

visier

WHY CHOOSE VISIER



Visier People® is your end-to-end people analytics solution for building a people-powered enterprise. Here's how we help you see the human truth in your organization.



Visier makes hard things radically simple

Rather than embarking on a lengthy, risk-filled project to build analyses from scratch, Visier's pre-built solution requires only data onboarding and security configuration. It's designed to easily plug into your existing data and analytics fabric. When that is complete, your organization is ready to take advantage of the ready-to-use questions and analytics to improve decisions related to talent acquisition, diversity, employee attrition and retention, compensation and more.

Visier's Proven ROI

Average Payback

7.5
months

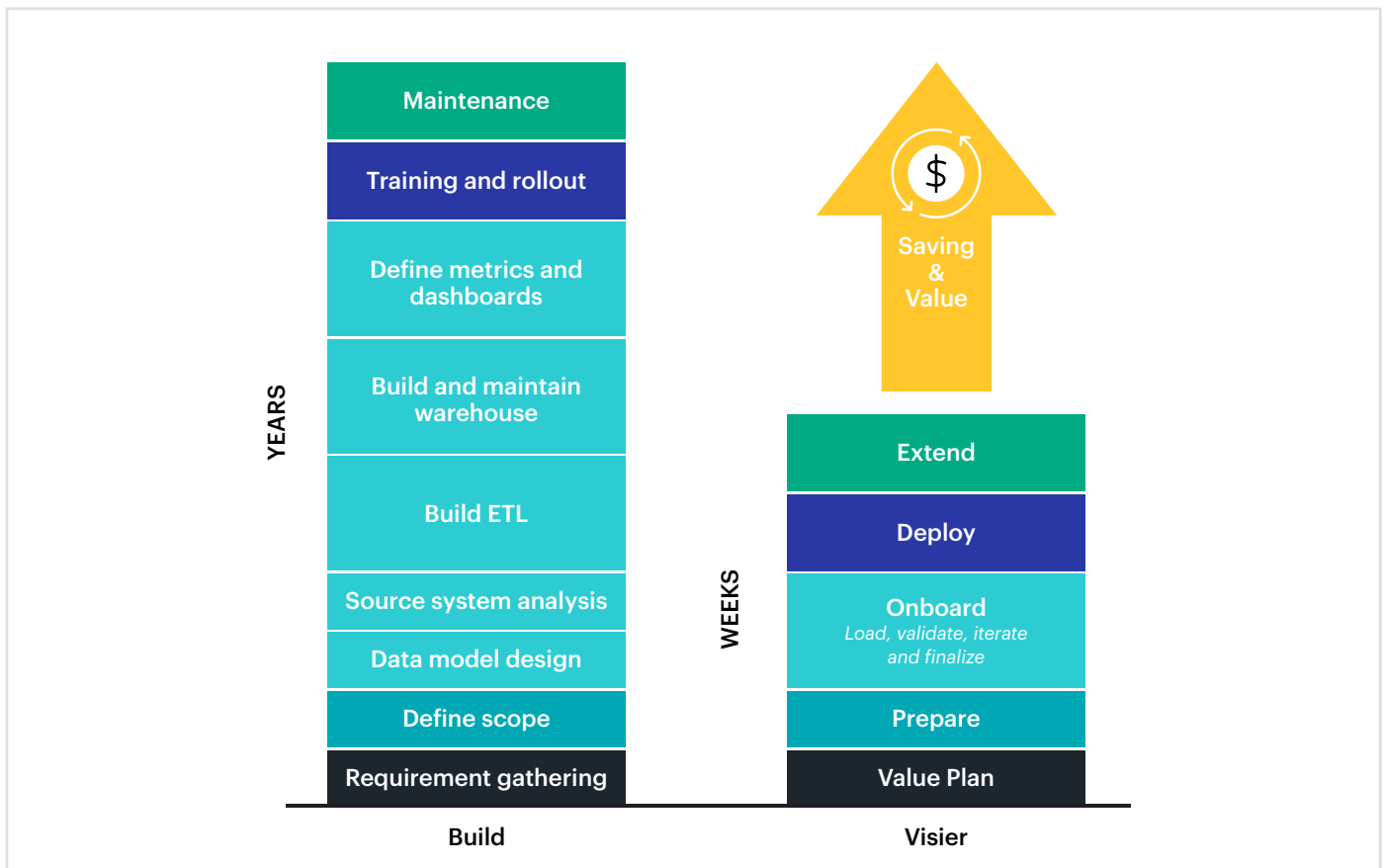
—

Five-year ROI

293%

Source: IDC

Simplify and automate the most time consuming parts of the people analytics process





Visier connects business outcomes to people

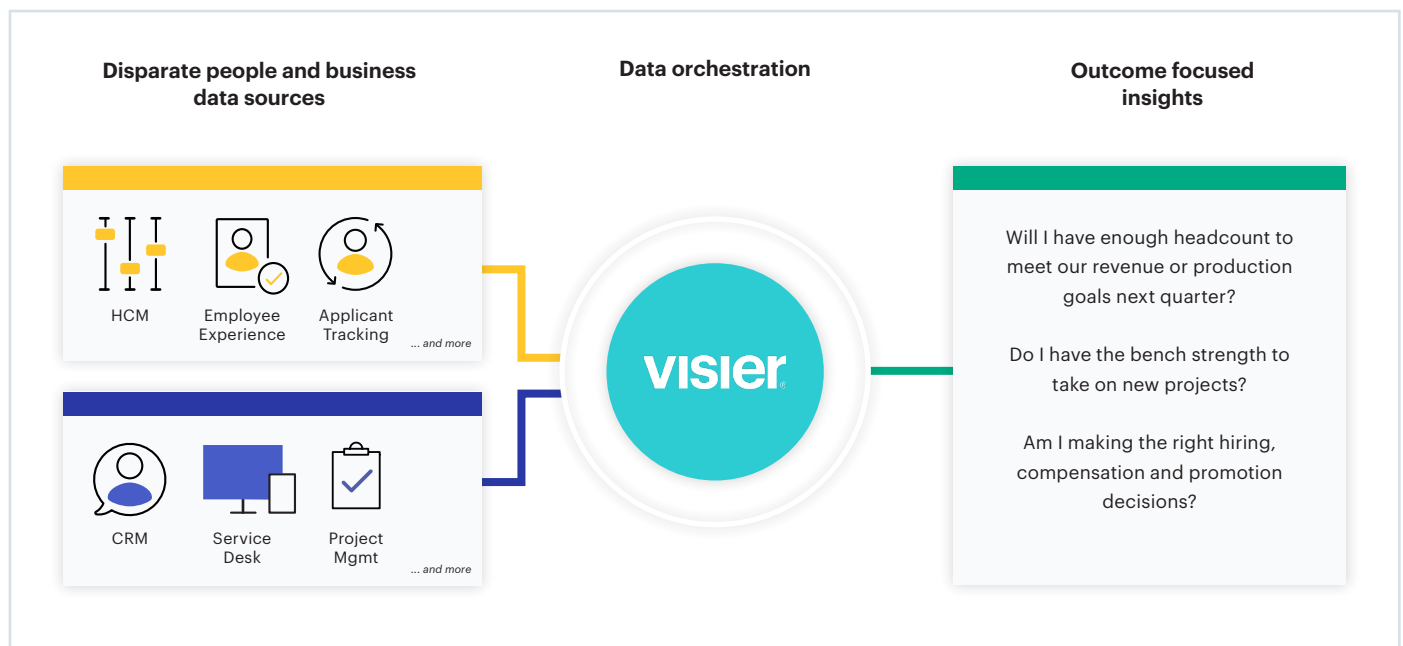
Visier is an open and extensible platform that unifies people and business data from across your organization into a single analytical model. This combined data helps people leaders see and act on the impact employees have on the business, and the impact the business has on the employee.

For example, sales leaders need to keep their eyes on two things: 1) hitting revenue targets and, 2) what are the risks of not hitting this target. People play a big part in this. Top performers and regions help to drive the team towards those targets, while low performers and regions are risks. By bringing together data about your sales organization, both from the individual level and regional level, with capacity and quota data you can understand areas where you need to take action on risk.

Combining distinct data sources, once within Visier, is extremely easy to do. The amount of time saved by getting clean data into the Visier environment to allow for ad hoc reporting is a game-changer on its own.

NASA Jet Propulsion Laboratory

How Visier People Cloud Works





Visier arms leaders with insights to lead

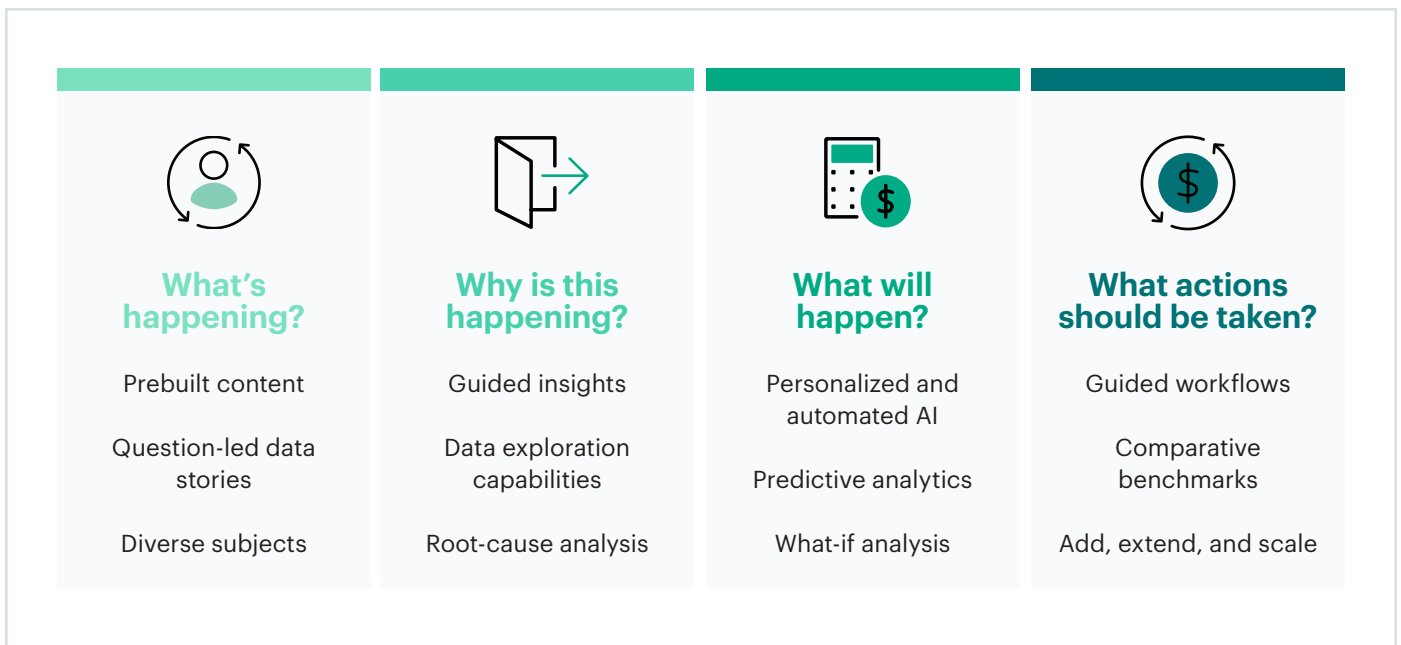
One of the reasons people data initiatives fail to reach their full potential is the lack of adoption, particularly among executives and people managers. Visier’s intuitive user experience plus personalized AI, metrics, and benchmarks guide users to the right questions—and the right context—so they make better, more responsible decisions.

Over the past couple of years, many companies made public pledges to improve diversity, equity, and inclusion within their organizations. Now it’s time to deliver on the promise. For example, an organization facing a lack of representation of women in leadership roles, can use Visier to identify bias in promotion and hiring activities as well as the drivers for voluntary turnover for female executives. Using that insight, managers can understand where their organization stands in terms of DEI, so that they can make responsible decisions to improve their progress.

A key early decision was to use Visier as a business tool, not just an internal HR tool. While HR needs to have it, our key stakeholders are the managers and leaders running the business. Visier enables everyone to ask and answer questions themselves using data.

Uber

Make better decisions with insight and foresight





What you get with Visier

1 in 3 Fortune 500 companies use Visier to improve their employee retention, diversity and inclusion, engagement, and more. Compare Visier to other people analytics and BI solutions:

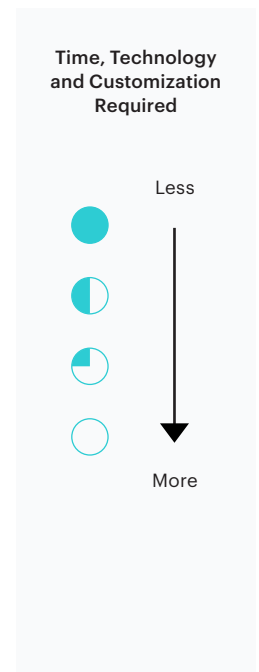


When managers are in the application, looking at their own data set, they can see things are accurate, and the conversation switches to being more strategic.

Pitney Bowes

A comparison to other people analytics

	Requirement	Visier	HCM Analytics	Analytic Tools
Data	Access to multiple sources	●	◐	●
	Data cleansing, standardization and normalization	●	◐	◐
	Predefined and extensible analytic model	●	○	○
	Single, unified, historical view of people	●	◐	◐
Analytics	Guided and question based user experience	●	◐	◐
	Data visualization and reports	●	◐	●
	Ad hoc data exploration	●	◐	◐
	Internal and external benchmarking	●	○	○
	AI and predictive analytics	●	◐	◐
	Single planning and analytics in one application	●	◐	○
Administration	Role based, detailed, aggregate and security	●	◐	◐
	Open and scalable infrastructure	●	◐	◐
	Full Application lifecycle management	●	◐	◐
	Expertise and best practices to ensure rapid time to value	●	◐	○





Why now is the time for Visier

As companies address ongoing workforce disruption, they're faced with uncertainty about the future of people management. Forward-thinking CHROs and their teams are using the Visier people cloud to combine people and business to eliminate some of the guesswork. This type of decision-making allows them to see the best their people and business can achieve together.

Want to learn more? Request a personalized demo at

www.visier.com/demo

After adopting Visier, interviewed companies saw a gain of the equivalent of approximately 15 full time positions, a 20% improvement. This resulted in an annual productivity based business value of \$1.09M per organization.

Source: IDC

Visier is the globally recognized leader in people analytics:



2,000+

Built-in Metrics



15+ Million

Employee Records



15,000+

Customers

Organizations making trusted decisions with Visier.

