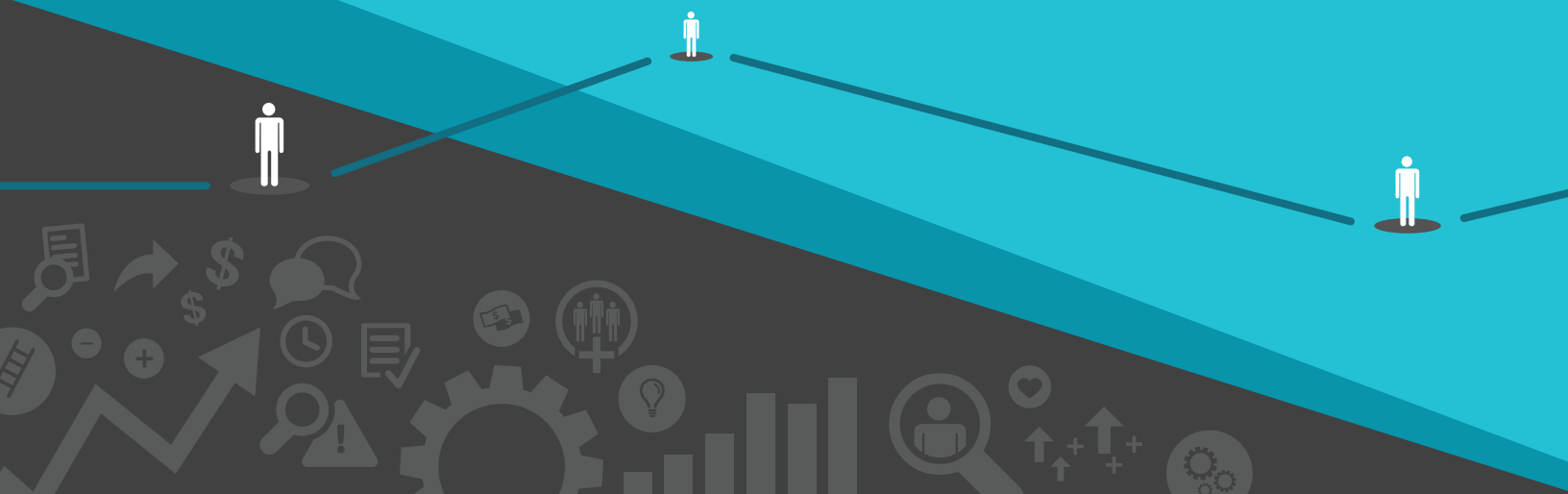




From Zero to Hero:

A Transformative Journey Through Workforce Analytics

Travel with us to learn how quickly you
can become the resident authority for your company.





Become A Workforce Analytics Superhero

You're the consummate Human Resources professional, a rising star in your company because you get things done, meet challenges, and solve problems. You "get" analytics and know the information you need to make better workforce decisions is buried in all those management systems – but you can't seem to dig insights out of the varied bits of data when they don't connect with each other.

The biggest challenge you have is how to make employee information cohesive, useable and insightful for the people managers on the front lines who need it.

You have all the right moves to make it work:

- ✓ A desire to build new & sustainable organizational capabilities
- ✓ Leadership that supports your appetite for measurements & data
- ✓ An appreciation of constraints in your HR & IT departments that limit in-house data measurements
- ✓ An open mind for new, innovative solutions

Partnering with ZeroedIn will take both you and your company to new heights. We'll show you how.

Ready to rise to the challenge?

Liberate Your People Data



We're now decades into the information age, yet it's still hard for companies at every level to access information about their workforces.

HR and workforce management systems span many software and services choices. The footprints of these systems are growing as companies look to streamline their people processes and move from a "one size fits all" model to an integrated suite of specialty solutions. While data rich, your workforce systems are information poor. They're limited to the activity managed within their domain. How can you integrate all of your cloud and on-premise systems to get a complete picture?

The good news is the data is there.

It's just a matter of exporting it, merging it, analyzing it, and creating the right visual stories to make it consumable and actionable. It seems simple, but it's difficult to do consistently and efficiently – unless you have the right help.

Sure, you could build an extensive data warehouse and bring everything together from your HR, payroll, talent, recruiting, and business systems, but that would be just the beginning. The integration would require lots of time, money, and on-staff experts to work with all the data and, well, someone would still have to make sense of it all.

You need a partner that does this work daily.

Someone to help analyze the data and draw insight from it, and bring the information to life for the people at your company who need to understand it. Someone with tools and resources, and know how.





Your Most Important Asset Is Your People Data

When your CEO says, “Our most important asset is our people,” is that statement supported by the accessibility and clarity of your people data? Can you easily get answers to the workforce questions your CEO and people managers are asking?

You know that data helps companies make better decisions. If a company has a workforce problem it can't see, then it needs a workforce analytics solution to gain sight of it – and ultimately insight to resolve it.

Employees are the biggest ticket item your company has. It's no wonder your company gathers piles of data on productivity, compensation, performance, and various moves in, out, and across the work spectrum.

Businesses want to zero in on how to better connect the dots between talent success and business success.

And that's exactly what we do.

ZeroedIn mobilizes your workforce data from deep inside management systems and delivers it across your organization, leading to faster problem identification and quicker solutions. We empower managers to make data-driven decisions and give you the ability to monetize the impact of workforce related issues.



Bring Relief To Your Front Lines

The most brilliant strategies fail when the troops don't get the support they need to fight the good fight. ZeroedIn delivers powerful, tactical workforce data support to managers at the front lines, helping win the war for talent every day.

With ZeroedIn, everyone who needs insight gets it in a way that's useful to them.



Movement, **Productivity**, Labor Hours, Engagement, Leave, **Recruiting**, Payroll, **Diversity**, Recognition, **Turnover**, Leadership, **Performance**, Onboarding, Tenure, **Retention**

Our cloud-based workforce analytics suite employs six essential tools to deliver your most valuable insights to your HR business partners, executives, people managers, and analysts:



Role-Based Data Experiences



Collaborative Data Rooms



Management Scorecards



Integrated Surveys



Predictive Talent Indicators



Workforce Analytics Concierge

Role-Based Data Experiences

Each user gets just the information he or she needs through facts, figures, and words geared to their role in the company. They can then work with the data: slice, dice, drill down, filter, transpose, save, recall, print, export, and more. Not only does ZeroedIn bring users top-level insights and facts, but also the individual names and numbers that roll up into those insights. Each user, though, only gets the capabilities you allow and the information you authorize at each organizational level.

Collaborative Data Rooms

Sometimes a picture is not worth a thousand words unless a colleague can interpret it. With ZeroedIn, users can create personalized views and annotation, and share with others. Visuals help the data come alive. Context is the key to both understanding data and compelling those who can influence change to take action.

Management Scorecards

Imagine being able to develop a workforce roadmap with GPS, where managers and teams get a clear line of sight to your strategic goals and the work that needs to be done to get there. With ZeroedIn management scorecards, you can map and monitor strategic initiatives so executives know where you are every step of the way. ZeroedIn calculates and reports indicators that will guide resource realignment and course correction at all levels.

Integrated Surveys

Part of the data that is so valuable to your organization comes directly from what your employees say. With surveys integrated into the ZeroedIn workforce analytics suite, you'll be able to capture and analyze their opinion and comments in one place. You can even have surveys sent out automatically at specific occurrences to capture employee engagement, new hire, onboarding, and separation feedback. Survey results are automatically aggregated and analyzed with your other business data points – getting to root cause and change in a way that's faster, cheaper, and better because you have these tools at your fingertips.

Predictive Talent Indicators

Don't let the past repeat itself, unless of course you want it to! ZeroedIn uses the power of machine learning – a subset of artificial intelligence (AI) – to build and train our algorithms so they continually learn from your workforce data. This allows us to predict future employee behavior based on the past. You'll be able to capitalize on proactively identifying employee flight risks, rising talent, perfect candidates, ideal successors, and more from the ZeroedIn library of predictive models and indicators.

Workforce Analytics Concierge

Often times, clients are faced with the challenge of not having the HR or IT resources available to manage a new technology solution. Our workforce analytics concierge solves that problem by eliminating the need for dedicated client resources allowing you to get started today.

ZeroedIn Does The Heavy Lifting For You

We're more than just customer support.

Like a hotel concierge, we fulfill any and all requests you may have related to your data and workforce analytics initiatives. Our concierge becomes your team of data scientists and product specialists whose duties include tasks like:



- ✓ Account maintenance
- ✓ Metric development
- ✓ Data discovery
- ✓ Trend analytics
- ✓ Analyst guidance
- ✓ Predictive modeling
- ✓ Survey development

Get to real insights and real value more quickly.

Our concierge fast-tracks your path to ROI by providing routine data science activities that uncover potential risks and areas of opportunity with your workforce. We meet regularly with you to discuss our findings so you can take appropriate actions.

We Do The Work, You Get The Credit

ZeroedIn mobilizes your workforce data across the organization, giving everyone faster access to insights, faster problem identification, faster decision making, and faster results.

ZeroedIn helps you harness the potential of your workforce data by using advanced technologies and services to anticipate disruptions to your business before they happen.

Our unique approach enables you and your HR team to make a bigger contribution to your company than ever before.



Masterful • **Bold** • Empowering



Let ZeroedIn Rise to Your Occasion.

We have a complete workforce analytics suite of software and supporting services to deliver the intelligence you and your managers need to propel your workforce and your business forward.



Epilogue

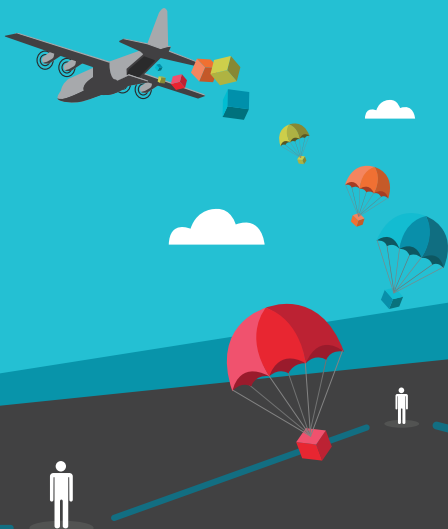
A company badly needs help identifying areas for workforce optimization to minimize costs and maximize productivity. A Rising Star in HR brings the company's attention to ZeroedIn – one of the only providers in its field that brings turnkey, integrated workforce data to the front lines.

Rising Star is given the okay to partner with ZeroedIn. ZeroedIn works with Rising Star to empower company management, bringing them the data needed to make accurate and timely workforce decisions. The insights that ZeroedIn and Rising Star provide quickly result in the successful restructuring of struggling business units and ultimately, to millions of dollars added to the company's bottom line.

Rising Star is now the Hero of the C-Suite and the resident authority on workforce trends, insights, and recommendations. New doors have opened. Life is good.

Deep inside your organization, a stockpile of powerful workforce data lies dormant. On the outer edges wait the people who need it. Your mission is to get it to them. Equip your people to conquer everyday challenges with the workforce analytics solution that mobilizes your data across the entire organization – ZeroedIn.

**We bring workforce data
to the front lines.**



 zeroedin

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