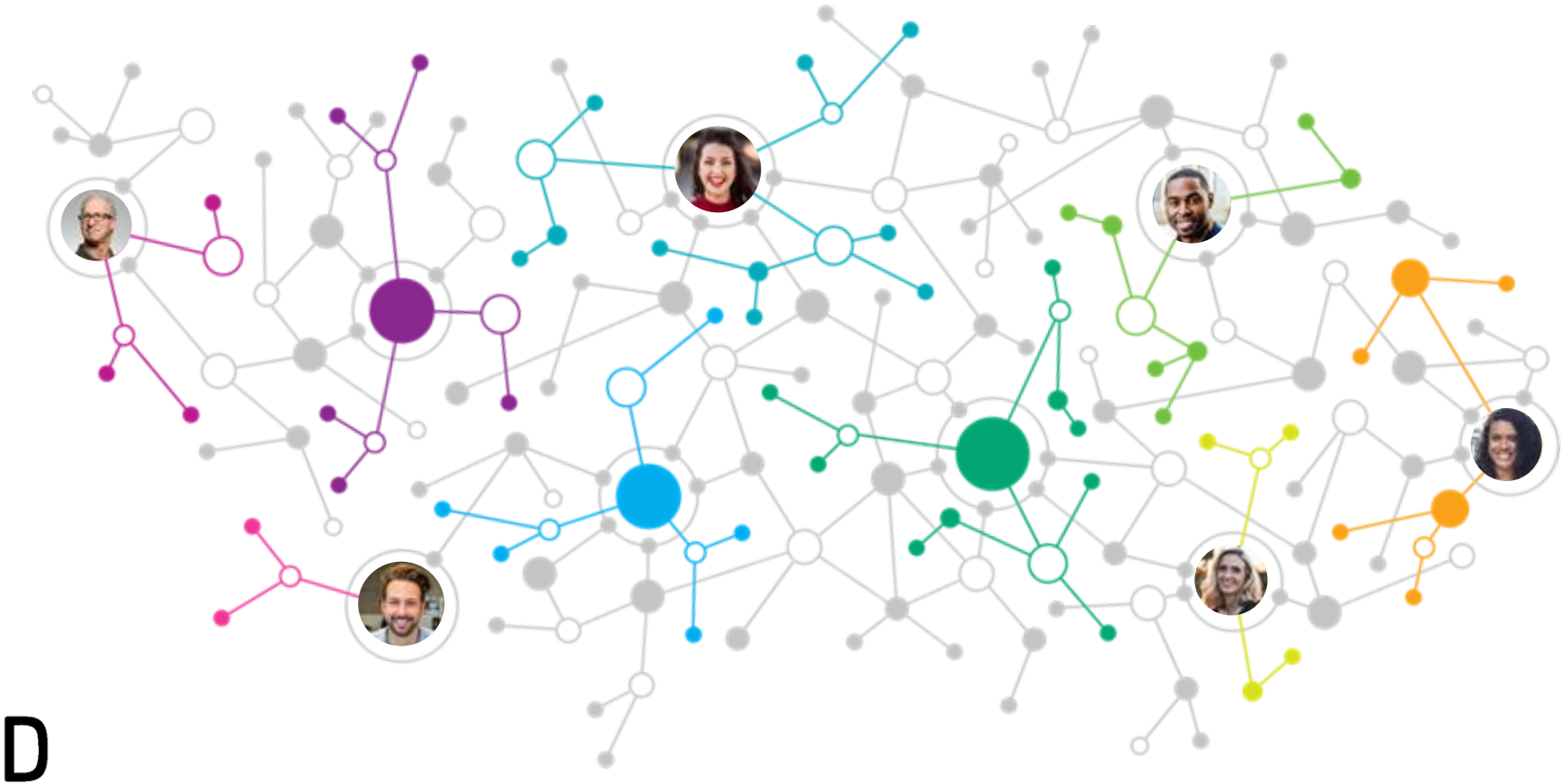


STARMIND

IDENTIFY EXPERTS
ACCESS KNOW-HOW
SOLVE SKILL GAPS

Using AI to Enable Employees and Empower HR Leaders to Lead the C-Suite

Stefan Gass, CMO & Head of Growth

Starmind company overview

Starmind has offices in the United States, Switzerland & Germany

OUR CUSTOMERS

Deloitte. ABB BAYER Munich RE

Telefónica accenture NOVARTIS

Cognizant DAIMLER

OUR AWARDS

Deloitte. 50 Technology Fast 50 2019

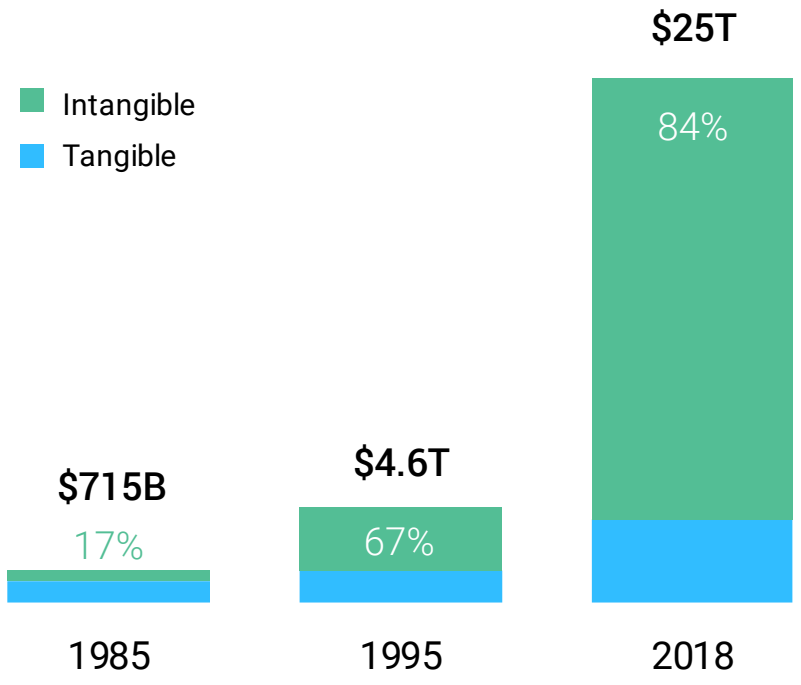
Gartner COOL VENDOR 2019

Microsoft ScaleUp

STARMIND

Capturing the intangible through human centric AI

S&P 500 LARGEST GLOBAL COMPANIES BY MARKET CAP



WHOM DOES YOUR COMPANY KNOW BETTER?

Source: Wall Street Journal

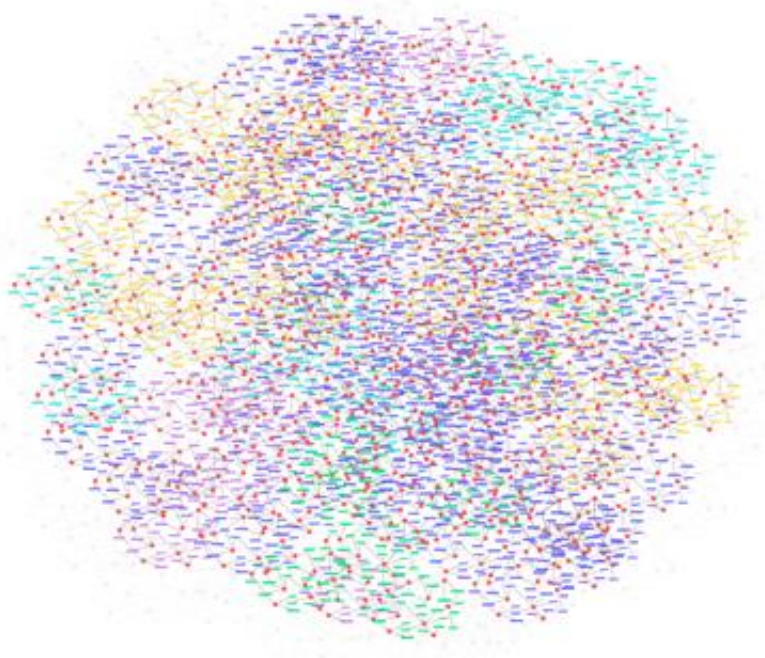
STARMIND

Unlock the value of your most important asset: your employees

Supercharge employee productivity

STARMIND

Unleash organizational insights



maximize
the value of your
greatest asset

+

make
remote work
work

STARMIND

Where we work has changed and will continue to change

THEN

NOW

The home office trend, which was slowly under way, has leapt forward

15 years

72% Feared their employers` reaction if they asked for remote or flexible work.

78% of people who rarely did home office before this time, will continue to do so significantly more often after this period.

Souce: Starmind, BCG, World Economic Forum

STARMIND

Downsides of remote work

- Less social interactions & sharing
- Substantial increase in repetitive questions on messaging platforms
- Siloed behavior and more isolation

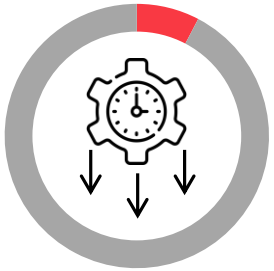
STARMIND

Your employees want it

75%

of employees say their company would benefit from accessing more of their expertise

Your business needs it



1 month

of productivity lost every year by not utilizing employees` problem-solving expertise

Source: Starmind, BCG, World Economic Forum

STARMIND

Data-Driven Workforce Planning

as the key to come out of this crisis stronger

Employee Skills and Expertise

as the foundation to do that

STARMIND

Pulse Poll

How does your organization capture and manage your employee skills today?

(check all that apply)

STARMIND

Skill capturing today…

Interviews & feedback from performance reviews

Surveys

Skill trackers

STARMIND

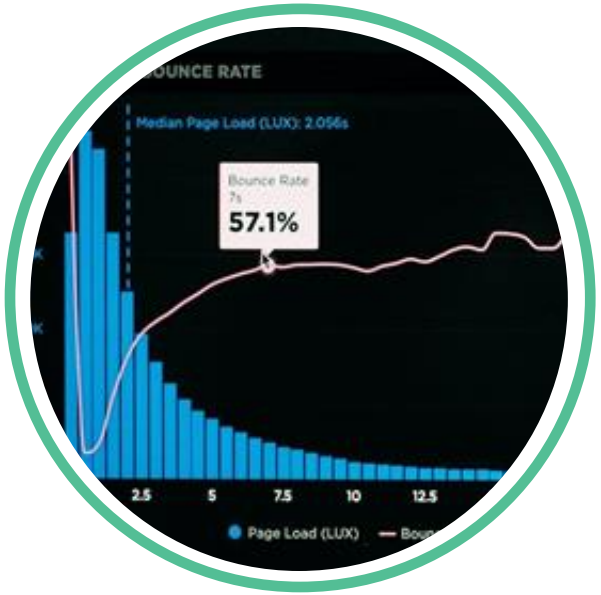
… Falls short & leads to incomplete or wrong decision making

- ✗ Outdated quickly
- ✗ Usually a single source
- ✗ Little company specific relevance
- ✗ Doesn`t scale

How skill capturing at scale should look like

✓ Automated & Data - Driven

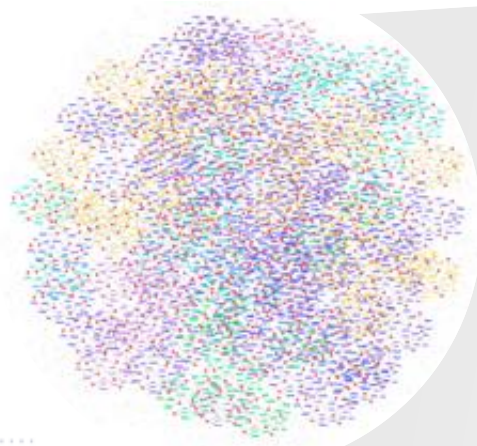
✓ Real time Accessibility



✓ Insight Oriented

STARMIND

The solution? Utilizing AI software to capture skills



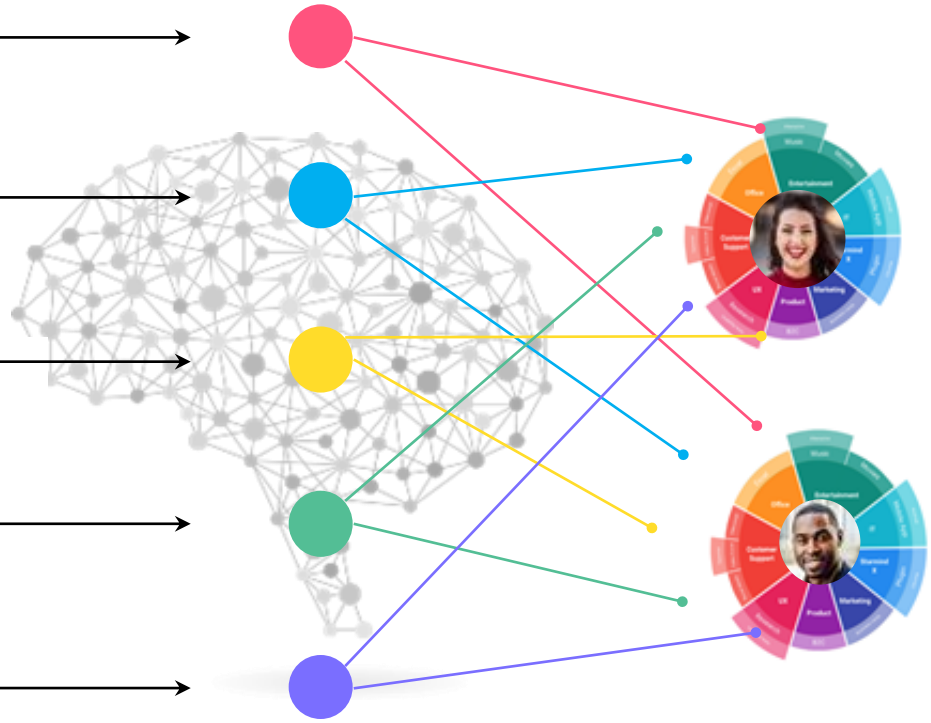
STARMIND

Super-efficient: Connectors feed off your existing tools

Skill and expertise is distributed across many tools

jive
Microsoft Teams
box
Office 365
Dropbox
SharePoint
Google Calendar
Taleo
yammer
bambooHR
Confluence
SAP SuccessFactors
workday.
slack
Workplace
OneDrive
greenhouse

Data used to build a corporate brain that can be easily accessed by employees



STARMIND

THE SOLUTION

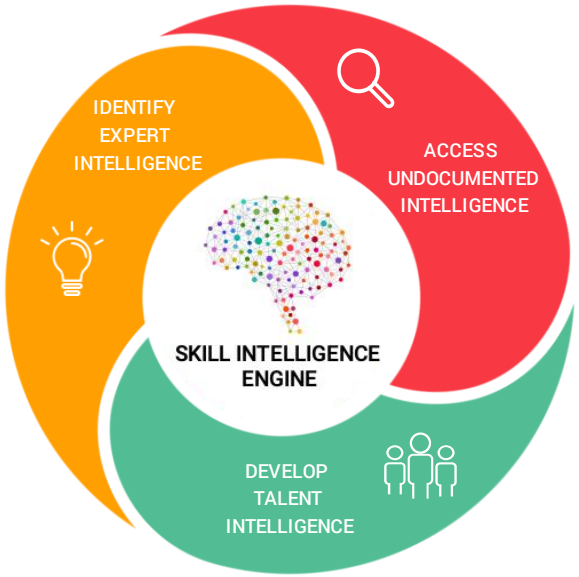
Unlock organizational & employee potential

IDENTIFY EXPERT INTELLIGENCE

Find internal experts and let them participate in real time business problem solving

Bust silos and let employees participate to solve critical problems

Form agile customer project teams or internal project teams with the best experts you have in the company



ACCESS UNDOCUMENTED INTELLIGENCE

Increase effectiveness by allowing employees to answer repetitive questions once and make this know-how accessible to everybody

Build and retain a corporate knowledge pool and capture know-how before employees leave

Surface hidden knowledge and make it accessible

DEVELOP TALENT INTELLIGENCE

Identify skill gaps on an organizational and employee level

Build a targeted learning & development plan based on skill maps

Generate GDPR and privacy compliant skill profiles at scale

STARMIND

Selected customer business cases in private & public sector

IDENTIFY EXPERT INTELLIGENCE

ACCESS UNDOCUMENTED INTELLIGENCE

DEVELOP TALENT INTELLIGENCE

Private - Sector

accenture

PEPSICO

swisscom

Telefónica

swisscard PAYMENTSOLUTIONS

Swiss Re

Public – Sector

giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

swiss olympic spirit of sport

Stadt Zürich Sportamt

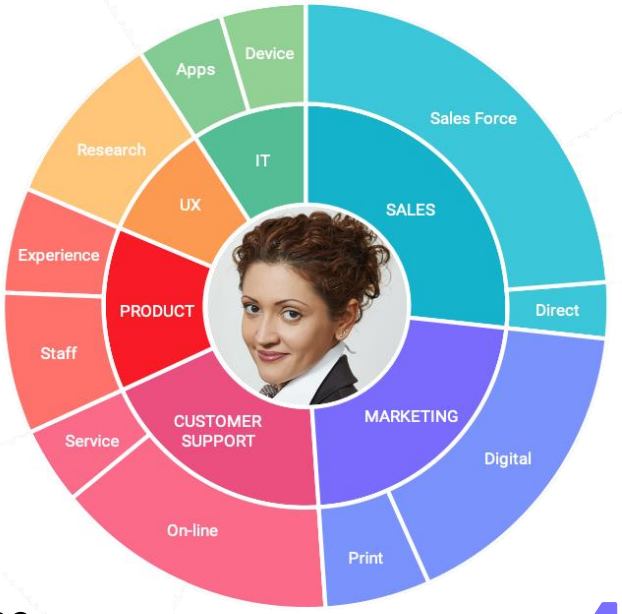
STARMIND

How can HR professionals **lead the C-Suite** through this crisis and beyond?

STARMIND

1 How do you approach workforce planning during and after the crisis?

Build a data driven foundation by capturing employee skills at scale quickly



2 How can you identify critical employee skills & experts who are currently available in your organization?

Access skill pool via easy to use interface or integrated app as part of your workflow.

3 How do you retain know-how when employees leave the company?

Capture existing employee knowledge in current IT systems and through intelligently crowdsourcing answers to questions

4 How do you drive impactful and cost-effective learning & development initiatives using real time skill profiles?

Identify skill gaps against requirements and measure applied training knowledge over time

STARMIND

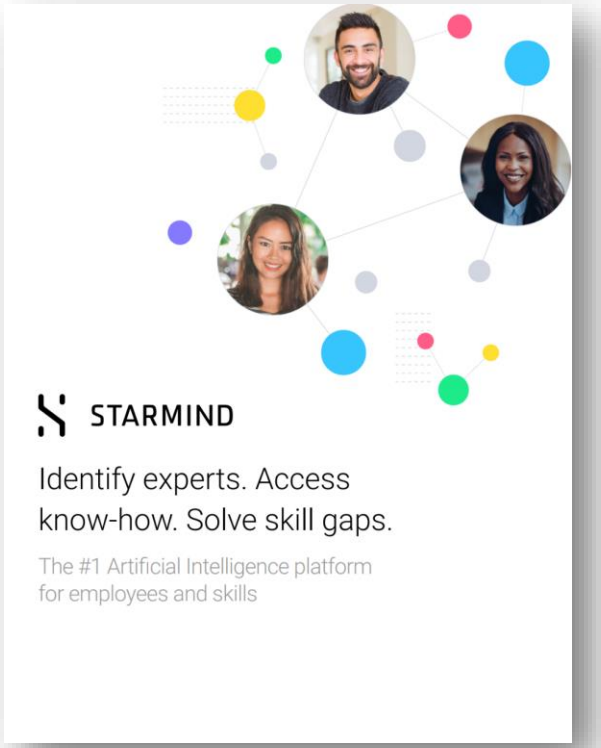
STARMIND

STARMIND'S SKILL PROGRAM

We are partnering with 6 innovative companies to revolutionize how skills and skill profiles can transform the future of an organization.

Interested in being part of this program? skills@starmind.com

Additional Resources from Starmind



[Starmind Brochure]

[Starmind Corporate Website]

[The Starmind Story]

[Research: HR 2020 Sentiment Report]

Starmind, Inc.
405 Lexington Avenue, Chrysler Building, 9th, Floor, New York, NY 10174
PH: 212.905.8951 // skills@starmind.com

STARMIND