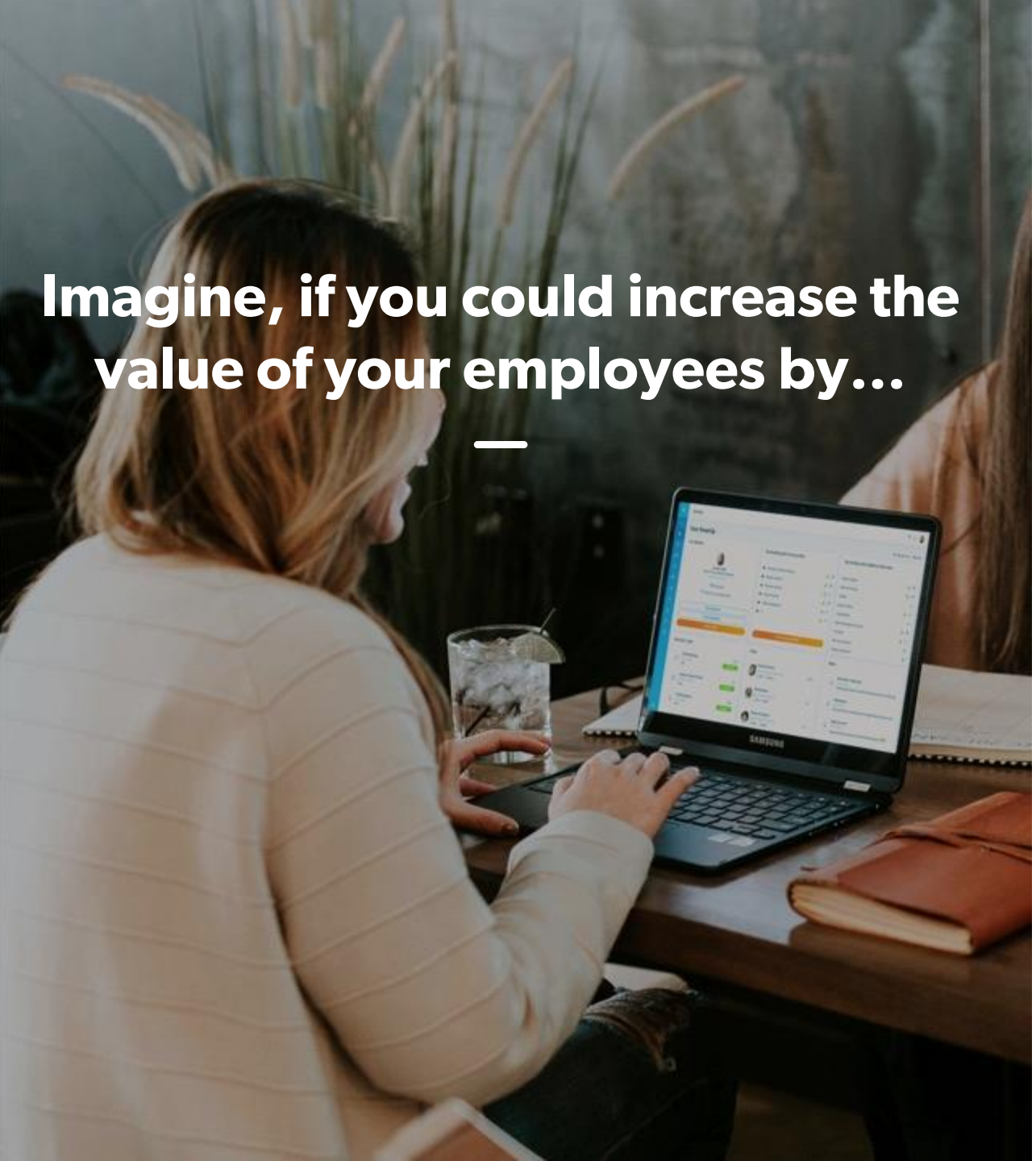
Shaping future organizations

smartPeople platform.



Imagine, if you could increase the value of your employees by…

—

…anticipating the future skills and profiles relevant for you…

…making all the skills and knowledge in your organization transparent…

…identifying the qualification gaps and supporting individually to build the future skills in your organization…

Agenda

/ 1 Introduction

/ 2 Feature details

/ 3 Road to success

/ 4 Our technology and interfaces

Introduction.

The best way to predict the future is to create it

What is your target?

- Understand which skills are available, where they are located and how ‘future-ready’ they are
- Access and connect knowledge on demand
- Drive innovation and create a connected, agile organization
- Empower your employees to develop individually to close qualification gaps and to build future skills

Introduction

What we do.

Create: Make skills and knowledge visible and searchable with only a few clicks

Assess: Gain transparency on your organizational skill landscape and future readiness

Build: Identify (individual) skill gaps, provide qualification guidance to build future knowledge

Leverage: Enable smarter work and increase the value of your organizational skill set

"smartPeople helps you connect knowledge in your company, identify qualification needs and develop your employees to build a smarter, more agile organization."

smartPeople mission

Your value-adds.

Have continuous access to the latest skills

Make the skills in your organization visible

Understand which skills and jobs are required in the future

Increase the value of your employees by building future skills

Your choice of packages

smartPeople packages.

Essential

Features

- Skill profiles & automated skill upload
- Access to the HRForecast skill library 100.000+ skills
- Internal labor market (personalized jobs, tasks, projects matches)

Support & Services

- Self-Service On-boarding Support
- HRForecast helpcenter

Professional

‚Essential' features plus:

- Skill analytics dashboard
- Batch uploads (automated job, skill integration and APIs)
- Career and skill recommendations

Support & Services

- Single-sign on integration
- Customer branding
- Phone support

Premium

‚Professional' features plus:

- Individual learning journeys
- Access to the HRF training library (90.000+ trainings)
- LMS Integration

Support & Services

- Dedicated contact person

Your choice of packages

smartPeople onboarding packages.

‚Happy onboarding' package

Your own onboarding coach for max. 5 days:

- Project kick-off
- Go-live support
- Guidance with all onboarding materials and documents (IT, data security, user experience)
- Support for technical implementation and user onboarding
- Support for internal approvals (data security, works council, etc.)

On-demand support

On-demand access to a specialist:

- Individual user training
- First-level support
- Technical experts (e.g. integrations into your existing IT systems, specific data security requirements, etc.)
- Additional guidance (e.g. beyond the 'Happy onboarding' package)

Use cases overview.

Succession management

Identify employees who are critical to run your business.

Internal skill capabilities

Get an overview of the skills available in your workforce.

Technology shifts

Find out which tech skill you need for the near future.

Upskilling

Ensure that your employees have future skills.

Project staffing

Find the right talent for your next project or tasks within your workforce.

Restructuring

Analyze the status quo of your workforce and make data driven decisions.

Quality management

Get an overview over the qualifications and training of your workforce.

Internal job market

Expand your career possibilities and your knowledge with personalized training.

Feature details.

Feature details

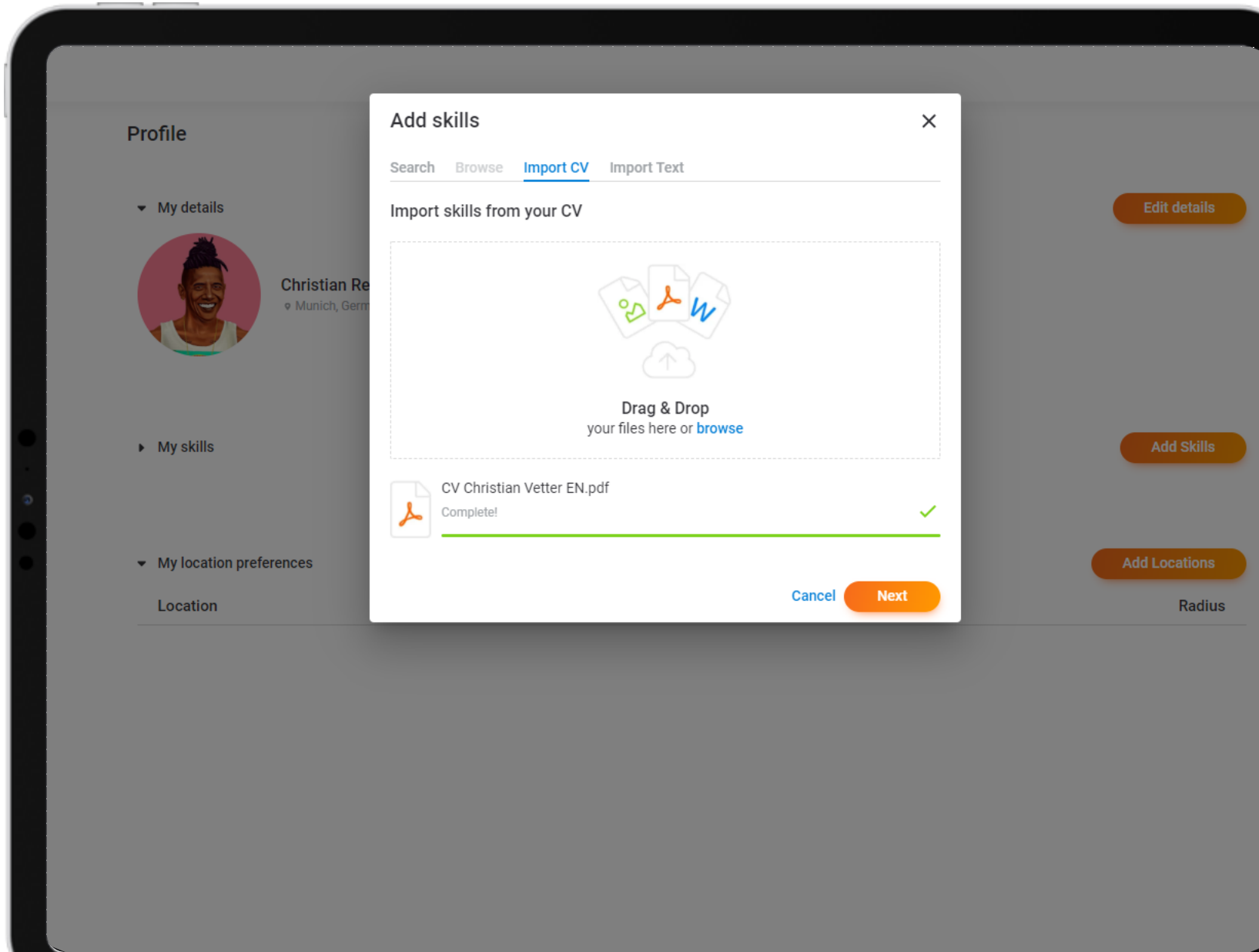
Automatic skill detection & profile creation.

Use case 1 - individually:

- Every employee uploads their data (e.g. CV, excel file) individually
- Skill profile is checked by employee immediately

Use case 2 - batch:

- An administrator manages all employee data files in a batch upload
- Employee extends and optimizes profile upon login

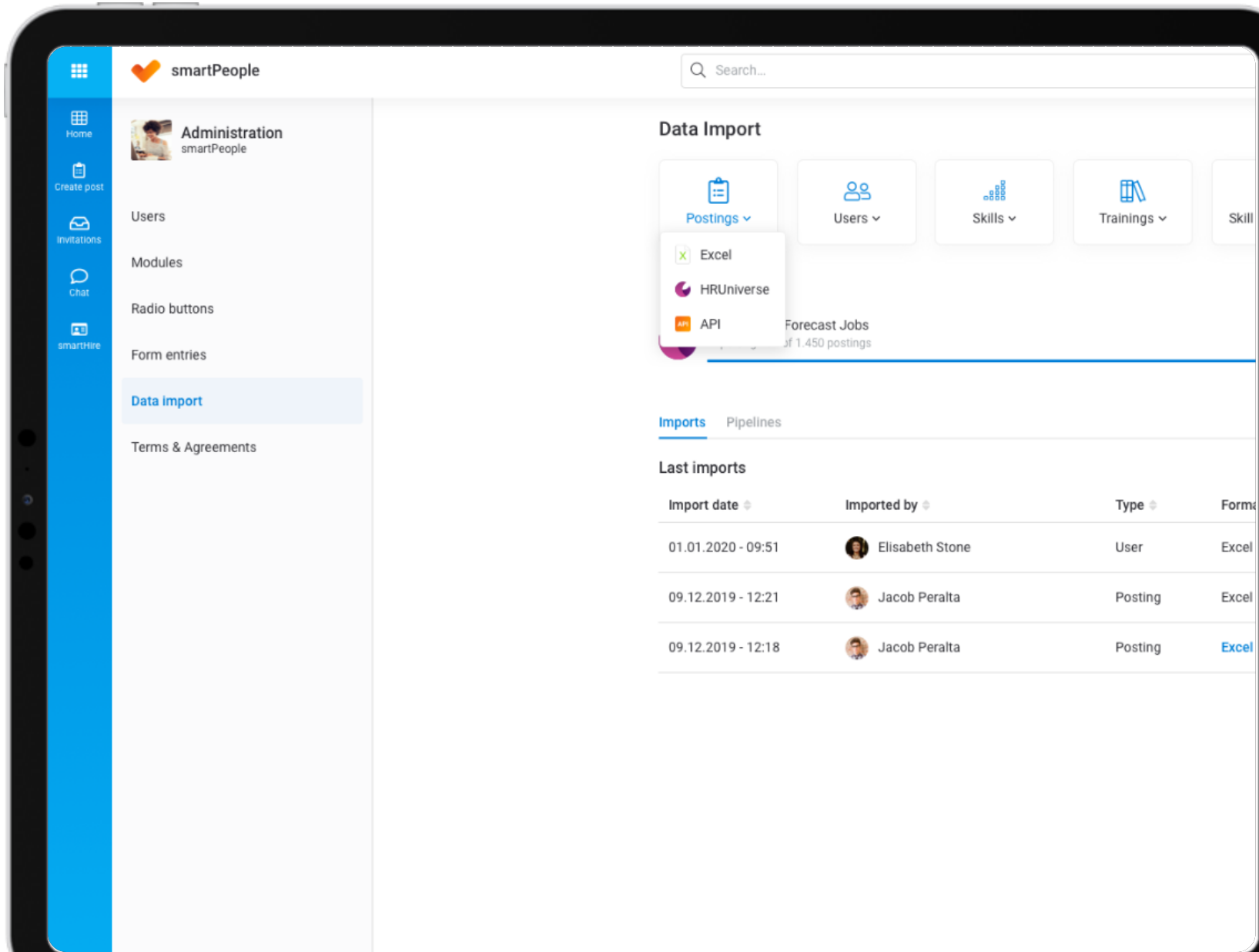


Feature details

Automated job, skill integration and APIs.

What's possible?

- Upload of jobs, trainings, users, skill profiles, etc.
- Connecting data via
  - Excel
  - HRForecast external data pool
  - APIs

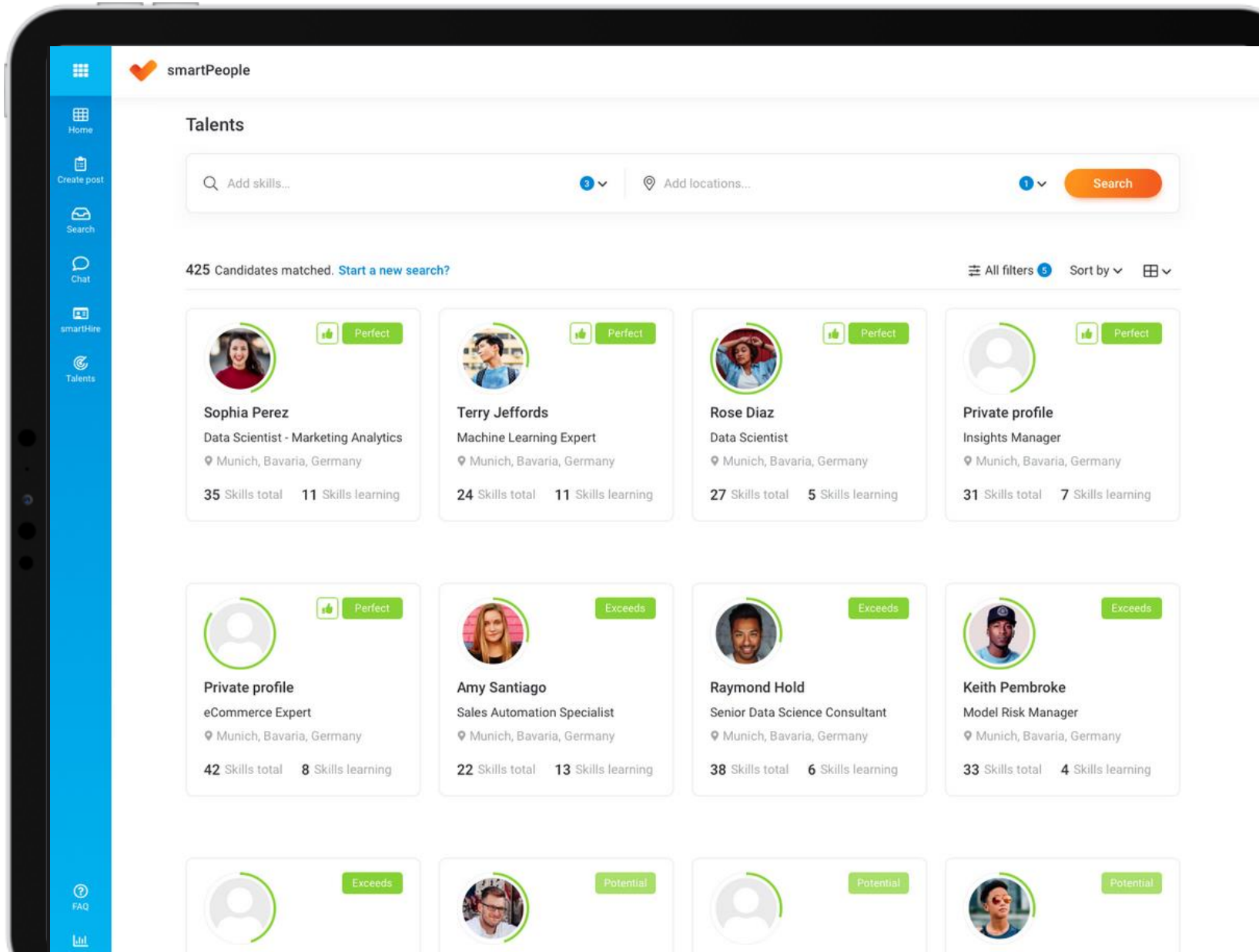


Feature details

Talentfinder.

What's possible?

- Find the best talents based on
  - Skills
  - Jobs
  - Locations
  - …
- Internal candidates have the option to declare their profile as private. Private means, that name, picture and employee information are not displayed.

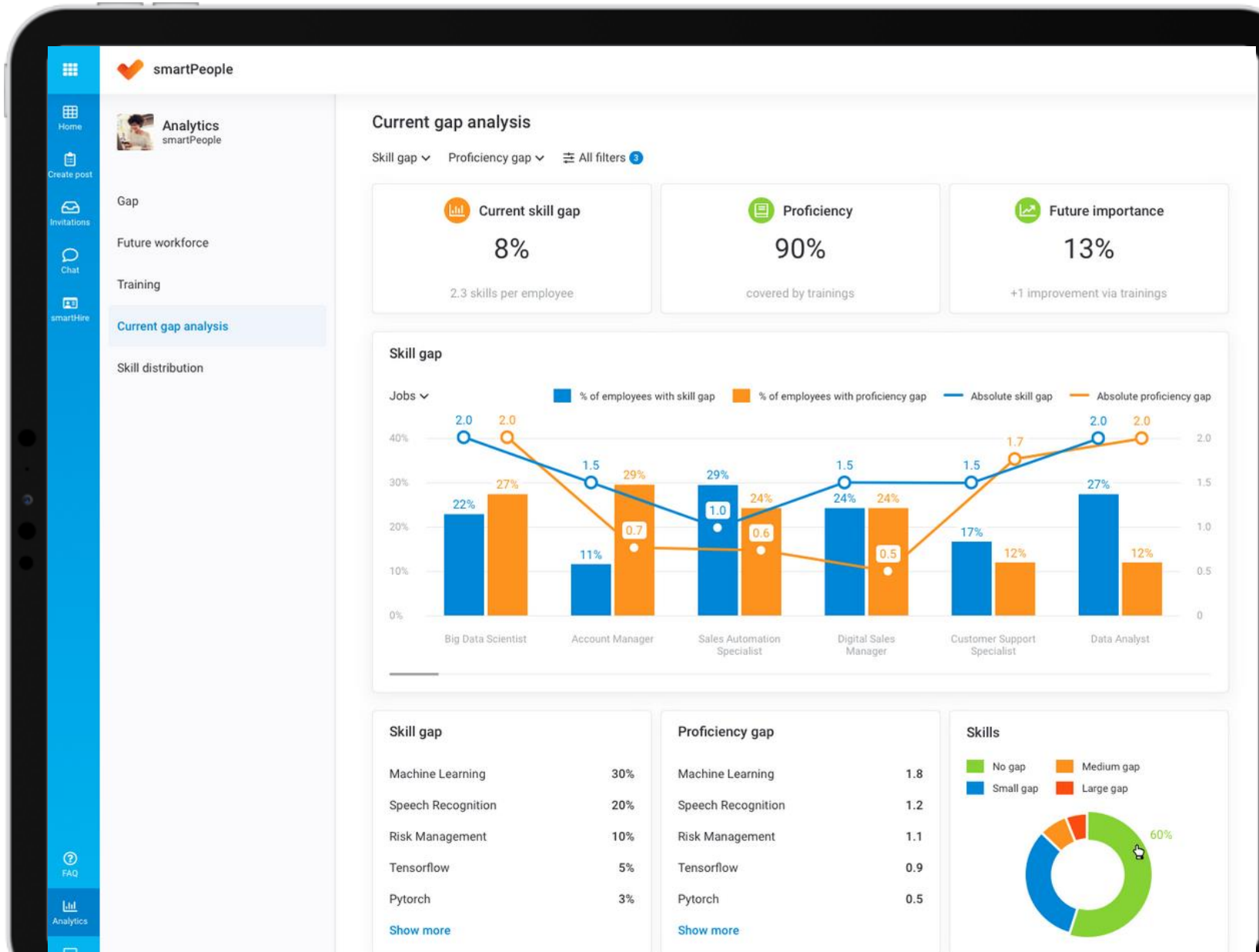


Feature details

Skill analytics and gap identification.

What's possible?

- Gain transparency on the overall skill landscape
- Identify skill and proficiency gaps in the workforce
- Find departments, teams, locations, etc. with valuable skills or skill gaps

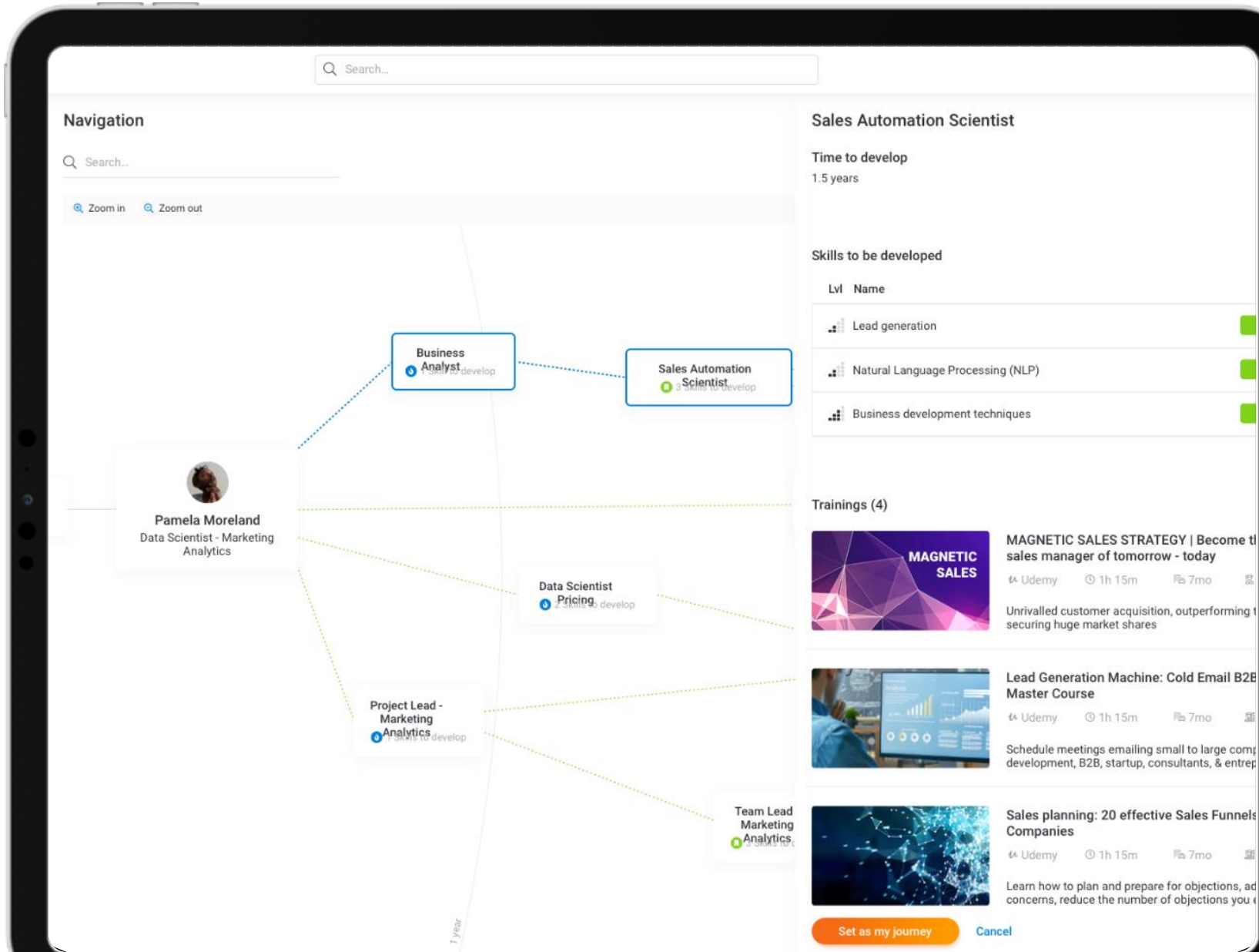


Feature details

Career and skill suggestions.

What's possible?

- Skill recommendations based on existing skill profile
- Your employees can navigate through different careers paths
- Employees can learn how future-proof their career paths is
- Employees can identify hot jobs
- Employees can learn about development times and skills that need to be developed to develop into the target profile



How we do it – your learning journey product in a nutshell.

Use a unique, global data pool and smart algorithms tailored for your success and optimized for fast execution.

Existing internal sources

SAP LinkedIn Learning

Potential internal and external sources / providers

coursera

Udemy

DataCamp

edX

Influencer

Speaker

- Access to globally crawled training pool, incl. Coursera, EDX, Udemy, LinkedIn Learning etc. (90.000+ trainings)
- Detect suitable trainings with an automatic AI-based approach for skill clusters, skills, journeys and paths (e.g. ‘data science’) or for individual employees
- Define learning based on global external market data (e.g. 2bn+ job postings, 10+ million skills, etc.)
- Fast, scalable and repeatable approach with customizable fully-digital learning experiences (e.g. handbook, mobile apps, etc.)

Feature details

Content analysis and selection.

Target: Provide a lean and pragmatic approach to determine relevant trainings and providers for the paths based on your evaluation criteria

Data crawling
(see previous page)

Shortlisted providers (large-scale and specialized) **and potential internal sources**

LinkedIn Learning
Udemy
coursera
DataCamp
edX

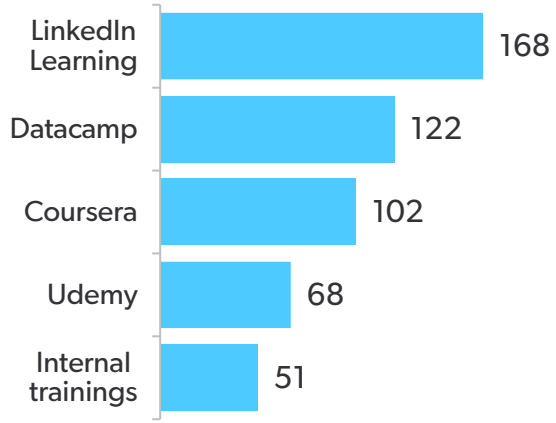
Influencers

Speakers

Content analysis

Automatic extraction and analysis of training content (description, title, targets, skills, formats, etc.)

Matching of learning path requirements against provider offering:



Content selection

Trainings and providers are selected based on your criteria, e.g.:

- Matching-score of training content to learning path requirements, e.g. to learning topics
- Quality of trainings (quality review, 'likes', etc.)
- Training format & diversity (formats, durations, coverage of multiple paths)

White-spot analysis

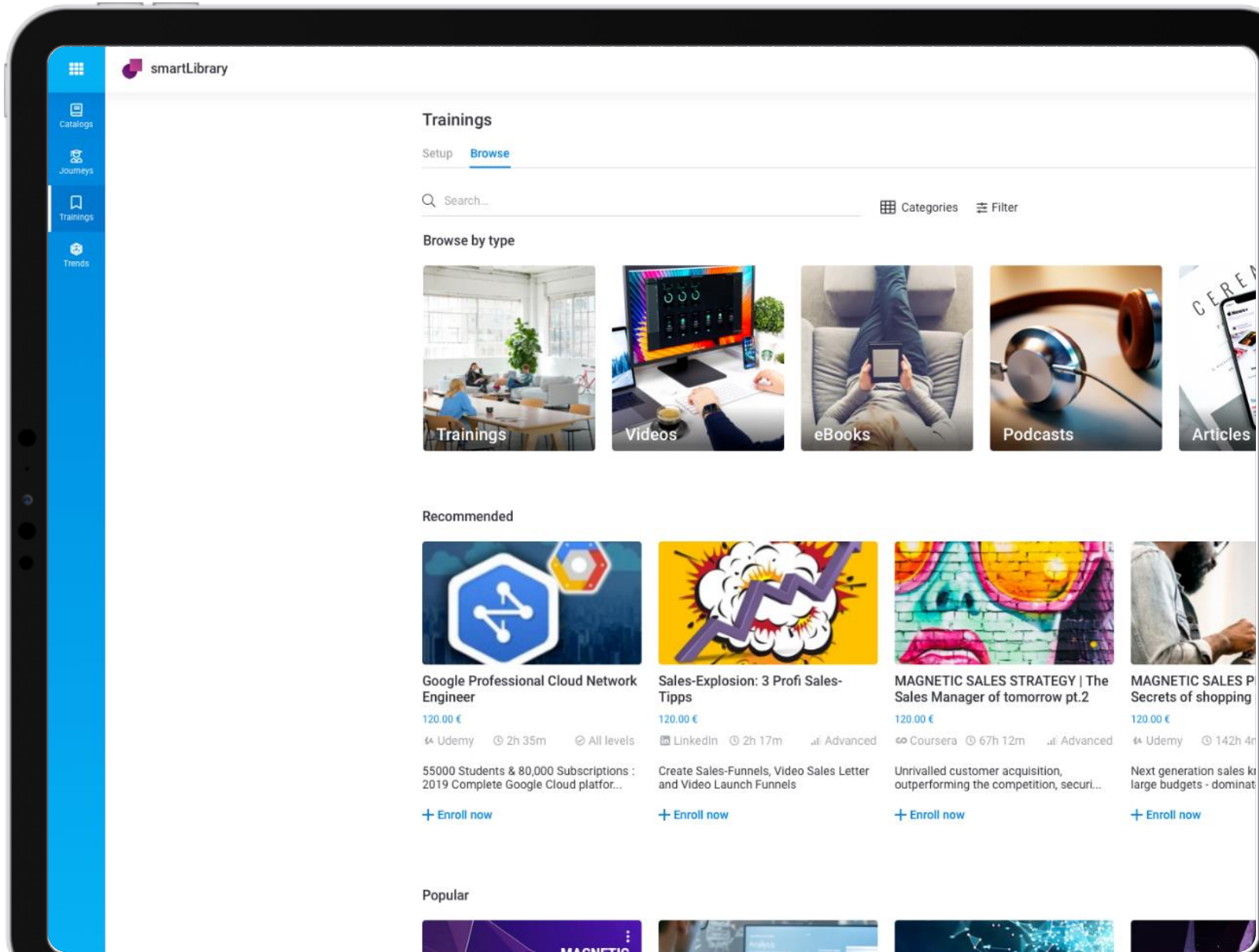
Joint discussions and alignments (Customer and HRF experts)

Feature details

Learning recommendations.

What's possible?

- Administrators can define training types and sources that are made available to the employees
- Trainings are tailored to the employee skill profiles
- Employees can browse through available trainings



Road to success.

Road to success

Success drivers.

Communication

Involve all stakeholders (incl. HR functions) proactively. HRForecast provides all relevant documents for all stakeholders.

Enable HR

Enable HR to onboard to smartPeople successfully with our onboarding platform and your dedicated onboarding manager.

Leverage existing data

Making use of your existing data instead of maintaining ‘just another tool’ improves the employee experience significantly

Target group

It really does not matter if you go functional (e.g. by job family) or geographical (by country or location). Communication and culture is the key

Road to success

Roll-out effort.

Your **dedicated onboarding manager** for all your questions

+

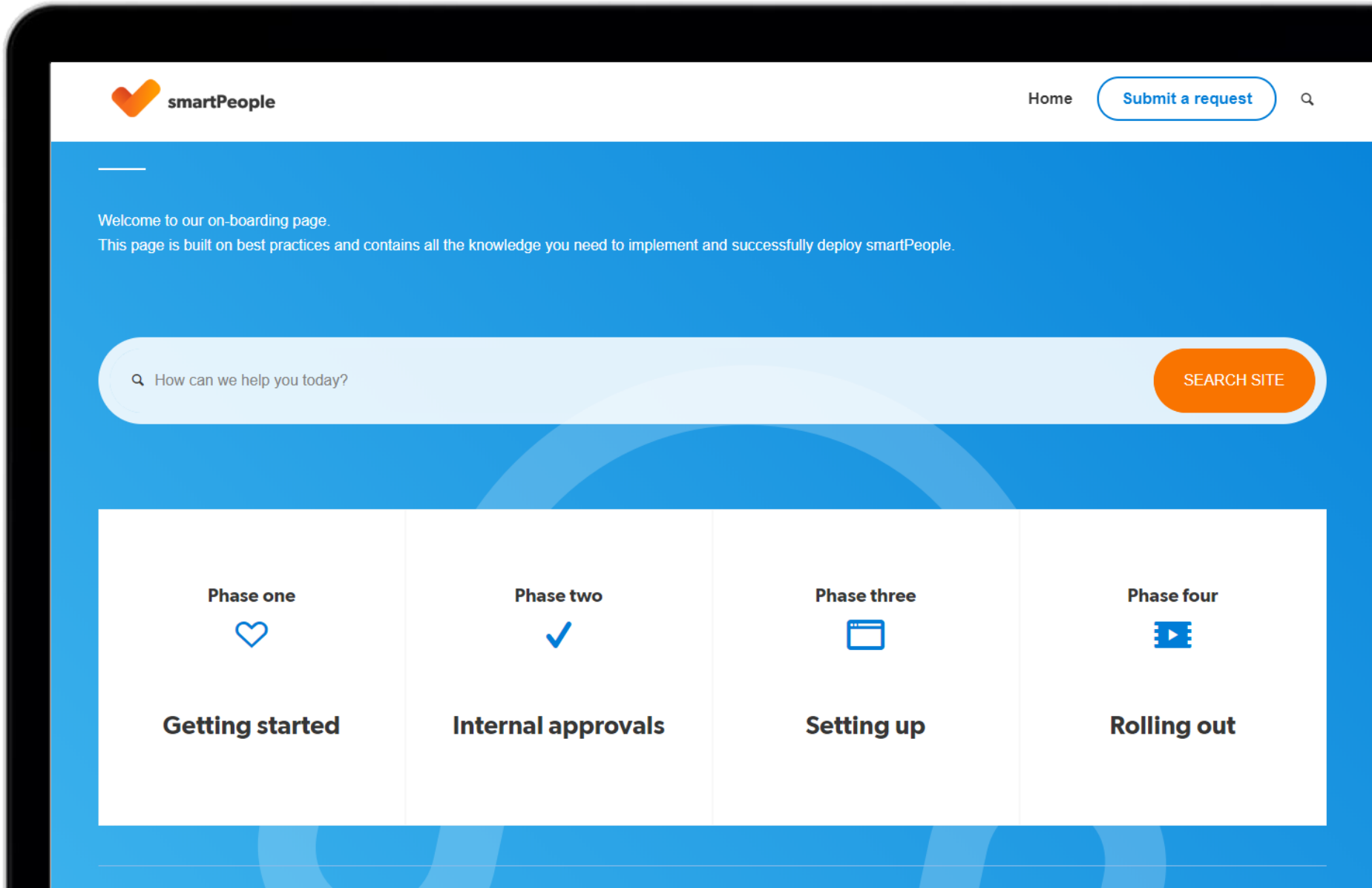
self-service **onboarding platform for admins**

https://www.hrforecast.de/support/smartpeople-admin/

+

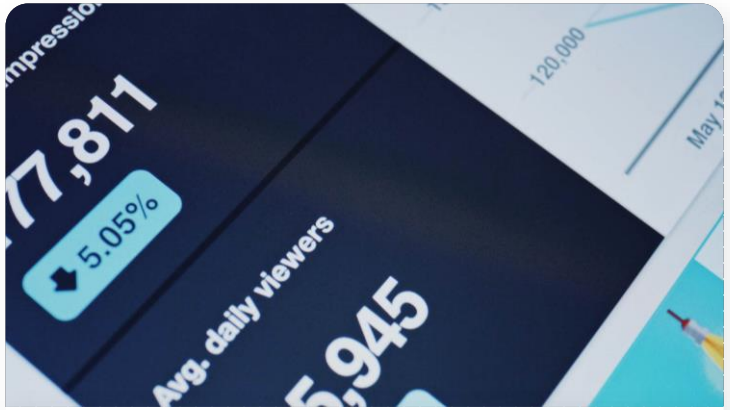
Self-service **onboarding platform for every user**

https://www.hrforecast.de/support/smartpeople/



Road to success

Your benefits from our partnership.



External Data

Making world-wide data accessible for you

- Future workforce insights (trends, operating models, role evolutions)
- Future job and skill profiles
- HRForecast job and skill catalogue

Smart Algorithms

Making complex things happen

- Making skills visible
- Connecting skills
- Scenario planning
- Analytics

Easy Accessibility

Making the future easily accessible for every organization and employee

- Easy access via apps (web/mobile)
- Leveraging existing data
- Global data provision
- Dashboards & visualizations

Our technology and interfaces.

Our technology and interfaces

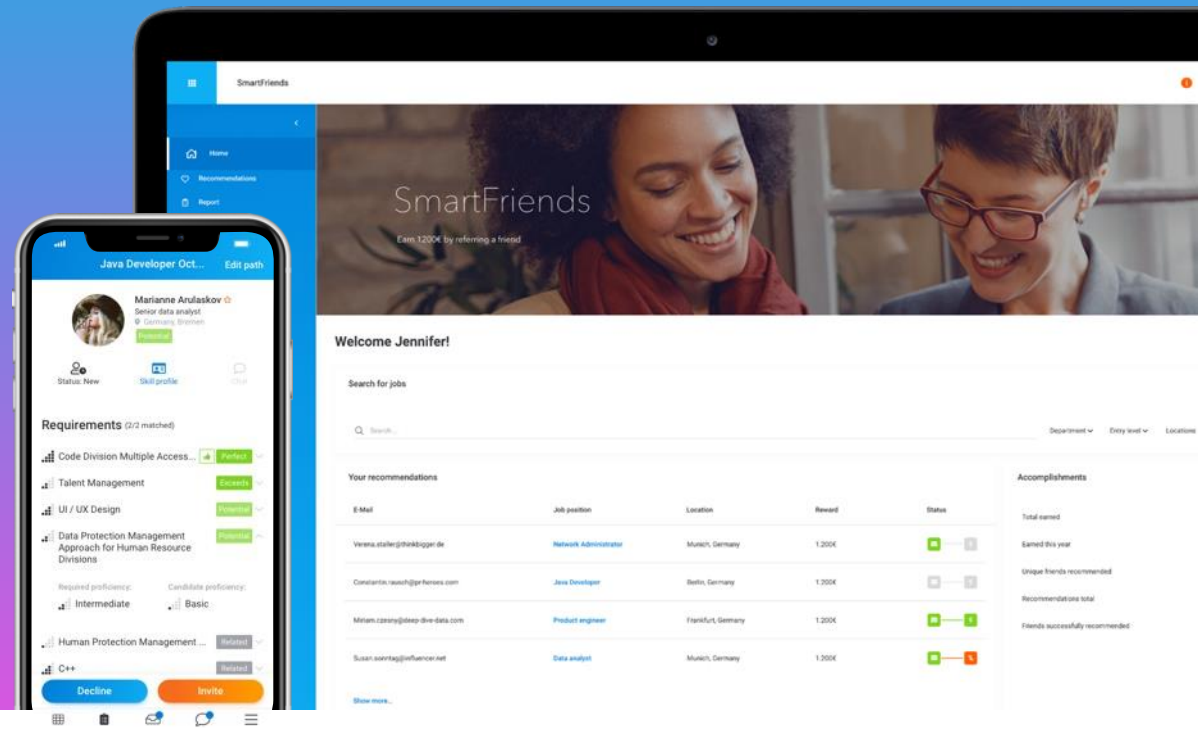
HRForecast apps and algorithm universe.

Internal data
(e.g. SAP, recruiting data, maintenance data)

External data
(e.g. patents, job postings, salary data, weather data)

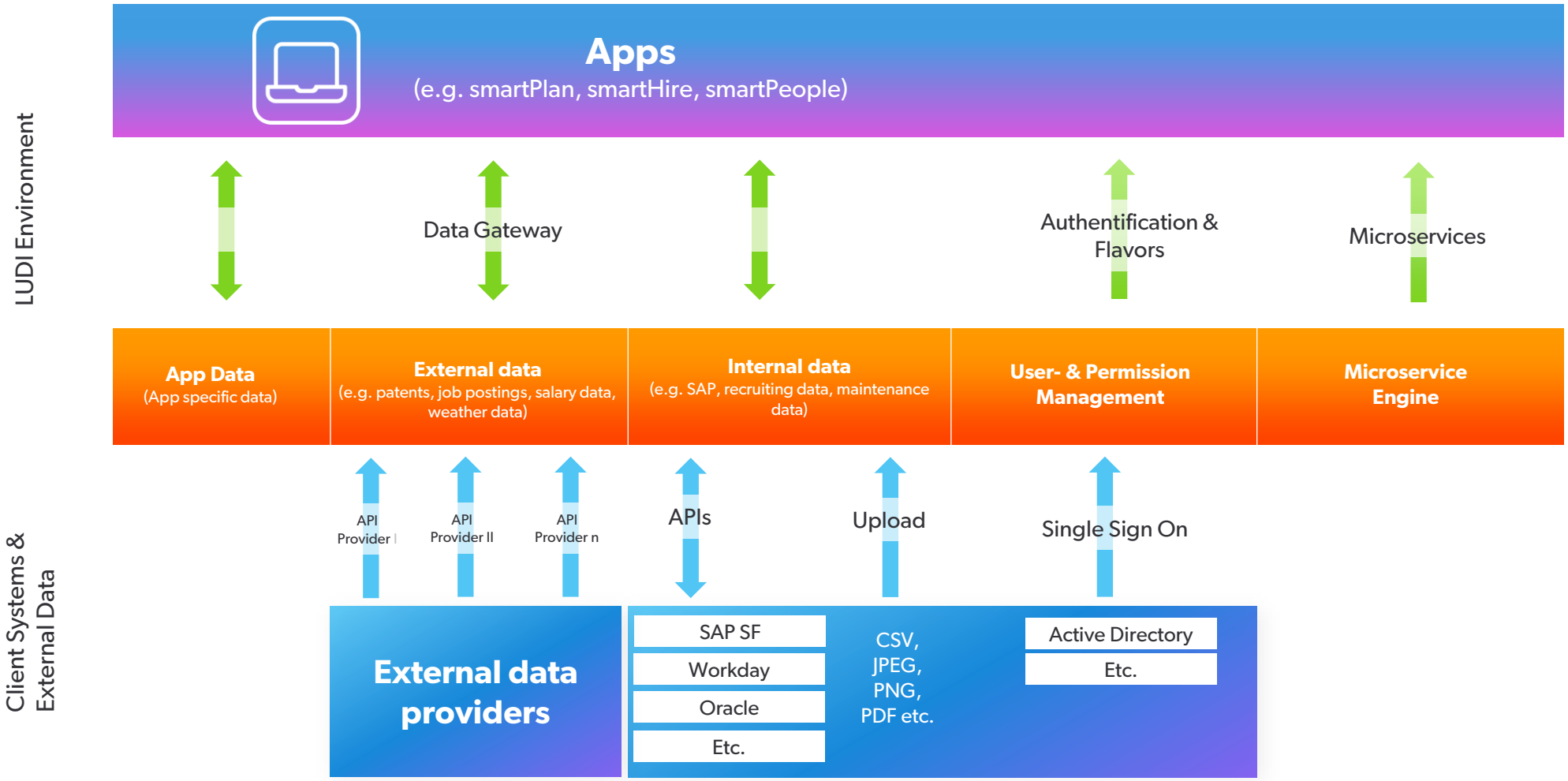
Microservices - smart algorithms & APIs

Apps
(customized apps and standard tools like PowerBI, Tableau)



Our technology and interfaces

Application architecture.



Let’s shape the future together!

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