcare field.

Position Interests

Nurse Practitioner

Public Health Nurse

▼ Skills

✓ Patient Assessment

✓ Clinical Procedures

✓ Diagnostic Tests

✓ Infection Control

✓ Medication Administration

✓ Emergency Response

✓ Documentation

✓ Wound Ca

Unvalidated Skills

CPR Knowledge

IV Placement

Critical Thinking

Skills to Develop

Patient & Family Education

Pediatric Care

Skill Here

Recommended Up-Skill

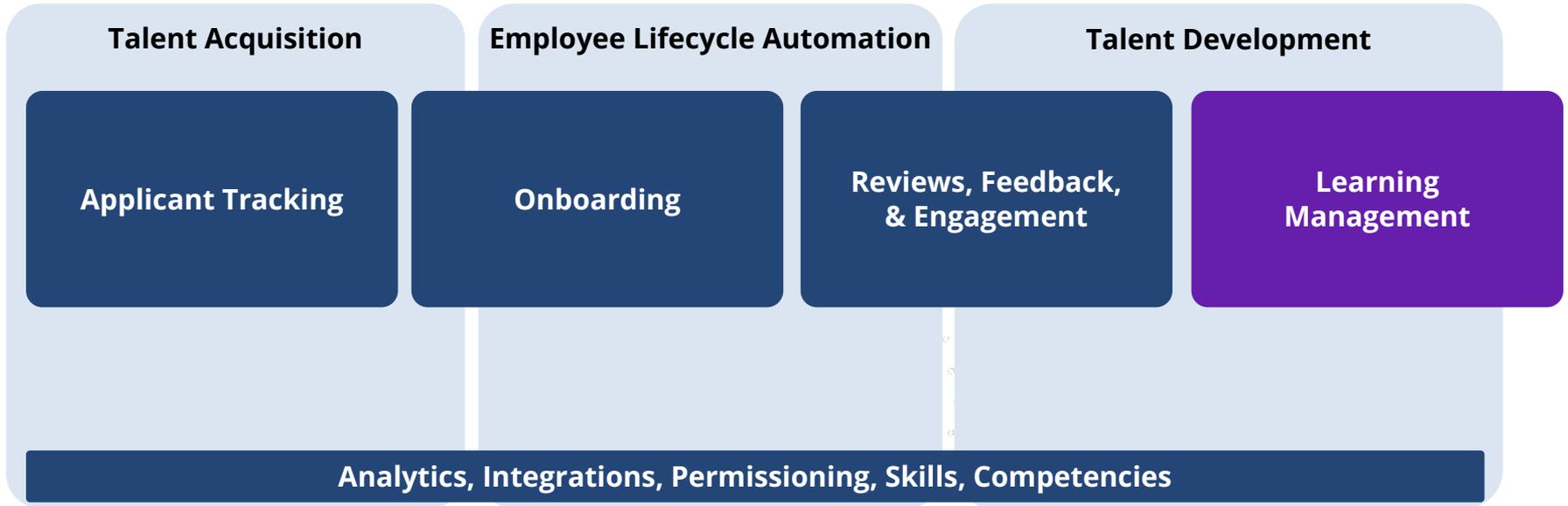
Skill Description: Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat.

Add to Employee Development

Dismiss

Learning

Learning, Unstacked



Introducing ClearCompany Learning

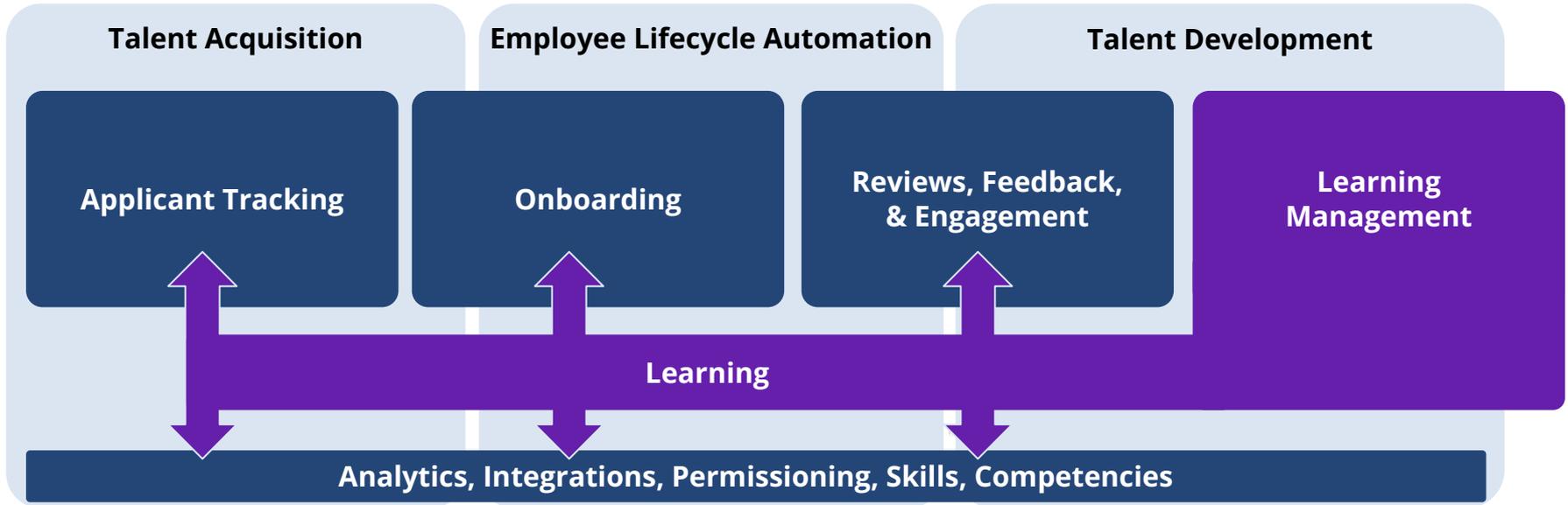
The screenshot displays the ClearCompany Learning dashboard. At the top, there is a navigation bar with tabs for 'Me', 'Team', 'Company', 'Tools', and 'My Apps'. A search bar for 'COLLEAGUES' is on the right, along with a notification bell and a user profile icon. Below the navigation bar is a secondary menu with tabs: 'Dashboard' (selected), 'Journey', 'Goals', 'One-on-Ones', 'Learning', 'Performance', 'Tasks', 'Files', 'Private Notes', and 'Devices'.

The main content area is divided into several sections:

- Employee Profile (Left):** Features a profile for Jessica Simmons, Human Resources Manager. It lists her department (Human Resources), office (Denver), and anniversary (August 1st, 21 years ago). A 'Manager' section shows Pam Jackson.
- New Hires (Middle-Top):** A section titled 'New Hires' for the 'Last 7 Days'. It features two cards: one for Scott Roosevelt, Customer Support Representative in Boston, who joined on Monday, August 12, 2024; and another for Veronica Rodriguez, Customer Support Representative in Boston, who also joined on Monday, August 12, 2024.
- Surveys (Right-Top):** A section titled 'Track employee sentiment with Pulse Surveys!'. It shows the latest survey period as 'Jun 6 - Jun 20, 2024' and the next survey starting on 'Sep 5, 2024'. A 'STOP SURVEYS' button is present.
- Goals (Right-Middle):** A section titled 'Goals' with a 'View All' link. It shows 'My Goals' and 'Current Year' filters. A circular progress indicator shows '3 Active Goals' and '0 Completed'. A legend below indicates 'Ahead' (dark blue), 'On Track' (light blue), and 'Behind' (yellow), with a red segment labeled 'Update Overdue'.
- Around the Company (Bottom-Middle):** A section titled 'Around the Company' with a 'Give a Shout Out' button. It features a 'Happy Birthday to:' notification for Kristina Garza, Chief Executive Officer (CEO), dated '2 days ago'.

At the bottom right, there is a blue circular icon with a white question mark.

Turbocharging Employee Journeys with Learning



Maximize compliance and engagement during onboarding and beyond



Dana Reyes

Client Services Specialist

Department
Teller Services

Office
Boston

Anniversary
Jul 10, 2024

Manager



Peggy Llewellyn

Customer director

Fun Fact



I became the first woman to win an AMA professional motorcycle

Welcome, Dana!

Here's how you can hit the ground running.



Complete learning courses 3



Complete onboarding tasks 2



Review onboarding goals 2



Add to one-on-one agenda Optional

Skip

New Hires

Past 7 Days



Quinn Satterly
Nurse

Hello ClearHealth! My name is Quinn Satterly and I will be joining ClearHealth as a Nurse. I currently



Robert Ball
Patient Care Assistant

Hi! My name is Rob, I'm excited to meet the team!

Learning 3

[View All](#)



Artificial Intelligence

Due on Jun 14, 2030



Tasks

[View All](#)

Company Handbook Sign-off

Due: Jul 11, 2024

Schedule introductions with team

Due: Jul 11, 2024

Exploring the art of the possible

- Discuss in-progress learning
- Review learning suggestions
- Recommend a course as an action item

1:1 with Brian



Brian Baker

Next Meeting: 8/26/24 @ 2:00 PM

Add tasks, notes or talking points

Share with Brian

Add

▼ Talking Points



Last Updated August 21, 2024 @ 3:45 PM

Shared



Professional Development: Share your goals for continuing education, certifications, or specialization. Discuss courses, workshops, or conferences you plan to attend and seek advice from colleagues who have pursued similar paths.

[Add comment](#)

▼ Action Items



Evidence-Based Practice (EBP)

Dive into recent research articles or studies related to nursing practice. Discuss how evidence informs your clinical decisions and share experiences where EB...



Last Updated August 16, 2024 @ 8:21 AM

Shared

This is an interesting course that I think would be beneficial to check out. Let's chat about it this week!

[Add comment](#)

> Notes



Suggested Topics

Based on activity

Progress on Goals

Recently added goal(s)

[Add](#)

Career Development

Based on Aspirations

[Add](#)

Workload & Priorities

Recommended Topic

[Add](#)

[More Recommendations](#)

In-Progress Learning ²

[View All](#)



Patient Advocacy

No due date

Suggested Learning ⁵

[View All](#)



Pediatric Based Practice

Based on Brian's Aspirations

Reporting & Analytics

How to Palliate our Lack of Analytics Skills?

25%

believe they are
prepared to use data
effectively

21%

are confident with
their data literacy and
analytics skills

43 hrs

lost per employee per year
due to data literacy
challenges

AI-Powered Insights Across All Talent Data

The screenshot shows a user interface for a talent data dashboard. At the top, there is a navigation bar with links for 'Me', 'Team', 'Company', 'Tools', and 'My Apps'. A search bar on the right allows users to search for colleagues. The main header area is titled 'Insights in Recruiting' and features a search bar with a question: 'Ask a question! Try "Which sources bring in the most hires?"' and a 'Get Answer' button. Below the header, there are tabs for 'Favorites', 'Reports', 'Liveboards', 'Answers', 'Benchmarking', and 'Manage Shares'. The dashboard displays five data cards: 'Recruiter Activity' (Report, 2,450 views), 'Our Recruiting Effectiveness Shared with Execs' (Liveboard, updated Jul 10, 2024, 2,244 views), 'What is the avg. time to fill by recruiter?' (Answer, updated May 15, 2024, 942 views), 'EEO by Department' (Liveboard, updated Apr 3, 2024, 735 views), and 'Open Reqs for Departmental Hiring Managers' (Liveboard, updated Mar 10, 2024, 491 views). Each card includes a star icon, a title, a type label, an update date, and a view count.

Complementary Innovations

Talent Acquisition

Rapid sourcing, automated screening and effective interviewing

Talent Development

Engaging skills-based Talent Profile as the building block for Career and Succession

Learning

Full-fledged learning management module deeply connected within everything talent

ClearInsights

Simplicity and speed of getting answers with natural language, drilling down infinitely and getting to the next level of insights

One more thing...

Yet Another Critical Talent Module, **Unstacked**

Talent Acquisition

Rapid sourcing, automated screening and effective interviewing

Talent Development

Engaging skills-based Talent Profile as the building block for Career and Succession

Learning

Full-fledged learning management module deeply connected within everything talent

Compensation Management

Merit cycles integrated with perf evals.
Benchmark data flowing in Recruiting

ClearInsights

Simplicity and speed of getting answers with natural language, drilling down infinitely and getting to the next level of insights

Unstack! to think about talent holistically

