



NUCLEUS  
RESEARCH

# Talent Management Technology Value Matrix 2026

ANALYST

Evelyn McMullen

## The Bottom Line

As AI capabilities continue to be launched and adopted across talent management solutions, more organizations are prioritizing technology ecosystems that unify the entire employee lifecycle. This deep integration powers advanced functionality, from assistive features that summarize performance data to agents driving multi-step process execution. Over the past year, vendors have prioritized skills intelligence, synthesizing data to close skill gaps and personalize employee development plans. By translating insights from areas such as performance management, learning, and employee engagement into guidance, recommendations, and actions, these advancements enable organizations to shift towards more proactive talent strategies that mitigate flight risk and strengthen internal mobility. To deliver successful outcomes for customers, vendors are continuing to fill functionality gaps through R&D, acquisitions, and strong third-party integrations.

# Market Overview

Historically, talent has been managed as separate facets, all aligned towards the common goal of attracting, engaging, developing, and retaining high-performing employees. This approach has since evolved to account for interdependencies among processes across the entire employee lifecycle, including recruiting, performance management, learning and development, employee engagement, career pathing and goal setting, compensation, and succession. Unification of talent management technology has thus become the standard, especially as AI enters the fold with outcomes that rely heavily on integrated sources of record with clean, accurate data.

Unification of talent management technology has become the standard as AI requires integrated sources of record.



Recent investments over the past year have been heavily concentrated on developing these AI agents, designed to move beyond basic task assistance to full, cross-process automation, even across platforms. Meanwhile, more assistive AI features continue to drive value by synthesizing substantial amounts of data across areas such as manager and peer recognition and 1-on-1 meetings to inform performance reviews. There has also been a continued uptick in capabilities that close the gap between insight and action, informing workflows across the employee lifecycle by integrating insights from one with those from another. For example, informing succession decisions with recommendations based on performance and engagement levels. Developing skills intelligence is another core focus for vendors, combining internal signals with broader labor market data to help leaders identify skill gaps and build personalized development plans. Overall, recent developments in the talent management market have geared toward setting organizations up to be more proactive in their approaches, whether that be catching and identifying flight-risk early on or strengthening internal mobility.

Recent vendor investments have centered on the development of AI agents, but generative AI continues to deliver value.

In this year's Value Matrix, Nucleus assessed full-suite HCM and standalone talent management providers based on the relative functionality and usability of their solutions, evaluating the value customers are likely to achieve through the use of their capabilities (Nucleus Research X222 – Understanding the Value Matrix – December 2023). The report is intended to serve as a snapshot of the talent management technology market, informing customers about how vendors are meeting pressing needs and what to expect in the future based on current investments.

## Leaders

Leaders in the Value Matrix include Cegid, ClearCo, Infor, Oracle, and Paycor.

### Cegid

Cegid HR Talent Management is a natively integrated solution within the broader Cegid HR platform, designed to consolidate talent processes such as performance management, skills, learning, career pathing, development planning, succession, and internal mobility within a single system. The solution can structure and track skills, objectives, evaluations, and development actions in a standardized way across the organization. For example, the vendor's Skills Graph provides managers with a unified view of the skills present across their workforce, helping promote internal mobility while proactively identifying skill gaps and

taking necessary action. Cegid HR Talent Management also provides accurate, reliable talent data for use across areas such as workforce analysis, succession risk identification, and talent reviews.

Cegid HR supplies each employee with a Talent Profile that stores skills parsed from a resume and is enriched over time with data from processes such as performance reviews. The solution also includes AI capabilities to improve performance management and employee engagement, such as smart forms with contextual assistance, speech-to-text features, and writing support for evaluations. The vendor also offers a Voice of the Employee module, which enables leaders to gather structured employee feedback and guidance on prioritizing actions based on their impact on employee engagement.

Recent updates and announcements include:

► **Enhanced skills framework**

Cegid HR has enhanced its skills framework to support better identification, assessment, and tracking of skills across roles and employees. This includes improved skills libraries, role-based skills mapping, and tighter integration between skills, performance reviews, and development plans.

► **Performance module updates**

The vendor's performance module was updated to support more continuous performance cycles, with configurable objectives, regular check-ins, and structured feedback. Cegid HR has also improved its career frameworks, internal opportunity visibility, and succession scenarios.

► **Usability enhancements**

The vendor has made several usability enhancements, including simplified navigation, role-based dashboards for managers and employees, and improved mobile accessibility.

► **Expansion of talent-related reporting**

Talent-related reporting has been expanded, with more standardized indicators and improved data consistency across modules for performance, skills, mobility, and succession.

► **Deeper integration with Cegid HR**

Cegid is continuing to strengthen the integration between Talent Management and the broader Cegid HR platform, with data model alignment, security updates, and performance improvements to support scalability and compliance.

Cegid HR Talent Management natively integrates with the Cegid HR platform.

Cegid has enhanced its skills framework to support better skills identification, assessment, and tracking across roles and employees.

## ClearCo

ClearCo (formerly ClearCompany) delivers a talent-native platform designed to unify candidate engagement, recruiting, background checks, onboarding, performance, engagement, learning, and compensation. The vendor runs processes that span the entire employee lifecycle on a shared data foundation, ensuring consistency and removing the need for manual data entry. AI-powered automation and analytics are also embedded at each stage of the employee lifecycle, with features such as AI-driven recommendations in Performance Management. ClearInsights, the vendor's AI-driven analytics solution, supports natural language queries and provides real-time predictive alerts. Engagement features within the platform include pulse and annual surveys with benchmarked action planning, real-time feedback channels, and engagement analytics. Through the acquisition of Brainier, ClearCo's Learning Management delivers advanced LMS administration, certification, career development, extended learning to customers and partners, and compliance tracking, as well as comprehensive content marketplace integrations. The solution also includes an AI course builder, which enables users to generate interactive courses from prompts or documents. Additionally, AI coaching insights guide personalized skill development.

ClearCo runs processes that span the entire employee lifecycle on a shared data foundation, reducing manual data entry and ensuring consistency.

Recent updates and announcements include:

### ► ClearCo Agent Platform

In June 2026, ClearCo announced its new Agent Platform, which introduces Talent Agents, including Requisition, Sourcing, Interview, Performance, Admin, and Review Agents. These agents are embedded directly in the platform's hiring, performance, and learning workflows. The vendor also unveiled Agent Studio, a centralized workspace where organizations can configure, govern, and deploy ClearCo-built and custom agents. Agent Studio is built on an open Model Context Protocol (MCP) architecture and can connect to hundreds of third-party systems through ClearCo's partnership with StackOne.

ClearCo announced its new Agent Platform, which includes agents that are embedded directly within the platform's hiring, performance, and learning workflows.

### ► Compensation Management

ClearCo added Compensation Management capabilities to its platform, connecting pay decisions directly to performance and goals data. The vendor also continues to expand AI across the talent lifecycle, including enhanced AI-powered analytics in ClearInsights.

## Infor

Infor's talent management solution delivers capabilities for talent acquisition, performance, goals, learning and development, succession planning, and compensation on a single platform. The vendor embeds its Talent Science predictive talent analytics and assessment solution across areas such as sourcing, recruiting, and employee development. This provides AI-driven insights to predict workforce outcomes. Additionally, Infor's behavioral science layer provides validated predictive models preconfigured to meet the needs of specific industries, in line with the vendor's broader verticalized approach.

Infor delivers AI across the talent lifecycle, with more than 14 AI agents and more than 100 tools spanning recruiting, case management, learning, qualifications, compensation, and recognition. Agents enable employees, managers, and HR practitioners to conversationally complete tasks, automate workflows, and receive actionable insights. Additionally, the vendor introduced an agentic AI orchestrator that includes supervisor-led agent coordination, native Model Context Protocol connectivity, and observability into Agent reasoning. These newer innovations, combined with intelligent platform automation and RPA, help enhance the consistency of talent-centric processes and decision-making. For example, RPA combined with OCR and Generative AI can automatically identify and correct incorrectly parsed candidate records, reducing recruiter effort and improving data accuracy.

Other recent updates and announcements include:

### ► Performance updates

Infor launched generative AI, embedded in performance appraisals for review generation and calibration summaries. Additionally, the vendor introduced a reusable library of pulse survey questions to promote continuous feedback.

### ► AI-recommended skills, competencies, and learning paths

The vendor introduced AI-recommended skills, competencies, and personalized learning paths based on career aspirations and qualification gaps.

### ► Infor OS migration

Performance management, Talent Acquisition, and Succession Planning have migrated to the Infor OS portal, providing users with a refreshed, contemporary UX. Other enhancements include a redesign of the performance appraisal experience, streamlining of

Infor embeds its Talent Science predictive analytics and assessment solution across sourcing, recruiting, and employee development.

Infor introduced AI-recommended skills, competencies, and personalized learning paths based on career aspirations and qualification gaps.

job posting and offer-letter processes, and a reimagined recruiter experience that accelerates pipeline management.

## Oracle

Oracle Fusion Cloud Talent Management is a solution within the broader Oracle Fusion Cloud HCM suite designed to help organizations execute skills-based talent strategies. The solution unifies recruiting, onboarding, learning, career development, internal mobility, performance, compensation, talent review, succession planning, Oracle Dynamic Skills, and Oracle Opportunity Marketplace on a single data model. Through this approach, Oracle Talent Management provides organizations with a comprehensive view of the interdependencies spanning these areas. Additionally, Oracle connects Talent Management with its other offerings, including Core HR, Oracle ME, Workforce Management, HCM analytics, Payroll, and other Oracle Fusion Cloud Applications. This enables organizations to personalize talent experiences while maintaining enterprise-grade controls.

Oracle Talent Management's AI features include embedded AI, generative AI, AI agents, guided workflows, and Fusion Agentic Applications, all of which support day-to-day work across recruiting, learning, performance, career development, internal mobility, talent reviews, succession planning, and manager actions. Beyond providing task-level AI capabilities, the solution applies AI to complete, governed talent workflows with full context into people, skills, policies, approvals, and data. Together, Oracle's unified Talent Management and AI capabilities create a continuous, connected system for a changing workforce—helping organizations design and orchestrate work, build the skills they need, and operationalize workforce decisions as needs evolve.

Recent updates and announcements include:

### ► Fusion Agentic Applications for HR

In March 2026, Oracle announced Fusion Agentic Applications for HR, powered by coordinated AI agents that reason and execute work using HCM data, workflows, policies, and approvals. Talent-centric experiences include the Career Advancement Command Center, Hiring Workspace for Store Managers, Manager Concierge Workspace, My Help Workspace for Employees, Team Learning Workspace for Managers, and Team Talent Calibration and Review Workspace.

Oracle Fusion Cloud Talent Management is designed to help organizations execute skills-based talent strategies.

► **AI Agent Studio Expansion**

The vendor expanded its AI Agent Studio to help customers build, extend, test, deploy, monitor, and govern AI agents and agentic applications.

► **Oracle AI for Talent enhancements**

Oracle AI for Talent is continuing to expand, with capabilities that support recommendations, summaries, next-best actions, guided work, and governed execution that carries approved work through completion across talent workflows for employees, managers, recruiters, HR teams, and business leaders.

► **Workforce management integration**

Oracle's recent Talent Management investments are increasingly connected with workforce management, scheduling, time and labor, absence, payroll, communications, manager guidance, and employee experiences.

► **New AI agents and agentic applications**

In August 2026, Oracle announced new AI agents and agentic applications to advance talent agility by keeping roles current, accelerating employee development and internal mobility, and responding to emerging skills needs.

Oracle expanded its AI Agent Studio to enable customers to build, extend, test, deploy, monitor, and govern AI agents and agentic applications.

## Paycor

Paycor, a Paychex company, offers a Talent Management suite that spans Talent Development, Career Management, Paycor Paths, Learning Management, Compensation Management, and Pulse Surveys. The suite is natively unified and designed for frontline leaders seeking to build and retain high-performing teams. With this focus, Paycor extends Talent Development tools, such as 1-on-1s, coaching, and pulse surveys, to frontline users via the Paycor Mobile app. The Paycor Paths solution is another offering designed with leadership development in mind, enabling organizations to cultivate frontline managers and future leaders. In addition to providing organizations with a single source of record for employee data, Paycor incorporates AI to automate routine tasks and deliver personalized, context-aware recommendations.

Paychex, Paycor's parent company, recently introduced Workforce Intelligence Strengthened by Expertise (WISE). This agentic AI platform layer anticipates, advises, and acts across HCM workflows within Paychex Flex, Paycor, and SurePayroll. WISE Agents are autonomous digital workers that can reason, orchestrate processes, and execute

Paycor's Talent Management suite is natively unified and designed for frontline leaders, with a focus on talent development tools.

tasks within parameters set and controlled by the customer. WISE Intelligence is also present across reporting and analytics, surfacing actionable insights from real-time data. WISE Assistants provide personalized, multi-channel guidance and task support delivered across various communication and collaboration tools. Finally, WISE advisory solves for the gap between agentic systems and expert human guidance, proactively alerting Paychex HR experts when they may need to guide customers through complex situations and decisions.

Paychex, Paycor's parent company, introduced the WISE agentic platform layer across Paychex Flex, Paycor, and SurePayroll.

Other recent updates and announcements include:

► **Intelligent Review Summary**

Intelligent Review Summary is a new feature that uses AI to synthesize data from an employee's 1-on-1's, feedback, goal progress, and recognition history into summaries. Additionally, the review management experience has been redesigned to enable teams to launch, filter, and manage performance reviews across large, complex workforces with reduced administrative burden.

► **Total Rewards Statements**

Paycor launched its new Total Rewards Statements, giving administrators the ability to create personalized, comprehensive views of each employee's full compensation package. The feature combines Paycor payroll data with third-party benefits to provide a unified statement.

► **Learner Dashboard revamp**

The Learner Dashboard in Paycor Learning has been revamped, making it easier for employees to discover, track, and complete learning.

► **Pulse Survey Enhancements**

Paycor enhanced its Pulse Survey capabilities to enable real-time adjustments to questions, audiences, and timing after launch.

## Experts

Experts in the Value Matrix include Cornerstone, Dayforce, SAP SuccessFactors, and Workday.

### Cornerstone

Cornerstone Workforce AI (formerly Cornerstone Galaxy) is the vendor's unified talent management platform. The new brand and positioning emphasize several areas, including a real-time, governed foundation of

skills and workforce data, workforce intelligence that provides quick answers, and learning, talent development, and mobility capabilities that act on insights. However, it bears no change to existing products, configurations, workflows, or data. Workforce AI unifies learning, performance, succession, skills, and talent marketplace. The vendor has also prioritized extensibility, keeping the system open so that customers can easily integrate with other business solutions. Cornerstone's People Graph and Skills Engine provide customers with a governed, auditable skills foundation that delivers real-time insights and contextual data to drive actions and recommendations across areas such as learning, mobility, and succession, all within a single environment. Connecting insights and execution is another core focus for the vendor, with Workforce AI able to turn skills and performance data into things like development plans and targeted learning.

Cornerstone Workforce AI unifies learning, performance, succession, skills, and talent marketplace.

Recent updates and announcements include:

► **New product packaging**

The Workforce AI rebrand introduced updated packaging through Learn+, Elevate+, Intelligence+, HCM+, Extended Enterprise+, and Accelerate+ Agent bundles to simplify how customers adopt capabilities.

► **Workforce Readiness agents**

As part of Cornerstone's AI-first strategy, the vendor has introduced conversational Workforce Readiness agents that provide answers to workforce questions. These agents can also orchestrate actions such as learning assignments, development plans, and mobility workflows directly from delivered insights. Additionally, Workforce AI can be embedded into customer and partner applications, as well as AI agents via MCP and agent-to-agent integrations.

Cornerstone introduced Workforce Readiness agents that can provide answers to workforce questions and orchestrate actions.

► **November 2025 release updates**

Cornerstone's November 2025 release launched AI Fluency Playlists, AI Visual Search, and Cornerstone Workforce Intelligence. Workforce Intelligence combines external labor market data with the skills graph to map more than 51,000 skills across 250 million roles, benchmark internal capabilities against the broader market, and surface capability gaps.

## Dayforce

The Dayforce HCM platform includes AI-powered talent management capabilities delivered through Talent Intelligence. The solution's features span talent acquisition, performance management,

compensation management, succession planning, learning and development, career pathing, and employee engagement. The platform is built on a single rules engine, deeply connecting areas such as learning with onboarding, performance management, and succession planning. Dayforce's Career Explorer uses AI and internal talent data to guide employees in identifying and developing the skills needed to achieve specific goals. It can also build tailored development plans and match employees to relevant roles and opportunities within the organization. Talent Intelligence is underpinned by the Dayforce skills engine, which provides connected insights across the employee lifecycle, including skill gap identification and pattern analysis. The vendor also delivers AI-enhanced recommendations, the Dayforce AI Assistant, and Dayforce AI Agents.

Dayforce's Career Explorer uses AI and internal talent data to guide employees in identifying and developing skills required to achieve specific goals.

Recent updates and announcements include:

► **New AI agents**

Dayforce announced its next generation of AI agents, including People Analytics agents that can surface insights across HR, Pay, Time, and Talent Management data. Additionally, Content authoring agents can help to draft goals, job descriptions, and employee communications.

Dayforce's next generation of AI agents includes People Analytics agents that can surface insights across HR, Pay, Time, and Talent Management data.

► **AI compliance**

Dayforce achieved ISO 42001 certification and attained NIST AI RMF attestation, validating its approach to developing, deploying, and managing AI systems.

► **Completed acquisition by Thoma Bravo**

In February 2026, investment firm Thoma Bravo announced the completion of its acquisition of Dayforce.

## SAP SuccessFactors

The SAP SuccessFactors HCM platform includes functionality for recruiting and onboarding, performance and goal management, learning and development, succession planning, compensation, and people analytics. The vendor also offers an opportunity marketplace that enables employees to participate in projects and short-term assignments to build skills, and recommends relevant learning courses. SAP Joule, a dynamic workspace that surfaces insights, automates tasks, and coordinates AI agents, is embedded throughout the employee lifecycle, enabling natural-language interactions and guided decision-making. These capabilities are underpinned by the vendor's talent intelligence hub, a unified skills framework that empowers employees

SAP SuccessFactors offers an opportunity marketplace that enables employees to participate in projects and short-term assignments to build skills.

with a personalized growth portfolio, matching and making recommendations across the talent suite. The Talent Intelligence Hub provides organizations with a centralized approach to building a skills-based workforce.

## Workday

Workday HCM includes full-spectrum talent management functionality, covering recruiting and onboarding, talent development, learning, succession, compensation, performance management, employee experience, and skills journeys. The vendor's Skills Cloud is built into its core HCM and integrated across its suite of talent and planning products. It serves as the skills intelligence foundation within the system, enabling easy identification of competencies and gaps in an organization's workforce. The Skills Cloud can connect to external skill repositories and deliver AI-driven insights. In addition to the Skills Cloud, Workday's Opportunity Graph provides users with visibility into career opportunities that are within reach and the required skills.

Sana from Workday, the vendor's integrated AI infrastructure, delivers platform-level AI agents for specific tasks, embedded in the flow of work. Current talent management-focused agents include the Recruiting Agent, Talent Mobility Agent, Performance Agent, Succession Agent, and Job Architecture AI. The vendor has also launched an Agent System of Record to enable customers to easily monitor and manage AI agents across the platform, including partner-deployed and third-party agents.

Recent updates and announcements include:

### ► Workday Recognition

Workday announced the general availability of Workday Recognition provided by Achievers. The offering brings Achievers' recognition and rewards solution into the Workday experience, using AI to deliver real-time insights to improve employee engagement and retention.

### ► Workday Learning

Following its completed acquisition of Sana, Workday launched Workday Learning, powered by Sana. The solution brings together Workday's people and skills data with Sana's AI-native learning experience to deliver more personalized training that remains grounded in trusted workforce data.

The Talent Intelligence Hub within SuccessFactors provides organizations with a centralized approach to building a skills-based workforce.

Talent management-focused agents in Workday currently span recruiting, talent mobility, performance, succession, and job architecture.

Workday recently launched Workday Recognition and Workday Learning, both of which include AI.

## Accelerators

Accelerators in the Value Matrix include BambooHR, HiBob, isolved, and Rival.

### BambooHR

The BambooHR platform includes native talent management modules for applicant tracking and onboarding, performance management, employee experience, compensation benchmarking and planning, and reporting. Performance management in Bamboo spans self- and manager-completed assessments, 1-on-1's, 360-degree feedback, and custom assessment and feedback questions. Managers can also configure performance review cadence based on individual or organizational needs. The vendor's employee engagement features include Employee Satisfaction and Employee Wellbeing, survey-based tools that ingest anonymous, open-ended feedback. Managers can then use AI-powered summaries of responses to improve engagement and company culture while mitigating risks such as burnout and turnover.

Overall, the platform supports extensibility, with more than 150 prebuilt integrations in its marketplace covering tools for talent acquisition, performance, learning, and training. Beyond core HR functionalities, BambooHR helps to foster a positive workplace culture through its Employee Experience platform, which now features built-in Recognition and Rewards. This integrated experience empowers employees to celebrate daily wins, tie achievements directly to company core values, and redeem earned points for rewards, ultimately driving deeper team engagement and retention.

Recent updates and announcements include:

#### ► **BambooHR Compliance Training**

BambooHR announced the expansion of its compliance suite through the launch of BambooHR Compliance Training, powered by EasyLlama. The integration brings more than 300 courses, offered in 10 languages, to help organizations meet legal requirements and reduce compliance risk.

#### ► **Bamboo AI**

The vendor introduced Bamboo AI, an embedded system of AI agents and intelligence built into the BambooHR platform. Current capabilities include AI Report Generation, Recognition Nudges, and Model Context Protocol (MCP) connections.

BambooHR includes native employee engagement features, including its survey-based Employee Satisfaction and Employee Wellbeing tools.

### ► Recognition and Rewards

BambooHR introduced a new, built-in employee appreciation feature that includes a dedicated peer-to-peer recognition feed, AI-powered writing prompts, core value tagging, and a flexible points-based system where employees can redeem points for thousands of gift cards and charitable donations.

BambooHR introduced a built-in Recognition and Rewards experience that includes a peer-to-peer recognition feed.

### HiBob

Bob is HiBob's global HCM platform that helps organizations operate a talent-first strategy, with capabilities that span hiring, onboarding, learning, compensation, succession, performance, employee engagement, and people analytics. The solution's user experience design promotes frequent use, with social-style feeds and public recognition. Performance management functionality supports flexible configuration of review cycles, with 360-degree feedback, tailored templates, and collaborative 1-on-1's. The system also supports shared goals with accessible performance data that improves transparency. Leaders can access KPI and compensation data to improve decision-making across development, promotion, and succession. Bob's compensation tool enables collaboration among stakeholders, including recommendations, guidance, alerts, and progress tracking. The vendor prioritizes supporting a talent-first strategy by unifying goals, performance, continuous feedback, surveys, and skills on a shared data foundation. In line with this, the platform connects individual employees' development to business priorities.

As more AI-driven capabilities are added to Bob, both embedded in workflows and accessed through its Bob Companion interface, its "Glass Box AI" approach provides transparency into how AI-generated recommendations are made. This gives organizations more control over the underlying logic and data driving decisions.

HiBob's "Glass Box AI" approach provides transparency into how AI-generated recommendations are made.

Recent updates and announcements include:

### ► Succession Planning

HiBob launched Succession Planning, which enables organizations to use skills, performance, and career data to identify successors for critical roles. The solution provides leaders with a structured, AI-powered workspace that improves visibility into internal talent pipelines, helping to identify gaps that can trigger development plans.

► **Development Plans**

Development Plans enable managers to transform skills, feedback, and performance insights into personalized, AI-driven growth plans to support performance improvement, promotions, and career transitions. It also supports collaboration between employees and managers by enabling the addition of goals, skills, and learning content to close skill gaps.

Development Plans in HiBob enable managers to turn skills, feedback, and performance insights into personalized, AI-driven growth plans.

► **Performance Management enhancements**

The Performance Management 360 experience in Bob has been enhanced to enable admins to apply scoring logic and weights to performance review questions and categories. Additionally, Forms can now automatically generate proficiency-rating questions connected directly to the company job catalog or embed dedicated goal questions with one-click side-panel access to full goal details. Calibration data can also be exported from all worksheets in one click to track changes and enable fuller-breadth analysis.

► **Continuous Feedback**

Continuous Feedback in Bob introduces on-demand feedback forms for giving and receiving input, along with a centralized feedback timeline for employees and managers. The timeline includes role-based filtering, AI-generated tags, and AI summaries that can highlight themes, trends, and opportunities for development.

► **Performance AI writing assistant**

The Performance AI writing assistant was launched to assist managers and employees in generating content for performance reviews, combining user inputs with historical data from current and previous cycles, open answers, goals, and continuous feedback.

► **Employee Listening and Survey enhancements**

The vendor continues to add further enhancements to its Employee Listening and Survey tools, Goals Platform, and Learning Management Platform.

► **Workflow Integrations**

Bob launched workflow integrations for messaging and scheduling, including support for 1-on-1's in Slack and auto-synchronization of recurring 1-on-1's in Microsoft Calendar.

## isolved

isolved People Cloud is the vendor's unified HCM platform, delivering modular talent management across the full employee lifecycle, spanning talent acquisition, performance, learning and development, compensation, succession, career pathing, engagement, and recognition, all in one solution. Talent acquisition tools guide teams from sourcing and screening through new-hire onboarding, while performance management capabilities, such as goal setting, structured reviews, and progress tracking, keep employee performance aligned with business outcomes. Share and Perform extends the engagement experience through structured collaboration and communication tools, including feedback mechanisms, survey capabilities, and recognition dashboards with integrated rewards, creating a cohesive environment where employee voice and appreciation are built into the flow of everyday work. isolved's Learn and Grow module provides users with access to more than 95,000 courses, configurable curricula, personalized learning paths, and skills reporting, with learning woven directly into career growth, compliance tracking, and broader talent initiatives.

isolved is actively positioning itself in the category of Workforce Capital Management, an approach that addresses managing human workers alongside autonomous AI agents with consistent governance, accountability, and visibility. AI is embedded throughout the talent management experience, with intelligent recommendations surfacing in the flow of work, personalized learning paths adapting to individual needs, and a conversational chatbot that helps employees filter and curate learning playlists inside Learn and Grow. Performance reviews now include AI-assisted feedback tools that help both managers and employees craft more detailed, meaningful, and actionable assessments. isolved's Predictive People Analytics gives teams the ability to visualize critical workforce metrics, like turnover risk, tenure, and performance scores, across departments, combining predictive modeling with benchmark comparisons to drive improved decisions at every stage of the employee lifecycle. And in a notable expansion of its ecosystem, isolved recently launched a Connector for Claude, enabling users to surface their People Cloud data directly inside Claude's interface.

## Rival

Rival delivers an AI-powered HR orchestration and talent suite with solutions that cover applicant tracking (Rival Recruit), performance management (Rival Perform), learning and development (Rival Learn),

isolved's Learn and Grow module provides users with access to more than 95,000 courses and personalized learning paths.

isolved is positioning itself in the category of Workforce Capital Management, an approach that addresses managing human workers alongside AI agents.

and workflow orchestration (Rival Workflow). Rival Workflow uses built-in agentic AI to orchestrate processes such as preboarding, cross-boarding, and offboarding with automated, personalized workflows. Additionally, Workflow includes advanced analytics, providing access to workflow-specific dashboards, no-code reporting, and automated report generation.

The vendor's patented AI, ROSI (Rival OS Intelligence), is native to every product and combines agentic, generative, and machine learning capabilities. Platform extensibility is supported by deep integration with more than 2,000 cloud-based business systems, and the vendor offers full-service integration support to easily embed Rival within various HR processes. The solution prioritizes self-service configuration, enabling HR teams to manage journeys, forms, and review cycles by role or region without requiring IT support or third-party consulting.

Recent updates and announcements include:

► **New AI capabilities**

Rival launched new AI capabilities, including ROSI Journey Builder, ROSI Form Builder, ROSI Employee Agent, and ROSI Review Writer.

► **Main dashboard revamp**

The vendor has revamped its main dashboard, which now includes summary cards for tasks, assignees, and employees. The task view experience has also been modularized, including new cards for forms, surveys, and dependencies.

► **Workflow Insights Dashboard**

Rival launched its Workflow Insights Dashboard, providing statistics on event timing, efficiency, and productivity.

Rival Workflow uses built-in agentic AI to orchestrate processes such as preboarding, cross-boarding, and offboarding with automated, personalized workflows.

Rival's new AI capabilities include the ROSI Journey Builder, ROSI Form Builder, ROSI Employee Agent, and ROSI Review Writer.

## Core Providers

Core Providers in the Value Matrix include ADP, PageUp, Paylocity, PeopleFluent, and Lattice.

### ADP

ADP is a provider of global payroll, HCM, and workforce management technology that has built out a talent management layer across its HCM platforms. Functionality spans performance management, learning and development, succession planning, and compensation management with tools that enable organizations to assess bench strength, define career paths, identify top talent, and nominate successors. Performance

ADP has built out a talent management layer across its HCM platforms.

processes can be configured to run annually or to support continuous feedback and check-ins. Skill and capability gaps can be addressed through targeted learning and development programs, and managers can deliver customized programs with personalized dashboard views to track team performance.

ADP Assist, the AI layer embedded across ADP's platforms, uses the vendor's dataset of employee records to deliver contextual insights that can provide compensation benchmarks and identify workforce trends directly within workflows. Additional capabilities include AI-supported learning recommendations and summarization for performance reviews. The vendor is also introducing AI agents through ADP Assist that can automate HR tasks, including talent-management-centric processes such as initiating promotions or creating custom reports.

ADP Assist is the vendor's embedded AI layer that uses its dataset of employee records to deliver contextual insights.

## PageUp

PageUp is a talent acquisition platform provider that also offers solutions for learning, performance management, succession planning, and analytics. Learning and performance capabilities enable employees and managers to exchange feedback in real time and align on goals. Additionally, the solution supports 1-on-1 check-ins, goal monitoring, and peer-to-peer feedback. Managers can configure performance review cycles, access performance data at the organizational and team level, and use analytics to improve talent decision-making. For new hires, PageUp Learning integrates directly with onboarding, ensuring that employees complete required training while keeping track of required steps through a personalized portal.

PageUp is a talent acquisition platform provider that also offers solutions for learning, performance management, succession planning, and analytics.

Recent updates and announcements include:

### ► New AI features

In September 2025, PageUp announced the launch of a new suite of AI features, including its Paige AI assistant for recruiters. Additional capabilities include transparent AI Skills Matching, AI Resume Summarization, and AI Content Assistance.

PageUp launched a new suite of AI features, including its Paige AI assistant for recruiters.

### ► Warden AI certification

The vendor announced it had completed Warden AI certification, confirming that its AI functionality meets high standards of fairness and transparency.

## Paylocity

Paylocity offers a talent management suite within its broader, unified HCM platform that includes functionality for recruiting, onboarding, performance management with goal setting and 360-degree feedback, compensation management, learning, and succession. Development and succession tools include Journals, which support ongoing performance compensation, and Market Pay data to inform compensation decisions. Succession planning is part of the performance tool, featuring a 9-box planning grid that leaders can use to identify high-potential successors. The vendor's AI capabilities include an embedded conversational assistant and predictive intelligence within its talent modules. For example, AI can generate content such as job descriptions and deliver predictive insights, such as training suggestions and retention risk alerts.

Recent updates and announcements include:

### ► Peer-to-Peer Rewards

Paylocity announced the launch of Peer-to-Peer Rewards to its Recognition & Rewards solution. Employees can redeem their Reward Bucks to make charitable donations through Charity On Top, a platform that connects to a curated network of over 1.9 million nonprofits.

### ► Acquisition of Grayscale Labs, Inc.

The vendor announced its acquisition of AI-powered recruiting automation company, Grayscale Labs, Inc. The move aligns with the vendor's broader strategy of embedding AI across its platform.

### ► Paylocity Ignite AI

Paylocity introduced Paylocity Ignite AI, the vendor's platform-wide AI that is embedded throughout the platform. This includes Ignite agents that deliver insights and automate manual work.

Succession planning is part of Paylocity's performance tool, featuring a 9-box planning grid that leaders can use to identify high-potential successors.

Paylocity announced the launch of Peer-to-Peer Rewards within its Recognition & Rewards solution.

## PeopleFluent

PeopleFluent, an LTG company, delivers integrated talent management solutions covering recruiting, learning, performance, compensation, and succession planning, which can be deployed either standalone or as a full suite. These solutions also deeply integrate with other LTG learning solutions and third-party systems. PeopleFluent is built for the requirements of large enterprises, with configurable workflows for performance and feedback that can be adapted to complex organizational structures and compliance policies. The vendor supports

PeopleFluent's solutions integrate deeply with other LTG learning solutions and third-party systems.

1-on-1's, continuous feedback, visual career pathing, and advanced skill development with insights spanning the talent lifecycle. PeopleFluent has also introduced AI-driven features, including performance comment rewriting and assistance, intelligent suggestions, and AI-driven suggestions across skills and competencies. Additionally, the vendor launched PeopleFluent Stories, an AI-powered skills enablement platform that helps organizations scale upskilling and reskilling initiatives. PeopleFluent Stories integrates with an organization's existing LMS, HRIS, content libraries, and other third-party business systems and unifies skill and job profile data to provide customers with a single source of record. Experiences within the solution include personalized recommendations, content categorization, skills mapping, gamification, coaching, and practice quizzes.

PeopleFluent launched PeopleFluent Stories, an AI-powered skills enablement platform to help organizations upskill and reskill workforces at scale.

## Lattice

Lattice's People Management Platform brings together performance management, engagement, development, objectives and key results (OKRs), goal tracking, compensation management, and people analytics. Performance review cadence can be configured to organizational needs, supporting quarterly, annual, and individual project-based cycles. The platform also supports 1-on-1 meetings and milestone recognition to help organizations create and foster a culture of continuous feedback. Administrators and leaders can also use the vendor's people analytics tools to create custom visualizations and monitor performance levels and behavioral trends across the workforce.

Lattice's people analytics tools enable leaders to create custom visualizations and monitor performance levels and behavioral trends across the workforce.

Lattice captures real-time sentiment data from employee feedback, with AI parsing of open-ended responses to pinpoint sentiment drivers and drive necessary action. The vendor has continued to invest in AI, namely through its Lattice AI intelligence layer and built-in Lattice Agent, which provides contextual HR support by answering employee questions and automating repetitive administrative tasks. Lattice offers its own native HRIS and payroll products and integrates with various HRIS and payroll systems, as well as collaboration tools like Outlook and Slack.

Recent updates and announcements include:

### ► Acquisition of Mandala

Lattice announced its acquisition of Mandala, a provider of AI-native coaching technology.

### ► Lattice MCP

The vendor introduced Lattice MCP, a secure connector that brings Lattice context into AI tools, including Claude, ChatGPT, and Slack.

Lattice MCP was launched to bring Lattice context into tools, such as Claude, ChatGPT, and Slack.