

MOVE FROM KNOWING TO DOING WITH VISIER WORKFORCE AI

Navigate your workforce transformation with
the right data, context, and guidance





How do you know you're making the right workforce decisions, fast enough?

Look around you. Something has changed. Not gradually, and not in any one place.

AI isn't just changing how we get insight. It's changing the workforce itself. Organizations are already redesigning how work gets done, who does it, and what leaders are actually accountable for.

While business strategies may evolve at AI speed, workforce decisions still move at spreadsheet speed.

And truthfully? That used to be OK. Organizations used to be able to move slower, taking time to course-correct 90 days after a decision has been made. But now, that's gone. Annual planning cycles, fragmented understanding of business supply and demand, and inevitable silos across teams don't fit the new reality.

The organizations that are leading the way are the ones with systems and teams that support an accelerated workforce transformation journey.

It starts with a shared context layer that gives HR, finance, IT, and leadership one source of truth on their workforce, and the confidence to act on it before the window of opportunity closes.

To help you understand the complete picture of your workforce.

To help you plan for the present, and for the future.

To give you the guidance to act.

To adapt in real time, because workforce transformation moves whether you're ready or not.

Visier is here to help you meet this moment.

UNDERSTAND

Know what's happening and what's coming next

PLAN

Create workforce plans that propel the business

RECOMMEND

Surface what matters and what to do about it

ACT

Make workforce decisions where work happens

IMPROVE

Track what's working and course-correct in real time

Visier enables the five critical capabilities workforce transformation demands.



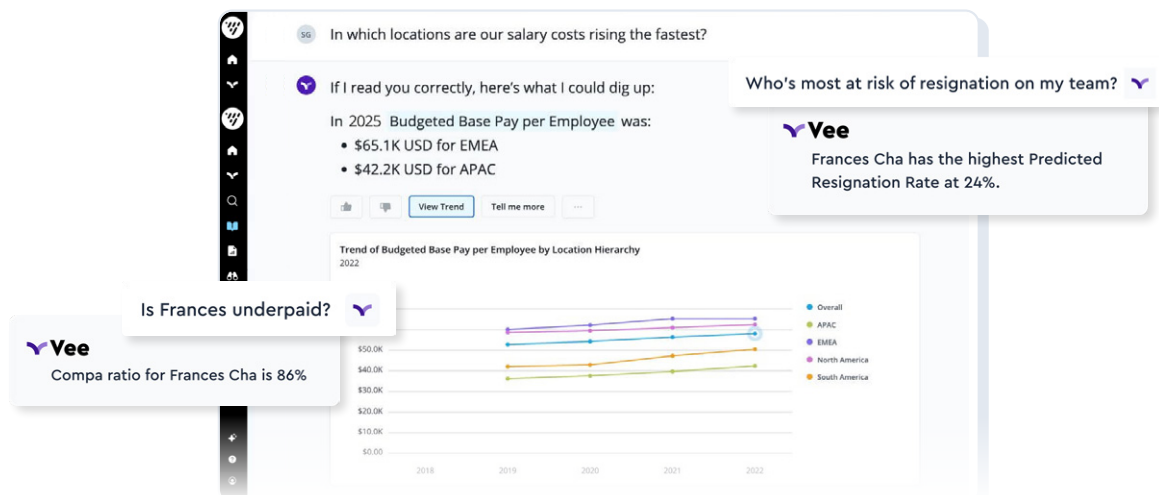


Visier helps move organizations from knowing to doing

Business leaders are making workforce decisions every day without the intelligence to back them up: the data exists, but your analytics team can't reach everyone who needs it.

Vee, the conversational analytics partner from Visier, changes that by placing workforce intelligence directly into the hands of the people making decisions so every leader gets the context and guidance they need, when they need it.

Built on top of the most comprehensive workforce data model in the market, ask Vee a question in plain language and get an answer grounded in your organization's data, definitions, and data security.

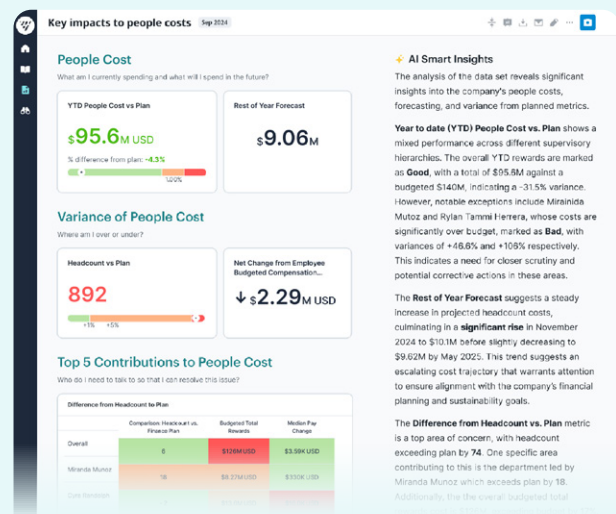


Turning insights into clear guidance for workforce decisions

Vee's answers are grounded in Visier's workforce context engine, which carries the definitions, relationships, and governance rules that give every metric and piece of data meaning, unlike generic AI tools.

Vee Boards are designed to help leaders find the signal in the data quickly, so they can take action:

- ✓ What's the current state?
- ✓ Is there a problem?
- ✓ What factors are contributing most or least to the situation?
- ✓ Where are the most impactful risks and opportunities?



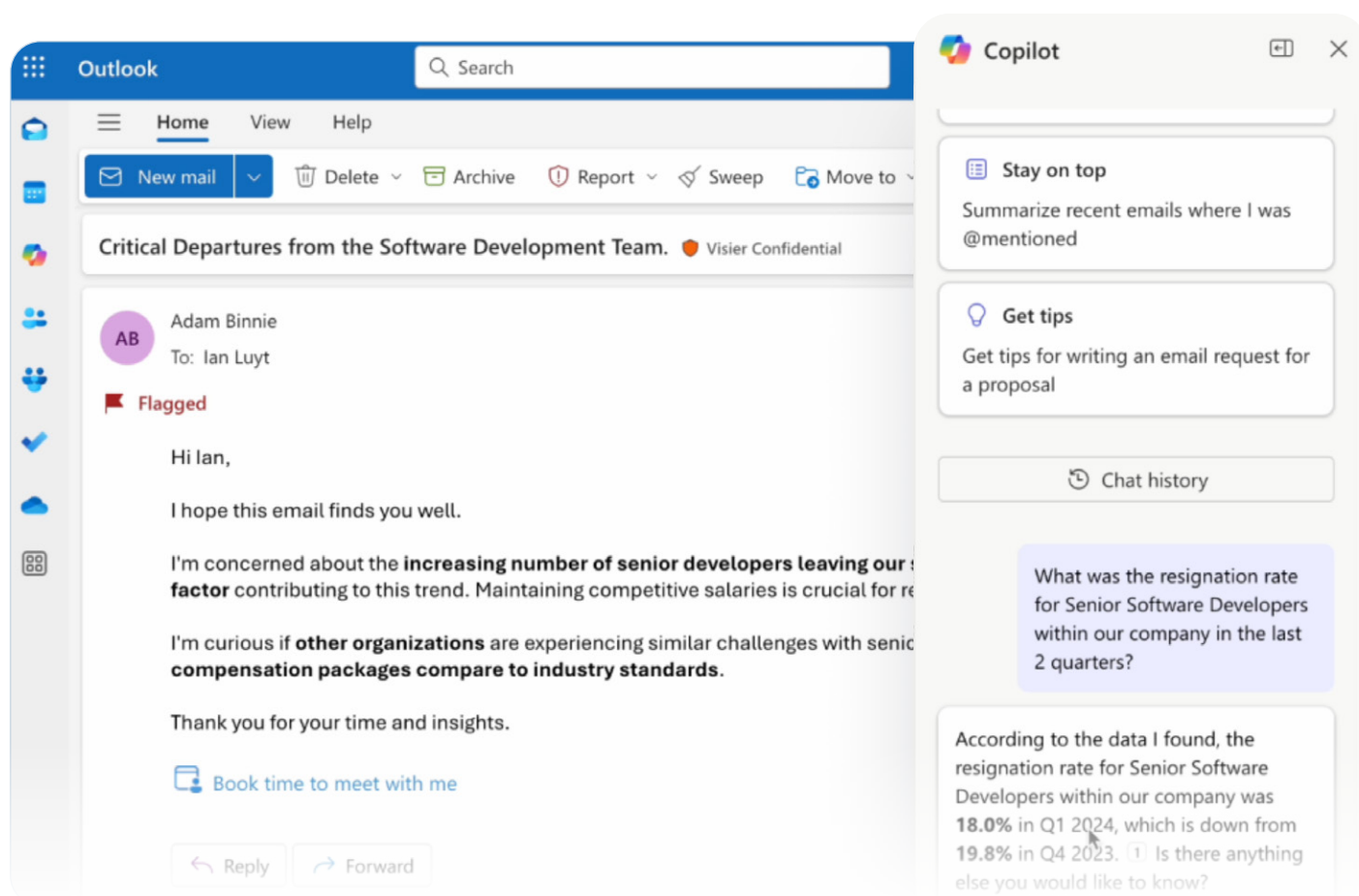
Vee Boards offer always-on AI analysis for your executives and people leaders.



"Vee is the future."

It's a technology that we absolutely need. It's a game changer for the less tech-savvy to access people insights. Frontline managers can ask a simple question in [Microsoft] Teams about turnover and get back an immediate answer instead of coming to the people analytics team.

– Sameer Raut, Vice President, HRIS, Sunstate Equipment



Three ways Vee transforms guidance and insights delivery in your flow of work:

- 1 Get answers to workforce questions within Teams, Copilot, Slack, or any AI agent with MCP
- 2 Add content from Visier into your email or doc with one click
- 3 Automatically generate full editable reports based on your people data, cutting hours from your workflow



Get more strategic with your workforce planning

Understand the workforce and cost implications of structural decisions before they become expensive to undo.

Strategic workforce transformation can only happen with the most complete picture of the workforce.

- **Connect strategy to workforce decisions**
Translate business priorities into implications for skills, capacity, cost, and headcount.
- **Evaluate tradeoffs before you act**
Model scenarios to understand the cost, risk, and organizational impact of each choice.
- **Stay ahead of what's next**
Adapt quickly and confidently as business priorities, markets, and technology evolve.

Visier connects live workforce intelligence and structural modeling in a single platform, helping leaders evaluate options, understand tradeoffs, and make decisions with speed and confidence.

60% of business leaders blame organizational silos, and a fragmented data landscape for poor workforce planning outcomes.

Source: Visier Research, 2025

Use Visier to...

Create the ideal org structure

Create three org structures for a Houston engineering team using our North American team as a benchmark

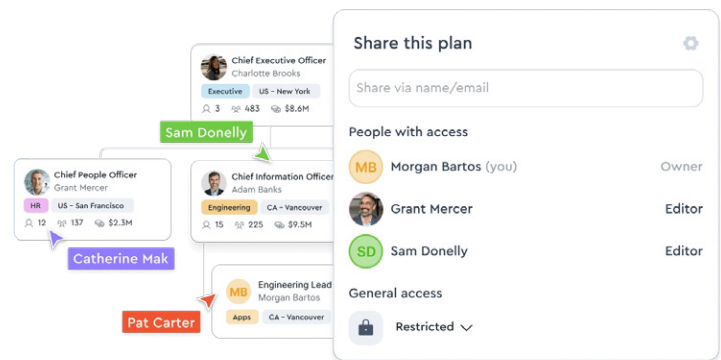
Here are three distinct [organizational structure proposals](#) for the new Houston engineering team.

Model A: The Experience-Led Model

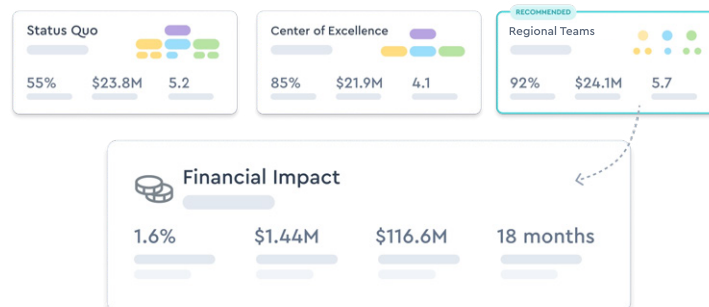
This structure prioritizes speed and excellence by hiring senior talent. It is designed for rapid execution on complex challenges, minimizing ramp-up time.

Ask me anything...

Model and evaluate scenarios



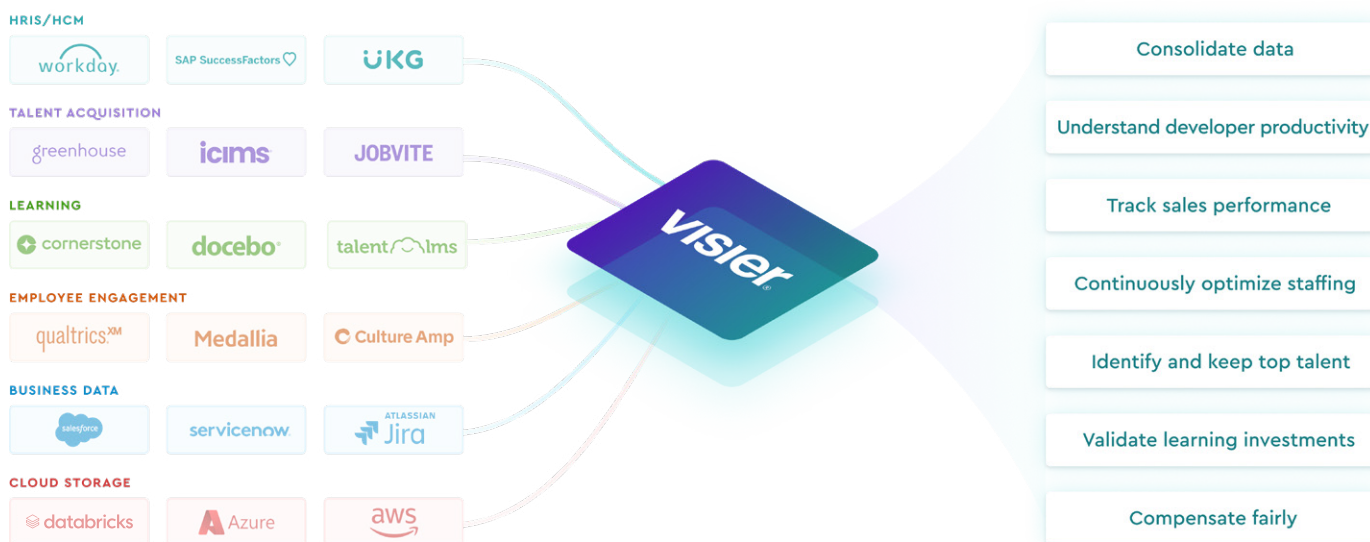
Collaborate across HR, Finance and Business Leaders





Prebuilt connectors for seamless data integration

One of the biggest hurdles to workforce intelligence is data integration—but Visier eliminates this challenge with dozens of pre-built connectors for the world's most commonly used business applications. These connectors allow organizations to ingest and analyze people data and work data effortlessly, unlocking immediate, continuous insights without heavy IT involvement.



AI built for Workforce Decisions



Secure & governed

Visier is built for delivering your critical workforce data securely. We have the controls in place so sensitive data stays that way.



Answers you can trust

Visier provides a workforce context layer so every response is accurate, consistent, and trusted.



Predictable cost

Visier allows HR to deploy AI via a fixed-cost model instead of unpredictable spend on technology.



Works with your stack

Visier connects workforce intelligence into your company's AI infrastructure using standardized technologies.



Real Organizations. Real Outcomes.

Built for enterprise and trusted at scale



85k+ customers in 75 countries



\$3M

**SAVED IN CAREGIVER
REPLACEMENT COST**

"The biggest impact we've seen for business outcomes has been how we begin to forecast vacancies. We used our data from Visier to understand what will happen in the next quarter for some of our key openings. This has allowed us to give leaders an opportunity to make choices about whether or not they want to hire ahead."

Mark Smith

Vice President of Workforce
Strategy & Analytics Providence



↓50%

TURNOVER

"With Visier we have the flexibility and confidence to be in front of our executive team and say, 'Don't worry, we can get you the analysis you need.'"

Sameer Raut

Vice President of HRIS,
Sunstate Equipment



1,000

**HOURS OF WORK
ELIMINATED**

"With Visier, the time it takes to extract, analyze, and share crucial data has been reduced substantially. This access to real-time data has been instrumental in enhancing our leaders' decision-making skills, enabling them to better support our business strategy."

Kristy Hrycyshyn

Director of Talent Acquisition,
Gore Mutual





About Visier

Visier Workforce AI gives leaders, business executives, and managers, the trusted insights and contextual guidance to make confident workforce decisions and lead workforce transformation at scale. The company's award-winning technology expands beyond analytics, connecting insights to action during the workforce decision moments that matter most to an organization.

Our mission is to help businesses lead with insight at scale while continuously transforming in a rapidly changing workforce landscape.

Founded in 2010 by the pioneers of business intelligence, we have over 85,000 customers in 75 countries—including enterprises like Dick's Sporting Goods, Domino's Pizza, Experian, Amgen, eBay, and Ford Motor Company.

To learn more about Visier, visit visier.com.



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