

Solution Provider Profile

Gloat

October 2024



Company At-a-Glance	
Name of Product/Offered	Talent Marketplace Platform
Headquarters	New York, NY
Year Founded	2015
Geographic Coverage	120+ countries
Website	www.gloat.com

Gloat Overview and Value Proposition

Speed and agility are critical for business today, and the secret to success lies in your greatest asset: your people. But how can you effectively identify, activate, and retain talent to deliver results? Gloat’s mission is to change the way the world works by democratizing access to opportunity, breaking down organizational silos, and unlocking growth potential.

With Gloat, businesses can move like a startup and deliver like an enterprise. We've built a Talent Marketplace that gives employees access and agency to develop their careers within your company, while offering leaders and managers visibility into the skills, aspirations, and bandwidth of their talent. Gloat's open-platform approach enables businesses to customize their employee experience and meaningfully centralize workforce data so they're ready to navigate change at speed, retain critical skillsets, and design a future-fit workforce.



"We have not seen the Great Resignation in Seagate. And the game-changer for us is that we've been on this journey with Gloat for the past year."

-Patricia Frost, Chief Human Resources Officer at Seagate

Gloat helps companies:

- Turn skills into a competitive advantage
- Make real changes to promote diversity and inclusion
- Unlock organizational agility and outpace the competition
- Win the war for talent and reduce turnover costs
- Replace silos with mobility
- Grow and develop their people
- Navigate major disruptions

What is a Talent Marketplace?

For decades, companies have operated in silos, organizing work and talent by business function and role. But employees have skills, interests, and capabilities that go far beyond their current roles, and this siloed mentality is preventing businesses from unlocking their full potential.

Gloat's technology was designed to bridge this gap. Our solution understands the relationship between work, skills, and interests, and connects people to opportunities beyond their organizational silos—allowing managers to tap into qualified talent across the business when and where they need it.

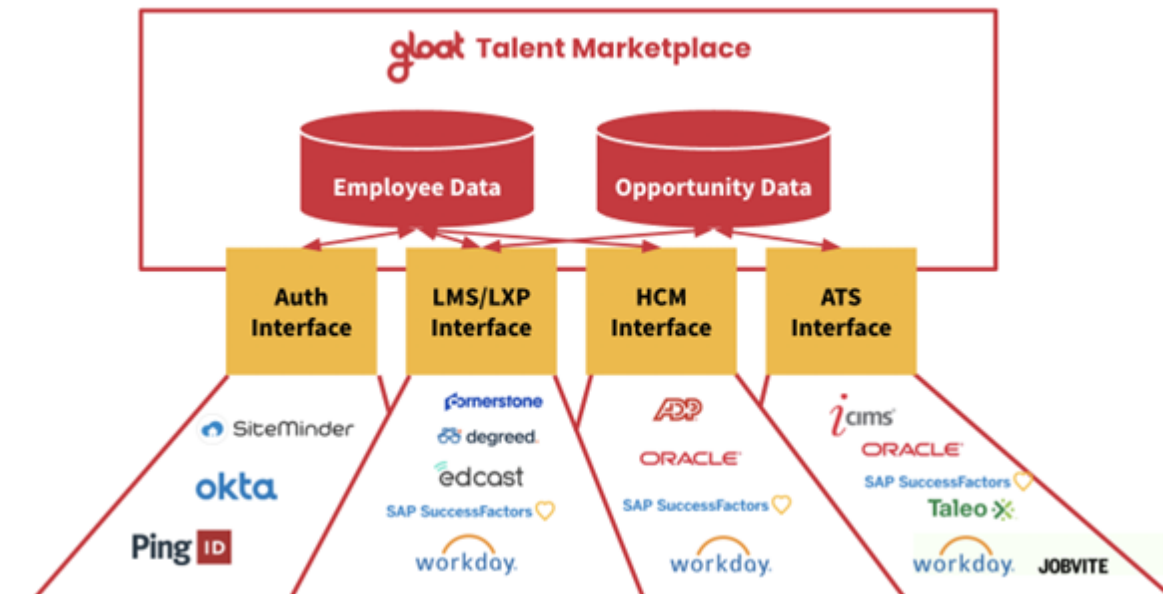


By factoring in employees' intrinsic motivations and interests, the Talent Marketplace creates a destination for them to discover growth opportunities and use on-the-job projects to work towards their development goals. Simultaneously, business priorities can be addressed on demand by surfacing qualified and interested candidates across the company. All of this engagement provides real-time data on the greatest needs in your organization and ongoing employee skill development.

How does our talent marketplace work?

Through our unique, self-evolving technology, Gloat matches employees with internal opportunities by autonomously aligning talent capabilities and aspirations with the needs of the business. Our proprietary AI is powered by a rich data layer of skills, aspirations, and work data, which is aggregated from market insights, our own customer aggregate network, real-time engagement with the Talent Marketplace, and other market or HR system data sources. All of this information is harmonized to build one single, unified ontology that understands the relationships between your jobs, skills, and work, both in aggregate and in ways specific to each unique organization.

We integrate with an ecosystem of partners to create a unified experience. Our platform harmonizes and normalizes data from across the organization to ensure a seamless experience for employees and business leaders across the systems they use. From there, our technology infers relationships between skills, aspirations, jobs, and tasks, to provide recommendations for individual employees to develop while using predictive capabilities to help business leaders surface skill gaps, make critical workforce planning decisions, and optimize job design.

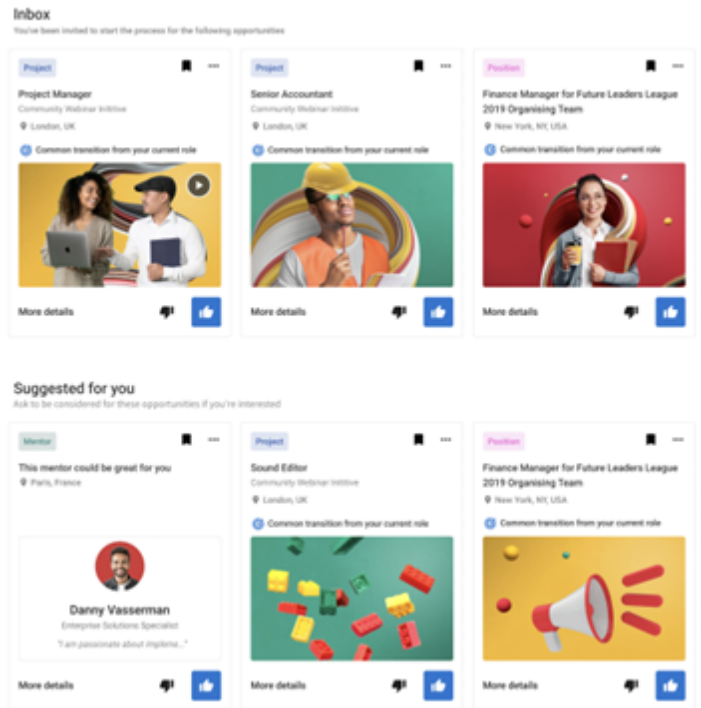


As a result, managers gain frictionless access to untapped talent, employees gain access to meaningful development opportunities such as projects and mentorships, and leaders gain real-time visibility into the skills, aspirations, and availability of their workforce.

The employee's experience

Our technology is built to understand the relationships between employee skills and experiences, so, even with only an employee's title, our technology can provide recommendations. However, we put employees in the driver's seat by allowing them to connect their LinkedIn profile, upload a resume, and add details about their skills and interests to inform recommendations. This creates robust employee profiles that capture skills and interests, which can be inferred based on market and company insights.

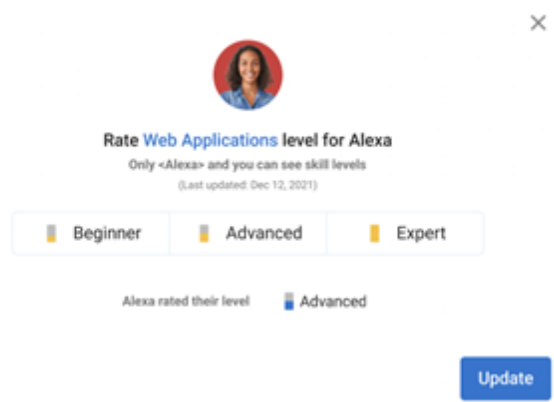
Through this, our marketplace is able to surface internal opportunities from projects, networking connections, or mentorship opportunities, to full-time roles that might suit an employee's experience and interests.



Profile and development

As employees continue to engage with the marketplace, express interest or disinterest in opportunities, complete projects, or connect with mentors and colleagues, our technology incorporates that information into employee profiles automatically. As a result, employees are recommended opportunities most aligned with their evolving interests and skillsets, and managers and leaders can more easily tap into their talents and potential.

For skills with a range of competency levels, employees have the option to validate their skillsets to indicate their level of mastery for specific skills and influence the opportunities they are qualified for. To adjust what they see in the marketplace, an employee can always add skills and interests to their development plan for incorporation.



Career Paths

As employees explore their interests and growth areas, it's important to provide context on how their development can contribute to their career advancement within the organization. Gloat's technology offers long and short-term career planning tools to help employees discover long-term career options, and find ways to get started on bridging immediate skill gaps or improving their current performance.



" The talent marketplace offers exposure and access to experiences through mentorships and projects; career pathing is what gets employees to perform those actions. The career exploration component provides context and motivation to identify and create an actionable development plan".

- **Jean Pelletier, VP of Digital Transformation, Schneider Electric**

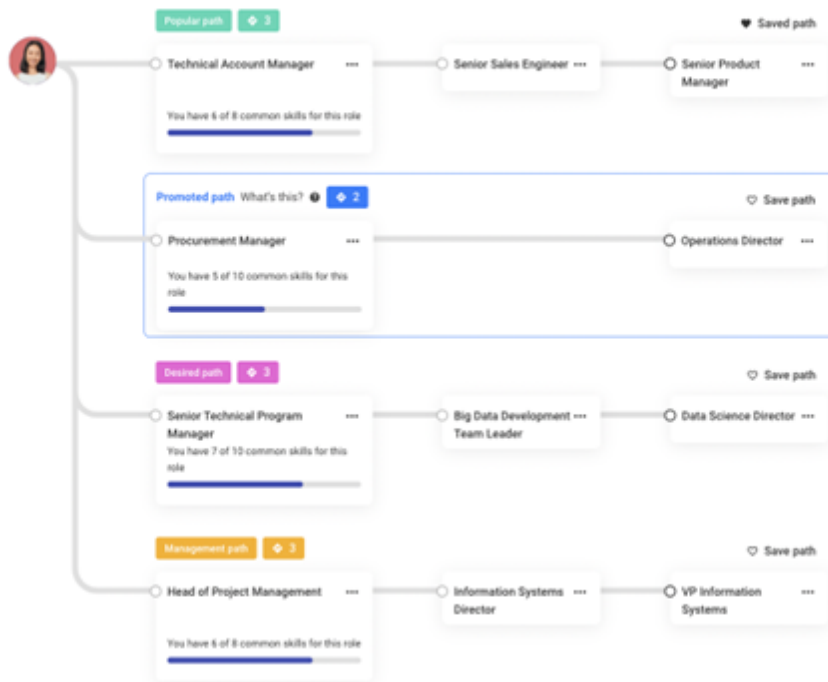
To provide this context, the Talent Marketplace aggregates information from employee profiles and matches their skills and interests to roles within your organization, creating suggestions for viable career paths as well as guidance on the skills needed for each career option. Gloat suggests a few critical paths for consideration:

- **Popular Paths:** Paths that other people with similar skills and experience have taken successfully
- **Desired Paths:** Career options that meet an employee's unique interests and developmental goals
- **Managerial Paths:** Suggestions to get more managerial and leadership experience
- **Promoted Paths:** A path of critical need or high importance to the business that matches the employee's experience

Recommended paths based on your skills and desired roles

Select a path to explore it further and save paths that interest you most

[Give Feedback](#)



Career Tracks

Employees are also empowered to design their own short-term upskilling tracks based on their interests or current role. They can set deadlines for each Track and follow progress to see how skill gaps are bridged over time. When critical performance conversations come up, employees can now work with their manager to curate a comprehensive plan with learning opportunities, projects, and more, leveraging Tracks to set shared development goals.

After 18 years in R&D, Vanessa Otake applied for an opportunity to develop her passion for diversity and female leadership on Gloat.

A 6-week, 20% project with the D&I opened the door for a future position with the team as a D&I manager.

Today she's spearheading Unilever's Gender agenda.

“

Flex Experiences gave me an opportunity to bring my purpose and work closer together. It's been a great tool to connect with people to learn more and was instrumental in supporting a shift in my career.



Vanessa Otake,
Global Equity, Diversity &
Inclusion Manager, Unilever

The manager's experience

Have to move fast on a launch? Backfill someone on leave? Need an alternative to headcount or contractors? For managers, the Talent Marketplace means an extra set of qualified hands is never out of reach. The platform connects with ATS technology to feed in open roles, but can also facilitate internal role and project creation. Managers can easily surface qualified candidates, view employee profiles, and see why each employee could be a great match for the role or project at hand.

Facilitating the discovery of relevant candidates across the company—regardless of personal connection— also does a great deal to help remove bias from internal hiring opportunities.



Dynamic Staffing and Succession Planning

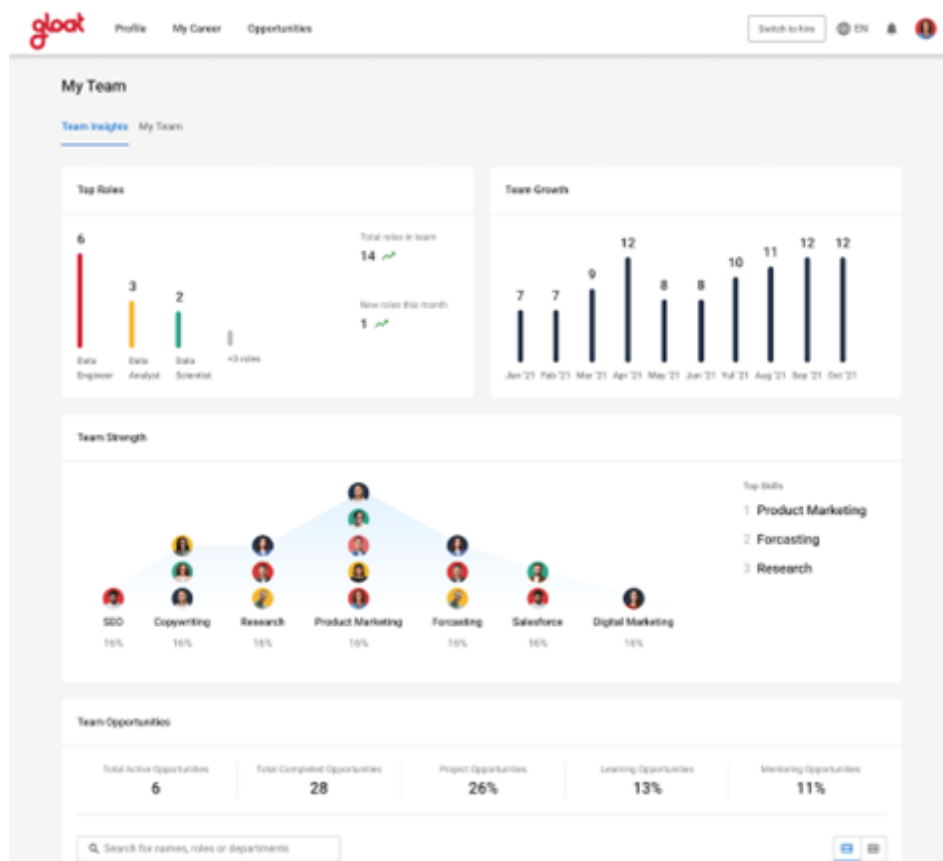
For recruiters and staffers, the marketplace includes features like Dynamic Staffing, to provide a scalable and effective way for staffers to quickly discover and allocate the right talent for the right projects. What's more, when top roles may be opening or require a strong successor, Gloat facilitates candidate discovery and planning for those critical roles.

Gloat's marketplace also enables HR leaders and managers to prepare for the future of their workforce with succession planning capabilities. With the Talent Marketplace's advanced AI, decision-makers can easily monitor succession plans and determine qualified potential candidates from within their own internal talent pool.

My Team

Gloat equips team managers with tools to support employees on their growth journey and enhance visibility into the talent and skills that exist within their teams. Managers get

a real-time view into their team’s engagement levels with the Talent Marketplace, and how team skills are developing over time.



Just as employees can verify their skill levels in their profile, managers can verify employee competency in particular skills to ensure their proficiency is recognized appropriately in opportunity recommendations.

And based on priorities across the business, managers can work with their teams to create an upskilling plan. Whether it comes to how an employee can improve their performance or an emerging skill that the whole team needs to explore, managers can recommend specific skills and experiences to employees and curate a set of opportunities in the Talent Marketplace to facilitate their upskilling. Together, a manager and employee can check progress on skill development over time. Across the board, managers can better support employee interests and set their teams on the right path to reach their goals.

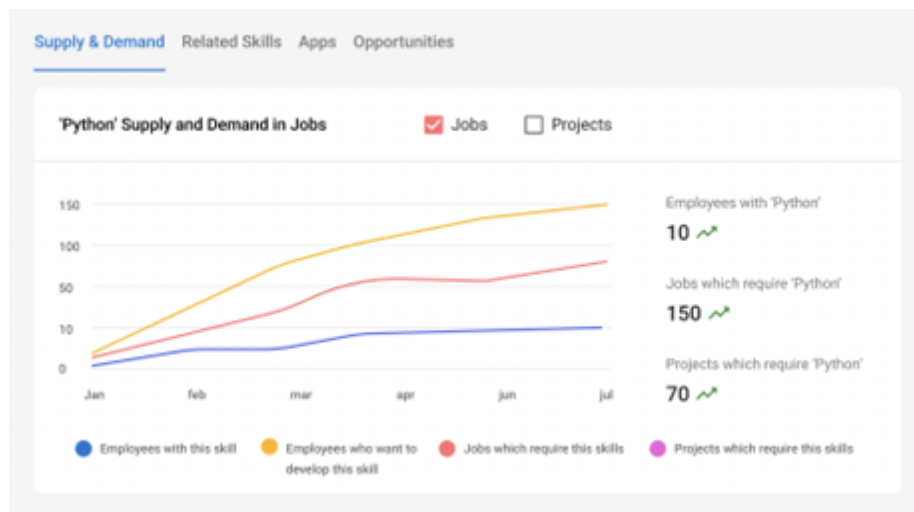
The business leader’s experience

The continuous engagement with the Talent Marketplace is a machine for real-time skill insight and visibility. And Gloat’s technology is built to understand the relationships between jobs, skills, and interests to support meaningful workforce planning. This, combined with the real-time data fed in from HR systems across the company gives the Talent Marketplace a wealth of data about workforce and skill needs in a given organization. As a result, Gloat helps business leaders understand their workforce, inform strategy, and drive business growth.

Skills Management Console

Our technology is able to ingest all of the data across HR systems, the Talent Marketplace, and market data and harmonize that information into one unified dataset to help business leaders understand:

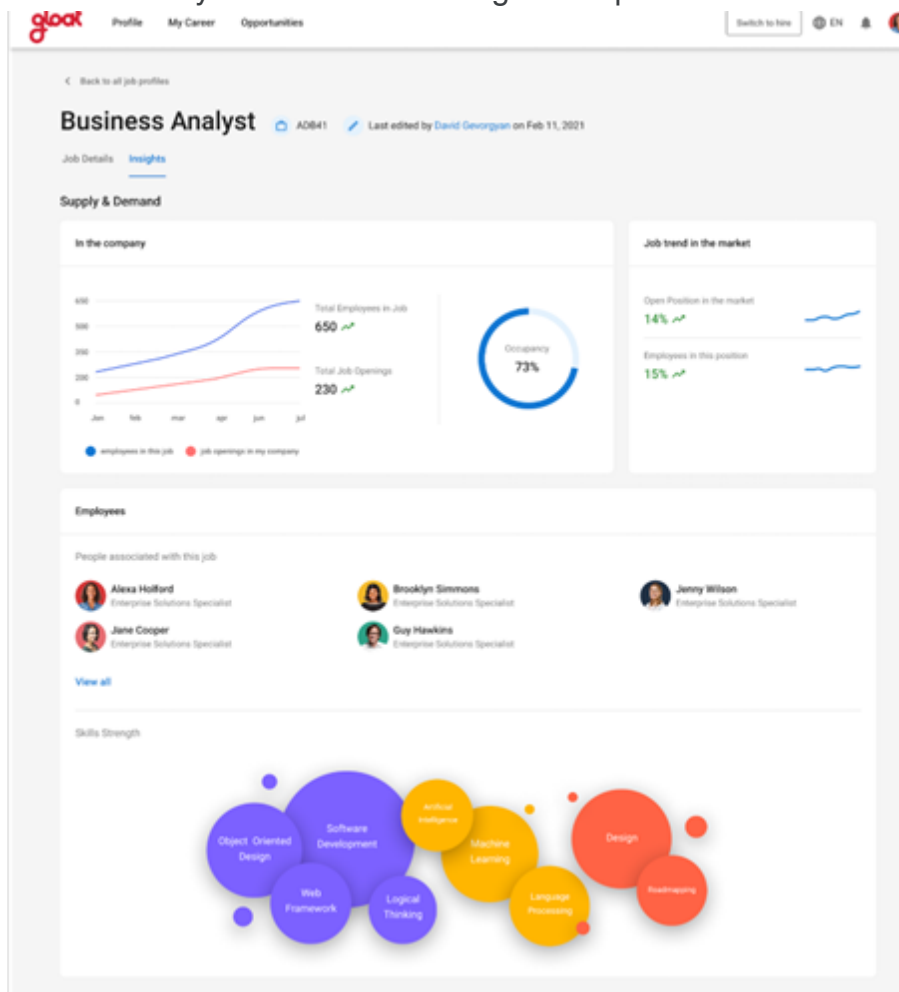
- Rising and declining skills overtime
- Skills clustering, categorization, and adjacencies
- Skills demand, supply, and gaps



It starts with getting all of the data in one place and getting a clear definition of what a particular skill means to your organization, as well as the roles that use that specific skill. You’re then able to see the adjacent skills around it, what the market defines that skill as, and how much need there is for the skill in your company—relative to the supply, based on open roles or projects and employee profile data.

As market demands and company needs shift, the Skills Management Console adjusts in real time to show how different skill needs are emerging. In parallel, as employees

participate in projects, take on new roles, and engage in learning opportunities, that data is factored in automatically to show the evolving skill capabilities across the workforce.

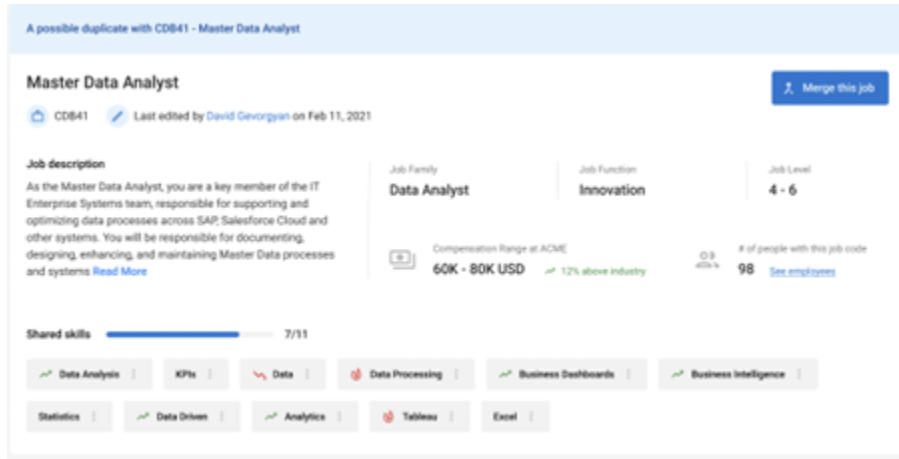


Job Architecture Console

With Gloat, a job architecture is not a prerequisite, it's an output. Traditional job architectures are manually maintained and rarely kept up-to-date. The same capability that enables our technology to understand how jobs, skills, and interests relate to one another enables us to provide a real-time view of your job architecture.

Gloat helps you keep roles and responsibilities updated with insights from your own workforce and across the market, and design jobs effectively with skills insights and AI recommendations. The platform then recommends ways to adjust job descriptions based on valuable market benchmarks, and as new hiring needs crop up and employee skills advance, it tracks the changing skill landscape within your organization.

Finally, you can get automatic recommendations to adjust, merge, or divide job codes based on how skill and job needs are changing over time within your organization, and within the market.



Workforce Insights and Analytics

Across the board, leaders can keep a pulse on the Talent Marketplace's performance to understand engagement, participation, and overarching results. From understanding how many project and role assignments there are in the organization, to how many hours are being devoted to development across teams, locations, or in the company, leaders can see how their organization is changing and understand how needs vary by department or geography.

For a deeper analysis, leaders can keep a pulse on skill and job trends, supply and demand of skills and talent, and DEI insights that support more equitable workforce planning. In sum, Gloat's skills and workforce insights provide businesses with a way to channel real-time data and support effective business decisions.

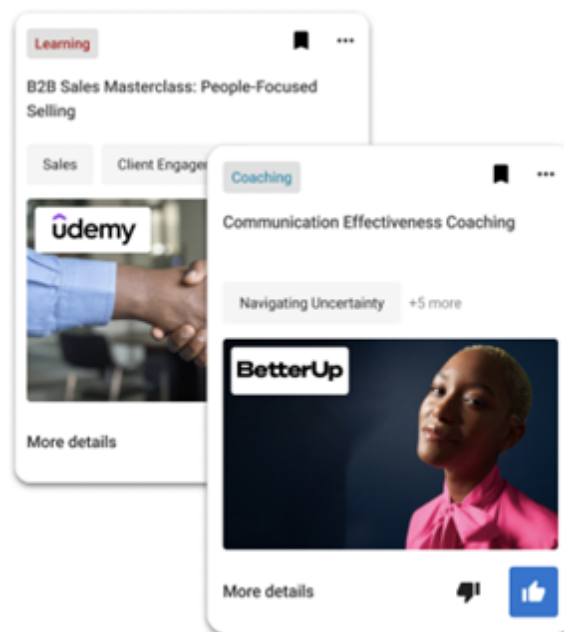
Creating a unified employee experience

Gloat built an open platform that streamlines the end-to-end talent experience, making it more connected and actionable. Gloat brings together data from across HR systems to drive clarity and consistency around roles, responsibilities, and opportunities across the organization. What's more, all of the harmonized skill data across systems can be exported using a dedicated Skills Harmonization API. This data set can then be used for further analysis or to connect back to other HR systems to drive consistency for employees across the platforms they use.

Opportunity Hub

We empower organizations to curate diverse sets of growth opportunities for every employee. This open-platform approach means Gloat can integrate and connect to a variety of employee experience applications to create a seamless development hub for employees and gather richer and more meaningful skill data.

By connecting our proven Talent Marketplace model to a rich suite of third-party experiences for learning, career growth, personal development, and more, organizations can accelerate the impact of their existing investments in a way that best fits their business. Today, Gloat’s Opportunity Hub partners include: Udemy, BetterUp, Udacity, CoachHub, Goodera, Torch, VolunteerMatch, Go1, EdCast, and Thrive.



Change requires more than technology

Technology is remarkable, but on its own it's not sufficient to drive change. That's why Gloat includes Change and Enablement services to help companies drive change and quickly see results. Our team has proven experience with implementations in over 200 countries, in organizations with a range of scale and complexity. Every organization we work with is provided a dedicated customer success team to share knowledge and resources. This includes:







What Gloat Provides


We have proven experience with implementations in **200+ countries** in organizations with a **range of scale & complexity**. Your dedicated customer success team will share this wealth of knowledge with you.

<p>Proven and Tested Team</p> <p>Our diverse team includes experts in change, psychology management, consulting, and HR, who've delivered results for companies around the globe</p>	<p>Toolkits and Templates</p> <p>You'll never have to start from scratch. From leadership briefs, to training materials, comms plans, we got you covered!</p>	<p>Community of Changemakers</p> <p>We work with many of the most recognizable brands in the world - by joining our customer community, you will too! Share best practices and learn from others further along the journey</p>
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Global results

Trusted by some of the world's leading enterprises with deployments in over 120 countries across Unilever, Schneider Electric, Standard Chartered Bank, PepsiCo, Nestlé, HSBC, Novartis, Flipkart, Tata Steel, and more, Gloat has seen real results, at scale:

 <p>\$1.4M ROI and 35,000 unlocked hours in 4 months after launching the talent marketplace</p>	 <p>\$9M in savings due to increased employee retention and unlocked hours</p>
 <p>18% reduction in voluntary turnover due to increased employee engagement</p>	 <p>Record-Setting satisfaction with career and development opportunities</p>
 <p>\$15M saved in recruiting expenses and unlocked hours</p>	 <p>10pt boost in employee engagement after launching the talent marketplace</p>



All screenshots provided by Gloat

Analysis by Brandon Hall Group™

Situational Analysis

More than 90% of organizations believe a lack of talent mobility is a significant risk to the business, according to Brandon Hall Group™ research. Organizations are under tremendous pressure to develop agile employees with skills and competencies to be more productive and efficient. Employers must adapt to new styles of work. Talent mobility is required for rapid transformation.

Challenges to the Business

Retaining talent remains among the top concerns of employers heading into 2025, according to the Brandon Hall Group™ HCM Outlook study. One reason is that most organizations struggle to offer a clear vision for employee development and career advancement. Employers must have visibility of the capabilities and interests of their employees, and employees must understand the resources and opportunities available to them. The key is mutual benefit.

Implications for the Business

Employers that cannot effectively provide meaningful career opportunities so they can retain top talent will struggle to stay competitive. They will also struggle if they cannot leverage the talent and capabilities they already have to meet current and future needs. Organizations that understand their strengths and gaps can make better decisions on how to respond and optimize external and internal talent. For many organizations, gaining visibility on their talent requires significant change.

Questions to be Answered by the Business

- How can we better understand the strengths, gaps and unrealized opportunities for our talent?
- How can we prioritize and improve career development to engage our emerging workforce?
- How can we find the right talent across the enterprise for business-critical projects and initiatives?
- How can we offer and promote multiple career paths for employees so they see they have options?
- What skills gaps do we have in the organization and how do we fill them to stay future-fit?

Gloat as the Answer

Gloat's value proposition lies in its ability to bridge the gap between individual aspirations and organizational needs. Gloat has built an ecosystem that links talent to relevant opportunities, enabling proactive workforce planning, fostering growth and supporting strategic goals, which combines to build an agile workforce.

The Talent Marketplace acts as a dynamic hub where employees can explore and discover internal opportunities that align with their skills and interests, while managers can identify and deploy talent with the right skills to meet evolving business needs. This fosters internal mobility, empowers employees to take ownership of their career development, and enables organizations to maximize the potential of their existing workforce.

The platform's Skills Foundation enables organizations to build a comprehensive skills ontology, creating a common language for skills and competencies across the organization. This allows for more accurate talent matching, personalized learning recommendations, and data-driven insights into workforce capabilities.

Strategic Advantages

- **Enhanced Internal Mobility:** Gloat facilitates the movement of talent within the organization, unlocking hidden potential and promoting career growth.
- **Increased Agility and Adaptability:** Empowers organizations to respond quickly to changing business needs by identifying and deploying talent with the right skills.
- **Improved Employee Engagement:** By providing opportunities for skill development and career advancement, Gloat fosters a more engaged, agile and motivated workforce.
- **Data-Driven Talent Decisions:** Leverages AI and machine learning to provide actionable insights into workforce skills and capabilities, enabling organizations to make informed decisions about talent acquisition, development, and deployment.

Differentiators

- **AI-Powered Talent Marketplace:** Leverages AI and machine learning to match employees with relevant opportunities, projects, and mentorships based on their skills and interests.
- **Skills Foundation:** Enables organizations to build a comprehensive skills ontology, creating a common language for skills and competencies across the organization.
- **Focus on the Future of Work:** Helps organizations prepare for the future by identifying and developing critical skills and fostering a culture of continuous learning.

- **Customer Success Focus:** Provides dedicated support and guidance to ensure clients achieve their talent management goals and maximize the value of the platform.
- **Proven Results:** Has a track record of success in helping organizations improve employee engagement, reduce turnover, and achieve their strategic talent objectives.

Gloat offers a strong solution for organizations seeking to optimize their talent management strategies in the face of today's dynamic business landscape. By fostering internal mobility, empowering employees, and leveraging data-driven insights, Gloat helps organizations build a more agile, engaged, and future-ready workforce.

Contribution Team:

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About Brandon Hall Group™

With more than 10,000 clients globally and more than 30 years of delivering world-class research and advisory services, Brandon Hall Group™ is focused on developing research that drives performance in emerging and large organizations, and provides strategic insights for executives and practitioners responsible for growth and business results.

Professional Certifications

Self-paced certification programs. Virtual group sessions for companies. In-person conferences and summits.

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Three annual programs recognize the best organizations that have successfully deployed programs to achieve measurable results.

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Individual and Enterprise Membership options: Includes research assets, advisory support, a client success plan and more.

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Recognizes the best HCM programs that transform their organization and achieves breakthrough results. This designation is a step above the HCM Excellence Awards® which focuses on one program within a company. Enterprise Excellence is a hybrid of award winners who are also members.

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Uniquely places HCM service and technology companies at the top of organizations' consideration list of vendors. It adds an unmatched level of credibility based on BHG's thirty-plus years of experience in evaluating and selecting the best solution providers for leading organizations around the world.

AGENCY! BY BRANDON HALL GROUP™

Provides comprehensive marketing solutions for human capital management solution providers. We offer strategic services to establish a strong foundation for your marketing efforts.