

HR & Talent Management Technology

A Look at What's

NEW

&

GOOD

In 2015

About the Presenter

Bill Inman
CEO & Founder



[linkedin.com/in/billinman](https://www.linkedin.com/in/billinman)

18 years as executive and entrepreneur in the staffing and human capital technology industries:

- Board/Executive, HR Tech & Workforce Mgmt
- Employer of Record Company Founder
- MSP/VMS Executive
- Applicant Tracking System Founder
- Former Staffing Company Owner

Session Goals

1. Provide a look into ***recent & upcoming*** HR tech trends that can help your company save money, raise compliance and give your workforce a better experience
2. Showcase ***new tools*** that can help your company ***raise productivity & HR's value*** at the executive level of your company, as well as help advance your HR career
3. Share real life ***industry insight*** from HR Tech industry leaders

HR Technology Presentation Examples



Website	namely.com	peopleloop.com	talentwise.com
HQ	New York	Los Angeles	Seattle
About	Cloud-based Platform for payroll & HR	Platform for Temp/Contract Recruiting & Mgmt	Online Screening & Onboarding Platform

HR Tech is Evolving and Spend is Growing!

\$14 Billion
Spent on HR Tech Annually

88%

Will Spend the Same
or More on HR Tech

40%

Changing HR
Structure in
2015 & 2016

78%

Using or
Planning to
Use Mobile

57%

Shopped for
New Tech in
Last 18 Months

40%

Will Replace
Existing, On-
Premise HR
Systems w/ SaaS

30%

Replacing Core
HR System in
2015

46%

Using Mobile
HR Tech in
2014

Everything **NEW** is **GOOD** HR Opportunity

Technology helps me better communicate with both my executives and direct reports

Access to new data enables our company make more strategic decisions



Better technology will help me make our workforce more self-reliant

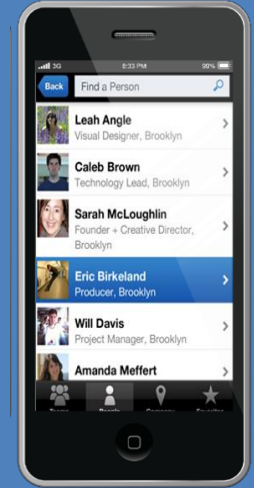
It's always good for my team and I to hone our technology skills by launching new solutions

Recent HR Technology Trends



Secure HR Cloud

**Support
Mobile Users
& Employees**



HRIS
Payroll
Benefits



**Time &
Attendance**
Recruiting
ERP

**HR System
Integration**

Secure HR Cloud

Business Need: Low cost, safe & easy way to implement HR software meeting company requirements.

HR Managers on
Onboarding
Process:*

69% - "Time
Consuming"

49% - "Frustrating"

- Lower Capital Costs
- Flexible Personalization, Rather Than Customization
- Included Upgrades
- Reduced Data Loss
- Fast Access to Innovation

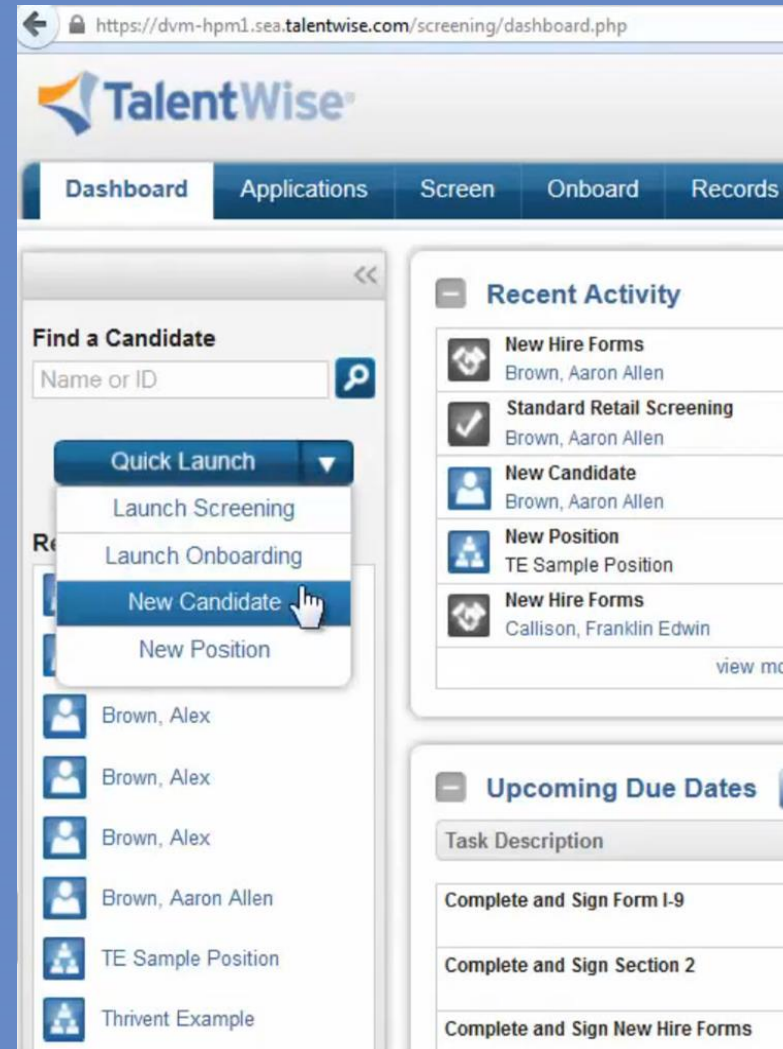
* ServiceNow's "State of Work" Report



Secure HR Cloud

Benefits of a Secure HR Cloud

- Retain Business Focus
- Do More with Smaller Budgets
- Improves Workforce Efficiency
- Information Always Backed-Up
- Reduced Admin & Data Entry
- Compliance Built-In
- HR Stays Current



Mobile HR Access

Business Need: Provide employees access to critical information when & where they require.

**% of
Smartphone
users in the U.S.
Workforce**

85%	18 -29 yr olds
79%	30- 49 yr olds
54%	50 - 64 yr olds

- Anywhere, Anytime Access
- Push information to employees in a modern, familiar manner
- Publish jobs to talent & vendors faster
- Higher usage = better employee data

**Support
Mobile Users
& Employees**



Benefits of Mobile HR Access

- **Higher Employee Engagement**
- **HR has Better Access to Knowledge/Talent Base**
- **Faster Than Desktop Access or Paperwork**
- **Less Time Managing Employee Issues, Visits & Questions**
- **Meet Expectations of Today's Workforce**



Integrated HR Technology

Business Need: Employees want easier ways to access all HR data and workflows as well as add features.

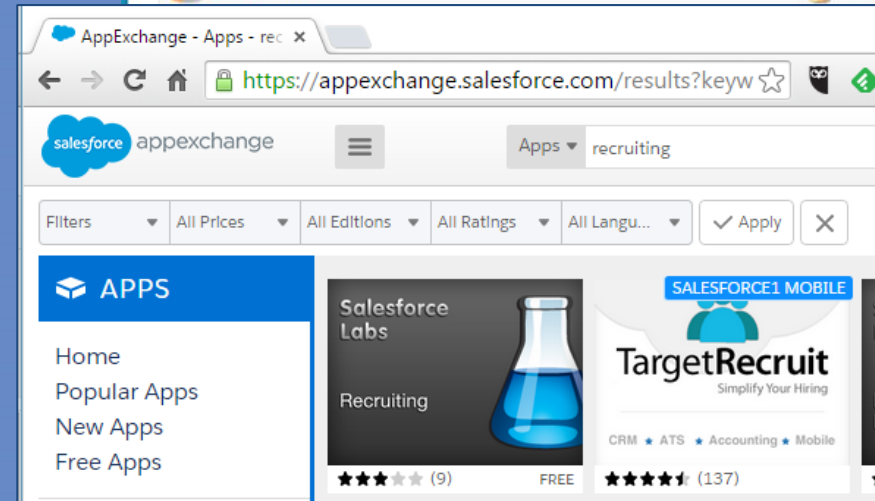
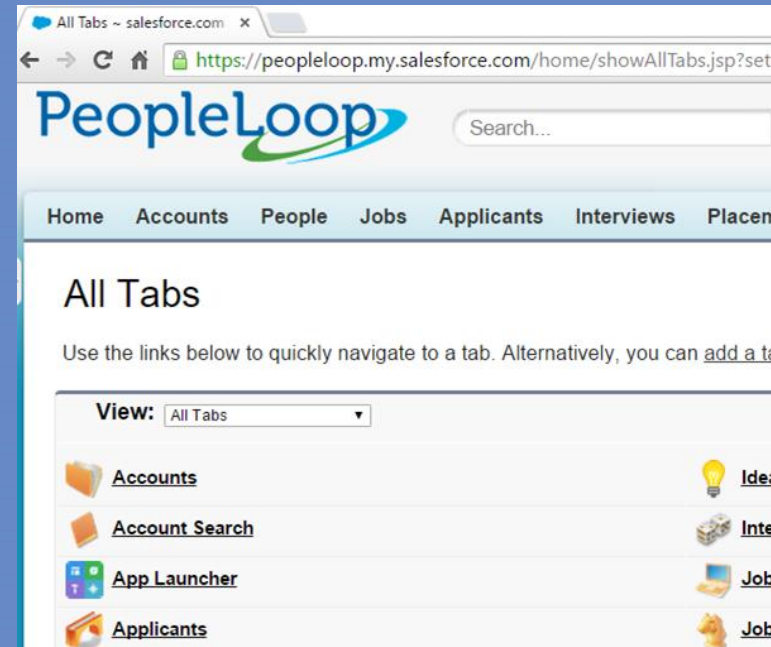
Managers spend approximately 2 days per week just on admin tasks

- Single Login Point
- Seamless & Instant “Customization”
- Consolidated Data
- Merge Workflows & Notifications



Benefits of Integrated HR Technology

- Reduces Admin Tasks
- HR Not Siloed
- Allows for Easy Customization
- Helps to Eliminate Data Entry and Errors
- Keeps Employees in Communication



Upcoming HR Technology Trends



Modern Interface



Talent Nurturing



Robust HR Analytics

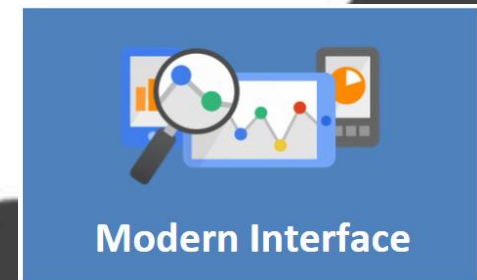


Integrated Services

Modern HR Technology Interface

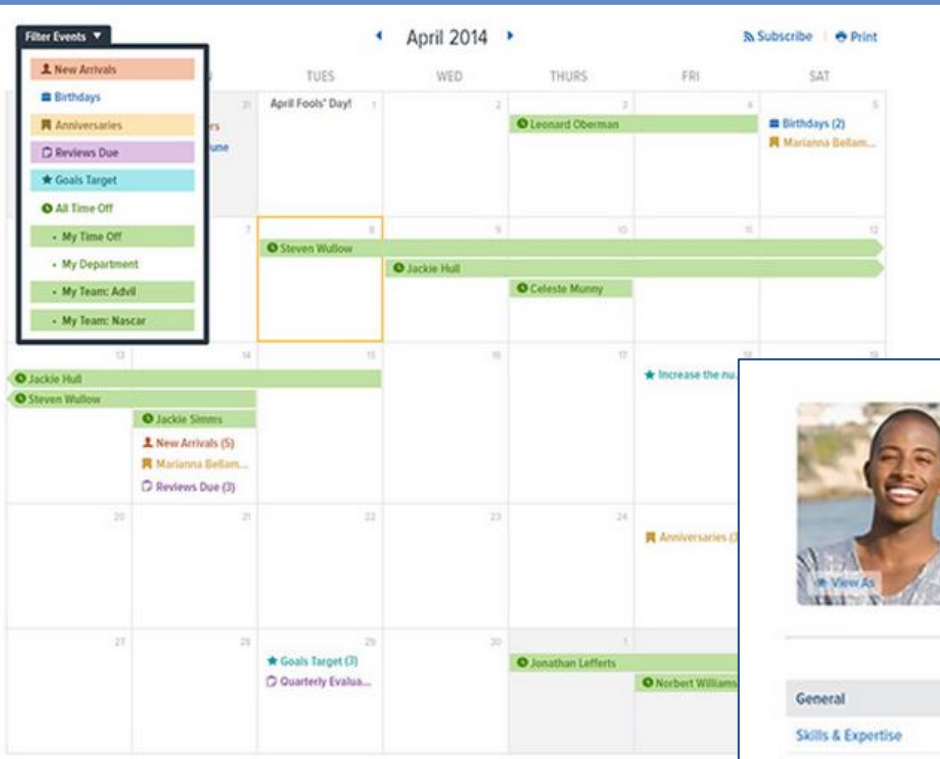
Business Need: Employees need to be productive quickly and want to work in interfaces they are familiar with.

- HR Self-Service must be a good and user friendly experience
- Social media interface is standard
- Intuitive with easy help access across all devices
- New generations who have grown up with tech have high expectations



Modern HR Tech Interface Example

- Similar Mobile and Browser Experience
- Print/Export Readily Available



- Simple Visualizations
- Multiple Views
- Clean & Intuitive Look & Feel



Jerry Meyers [Edit Profile](#)

Lead Account Manager | Sales
Employed since April 2011 (3 years 4 months)
New York, NY

I'm a New York native and I love to lead accounts. I studied geography at NYU and worked parttime as a dog caretaker. Find the best pizza in town and I guarantee I can make it better.

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General >

First name Chandra
Last name Ardis
Salutation Ms.
Access Role Manager
Status **Active**
Employee
Tier Er
Title **Senior Product Manager**
Senior Planner (Jul 01, 2013 -
Analyst (May 01, 2013 - Jul 01, 2
[Request Job Title Change](#)

Start
Profile Date 05/01/2013
Departmen
Center London

Bio
I've worked in media for two years and have a background in planning. I graduated from Syracuse and live in Manhattan.

Talent Nurturing

Business Need: To build ongoing relationships with passive & active talent in competitive recruiting market

More Than 50% of employers Say:

- Hiring & Retaining Talent is the Top Challenge
- They Have Open Reqs without Candidates

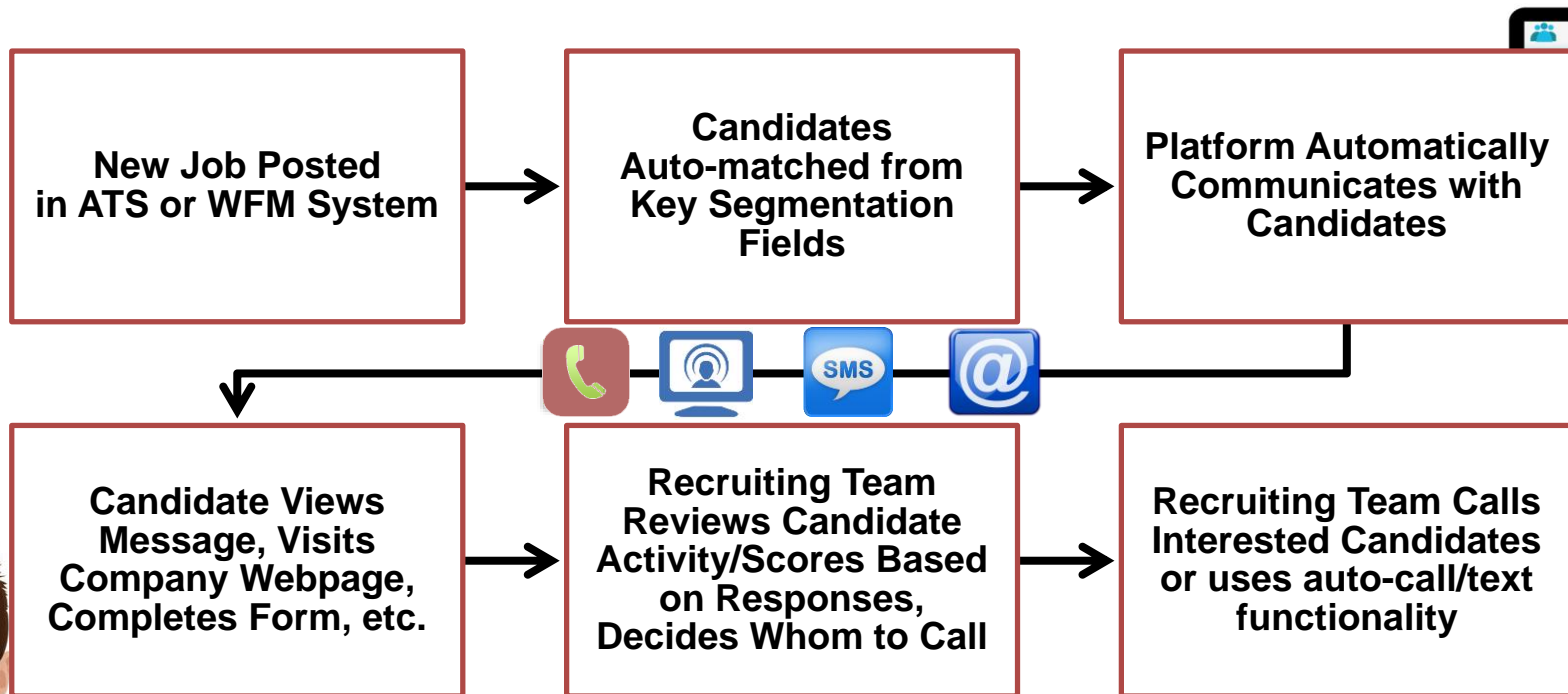
- CRM = Candidate Relationship Mgmt
- Nurturing includes, for example:
 - Multi-touch Communications
 - Candidate Auto-Matching
 - Tailored/Triggered Messaging
 - Automatic, “Smart” Candidate Communication



Talent Nurturing

Talent Nurturing Workflow

A multi-touch & automated candidate workflow can significantly improve recruiting results:



Benefits of Talent Nurturing

- Automatically Turn Passive Candidates into Interested Applicants
- Spend Less Time Calling Uninterested Candidates
- Do More with Less Resources
- Increase the Quality of Hire
- Spend Time Focusing on Most Important HR Tasks

The screenshot displays the PeopleLoop Recruiting Dashboard. At the top, there is a navigation bar with links for Home, Accounts, People, Jobs, Applicants, Interviews, Placements, and Reports. Below this is a search bar and a 'Go to Dashboard List' link. The main content area is titled 'PeopleLoop Recruiting Dashboard' and includes a search box for finding dashboards, along with 'Edit', 'Clone', and 'Refresh' buttons. The dashboard is divided into several sections:

- Applicants by Status:** A pie chart showing the distribution of applicants across different stages. The total record count is 528. The stages and their counts are: New Application (475), Rejected by Account Manager (98), Interviewing (57), Rejected by Hiring Manager (57), Waiting for Approval (203), Hired/On Assignment (157), and Other (57).
- # New Candidates Last 7 Days:** A horizontal bar chart showing the number of new candidates created over the last seven days, with dates ranging from 8/24/2015 to 8/19/2015.
- Number of Placements:** A line graph showing the number of placements over time, with a record count on the y-axis ranging from 0 to 100.

Overlaid on the bottom right of the dashboard is a 'Create a Broadcast' form. The form includes the following fields and options:

- Message Type:** A dropdown menu set to 'Text Only'.
- Name this Broadcast:** A text input field containing 'PeopleLoop Job Opening'.
- When would you like your broadcast to start?:** A section with a 'Send Immediately?' checkbox that is checked.
- Enter Your Text Message:** A large text area containing the message: 'New job available! Call 844-INLOOP or text 844-555-5555 if interested...'
- Send Broadcast:** A button at the bottom of the form.

Robust HR Analytics

Business Need: CEOs have started to demand better talent information to execute on business strategy.

80% of U.S. CEOs say they need critical talent-related insights to make better business decisions

- Delivering key analytics evolves HR to strategic partners
- Helps to identify undiscovered patterns and establish hidden relationships
- This requires a new HR competency incorporating analytics skills



Robust HR Analytics

Executing on Robust HR Analytics

- **Multiple Data Points** - Dozens of potential data points; manual tracking near impossible.
- **Integrations** - Data integrated across a variety of sources (HRIS, ATS, LMS, etc.) to populate reports across entire employee population.
- **Automated** - Reports automatically distributed either by pushing reports to stakeholders or having them available for ad hoc delivery.
- **Templates** - Setting up a set of strategic report templates & visualizations, which may include, headcount, recruiting diversity, performance, etc.

Robust Analytics Benefits

- Better Executive Business Decisions
- Enhances HR Strategic Role
- Show ROI on Workforce Investment (or Not)
- Curtail Key Employee Turnover
- Improve New Hire Quality

The screenshot displays a software interface for generating reports. The main window is titled "Sample Applicant Report" and includes a navigation bar with "HOME", "PEOPLE", "TEAMS", and "COMPANY". The interface is divided into several sections:

- Report Configuration:** Includes buttons for "Save", "Save As", "Close", "Report Properties", "Add Report Type", and "Run Report". It features a "Fields" list on the left with categories like "Formulas", "Bucket Fields", and "Applicant: Info". A "Filters" section on the right allows for filtering by "Date Field" (Applicant Created Date), "Range" (Last 30 Days), and "From" (7/26/2015).
- Preview Section:** Shows a "Preview" tab and a "Summary Format" dropdown. Below it, a table displays a list of applicants with columns for "Applicant ID", "Stage", and "Drop".
- Create New Report Dialog:** A modal window titled "Create New Report" is open. It has a "Title" field (04/25/2014) and a "Select Type" dropdown menu with "Profile" selected. A "Fields" list on the right includes fields like "Profile", "First name", "Middle name", "Last name", "Preferred name", "Job tier", "Start date (years since)", "Start date", "Departure date (years since)", "Departure date", "Office zip", "Office country id", "Emergency contact", "Emergency contact phone", "Laptop serial number", "Additional assigned equipment", "Key tag number", "Role description", "Primary responsibilities", and "Job description". A "Create" button is at the bottom.

Integrated HR Services

Business Need: Many growing companies need support resources in addition to HR Tech to save money & streamline processes.

Companies that
Outsource HR
Have 24%
Fewer HR Staff
per 1,000 EEs

- HR tech with support services adoption has grown rapidly
- Some HR orgs struggle to balance daily service pressures & innovation
- Companies can gain scalable enterprise resources, through services, without considerable cost



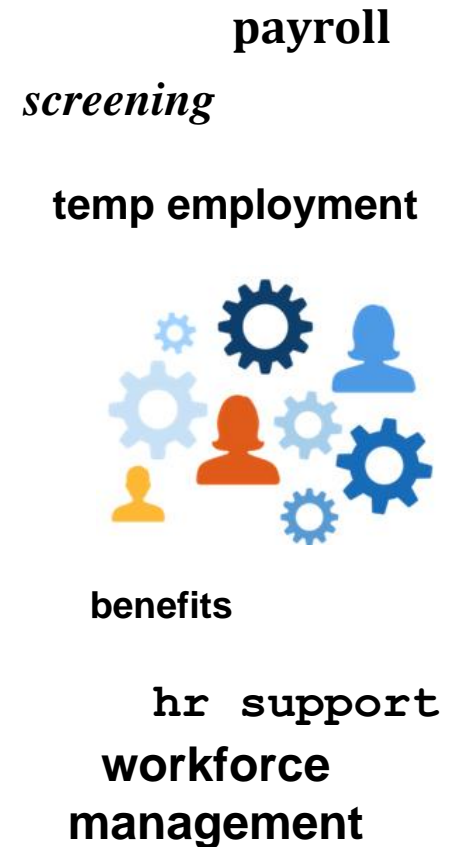
Integrated HR Services Examples



<i>Services</i>			
	<ul style="list-style-type: none">● Payroll Processing● Benefits Mgmt● HR Support	<ul style="list-style-type: none">● Temp Labor Payrolling● Workforce Mgmt● HR Support	<ul style="list-style-type: none">● Background Screening● Drug Screening● HR Support

Benefits of Integrated HR Service

- **Lowers Cost of HR Technology**
- **Provides Enterprise Level Resources to Smaller Orgs**
- **Allows HR to Focus on Key Core Competencies**
- **Improved and Simplified HR Services Delivery**
- **Increased Compliance Capabilities (e.g. ACA)**



Starting Point for Considering Purchases

- 1) Understand & document the specific HR Tech capabilities that your company requires
- 2) Research potential solutions
- 3) Grade each solution, via demo, customer references, and research on the following:

Feature Set	Updates
Cloud / Mobile	Support & Services
Reporting	Security & Stability
User Interface	Cost

Summary

- HR Technology is evolving quickly and investment is increasing.
- New HR Tech paradigms solve new, complex and important challenges.
- Recent trends should be embraced to keep pace and stay current.
- Upcoming trends should be evaluated and implemented, if appropriate.
- HR Professionals can leverage what's **NEW** & **GOOD** HR technology to help their organization and career.

Thank you!

Bill Inman

bill@peopleloop.com

 [linkedin.com/in/billinman](https://www.linkedin.com/in/billinman)

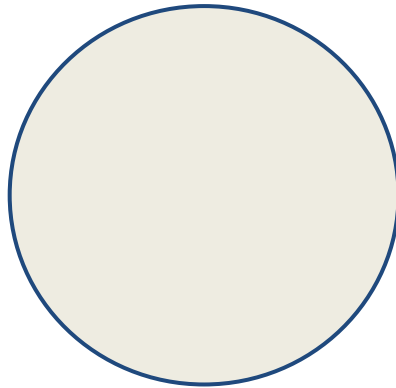


CALIFORNIA HR
CONFERENCE™

Drawing!

PeopleLoop

TalentWise



Namely

