



Want a Talent Intelligence Platform? Here's How To Make Your Case

A [recent report](#) revealed that 76 percent of companies believe analytics platforms are the key to sourcing, attracting, engaging, and retaining talent. This means that if you are an HR leader looking at a Talent Intelligence Platform you are not alone.

Talent Intelligence Platforms, like that offered by Eightfold, take people analytics to the next level by aggregating all internal, external, structured, and unstructured sources of people data to deliver deep insights that can be executed quickly with full integration to an applicant tracking system (ATS) and/or human capital management (HCM) tool.

Rather than looking backward, Talent Intelligence Platforms leverage artificial intelligence (AI) and machine learning to support forward-looking actions by helping companies understand their employees' potential and opportunity.

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For innovative HR teams, a Talent Intelligence Platform can be a huge differentiator and valuable tool in the battle for top talent—but building momentum and securing budget for an AI-enabled Talent Intelligence Platform can be a challenge.

Read on to learn why an investment in Talent Intelligence is an investment in the long-term health of the entire organization.

Why HR Teams Are Championing Investments In Talent Intelligence Platforms

The average employee tenure is [just 19 months](#) at most tech companies, and the competition for top talent is fierce. People teams need a leg up, and AI gives it to them. By combining analysis of publicly available data, internal data repositories, HCM/ATS tools, spreadsheets, and then applying AI-driven insights to inform hiring and employee engagement actions, Talent Intelligence Platforms can help People teams improve across key acquisition metrics, realize better employee engagement, and reduce attrition.

Below are cases you can make to the CIO, CFO, CEO, and line-of-business leaders to show them the value of a Talent Intelligence Platform and help them understand how it supports their objectives.

CIO: Empower the Business While Getting Greater ROI and Bringing More of the Organization Into the Cloud

A fully integrated, AI-enabled Talent Intelligence Platform delivers several wins for the CIO. The first—and largest—win is the opportunity to drive revenue for the organization.

People are the anchor upon which growth occurs, and key talent is critical for building and selling innovative solutions better than the competition. With Eightfold's Talent Intelligence Platform, HR is no longer plagued by manual workarounds, ensuring critical roles are filled in a fraction of the time. Results

speak for themselves, with organizations seeing an 80% faster time-to-interview and a 5x improvement in their ability to find relevant candidates.

In addition to the sheer value Eightfold provides, its platform saves the entire IT organization time. Historically, HR solutions require a lot of support for upgrades and troubleshooting, and adoption of HR solutions is low organization-wide. This results in inefficiencies and waste. Compared to the clunky-to-use HR solutions of the past, new solutions are cloud-based, mobile-enabled, leverage purpose-built models for people and jobs, and can improve compliance, agility, and usage.

When solutions of this new generation are integrated with legacy HR tools, they actually increase the usage of legacy tools, maximizing past investments in HR tools. This synergy of both new and legacy tools represents a huge productivity win for the organization.

People data is some of the most critical information for the organization. Bringing this data into one place makes it easy to reduce duplication of effort and data errors, and helps a global organization ensure compliance.

CFO: Reduce Costs and Risks, Support Strategic Growth Initiatives, and Increase the ROI of Your Investment in People

An organization's biggest cost is its people. Forbes estimates that, on average, [it takes \\$5,000](#) and an average of two months to fill an open position. This is a huge cost that can slow productivity and make a big impact on margins.

Additionally, the inability to hire talent in an increasingly competitive market limits the ability of CFOs to execute on growth strategies. Unless your business is manufacturing, people are the only true anchor and the limiting factor of growth. Because of this, it's no wonder that more CFOs than ever are increasing their focus on talent acquisition, quality, and retention.

As CFOs look to drive growth strategy, reducing unnecessary attrition is a simple—and powerful—way to move the needle. A Talent Intelligence Platform not only helps you find and hire better talent by providing calibrated, stack-ranked talent lists for every role, but it also helps you understand the signs of attrition inside the organization and makes it easier to create and promote pathways for retaining top talent. With Eightfold, companies see a 60% reduction in cost-to-hire, which frees up resources for other activities.

CEO: Gain True Insight Into Organizational Performance, Support Diversity Initiatives, and Build a Better Workforce

At the top of the organization, there is no better way than from a Talent Intelligence Platform to ensure that the right investments are being made in growth. With full insight into how the organization

can attract and retain top talent, and how the team is driving toward diversity and inclusion agendas, CEOs have the ability to create a more productive organization.

With [52% of CEOs planning to increase headcount](#) in the coming 12 months, it's no wonder that CEOs are concerned about how to get the most out of this massive investment. When looking to bring on the best people, however, there are challenges. 77% of CEOs have already found it difficult to get the creativity and innovation skills they need, and 87% of CEOs are actively looking for better ways to promote diversity and inclusiveness. A Talent Intelligence Platform helps you solve both these problems and makes it easy to find and hire the best people in any industry.

People make the difference. For example, Deloitte finds that [companies in the top quartile for gender](#) or ethnic diversity are more likely to have financial returns above their national industry medians. Eightfold can quantify hiring bias and has found that bias occurs 35% of the time with in-person interviews and 10% during online or virtual interview sessions. For Eightfold customers, the investment in technology translates directly into an investment in the ability to grow as a diverse and inclusive company.

Value for your organization



40% Reduction in time to hire



20% Reduction in vendor costs



90% Reduction in sourcing + screening time



42% Reduction in voluntary attrition



55% Reduction in talent operations costs



20% Increase in internal mobility

Talent Intelligence: A Critical Investment To Help Every Department Grow

As engineering, marketing, finance, IT, and sales executives know all too well, finding top talent is not only a critical path to success but can be hard to do effectively.

For example, the U.S. Bureau of Labor Statistics reported that by 2020 there will be one million more IT jobs than computer science students in the U.S. Additionally, Deloitte found that CFOs voice very strong internal concerns about securing the talent they need, and that CFOs are facing increased competition for talent, as many roles require the same technical skill sets that have made engineering and IT hiring more difficult.

From marketing to sales, roles in all departments continue to become more specialized and the talent gap continues to increase. The only way to stay ahead of these challenges is to recognize that investments in people are investments in the future of the enterprise—no matter what department you are in.

Leveraging technology to efficiently and effectively find, nurture, hire, and engage top talent is a key ingredient for success.

Bringing Teams Together Around the Most Important Business Asset: People

No team, no executive, and no business is successful without people. It only makes sense that every department in the organization should make the success of people its top priority.

No longer an HR concern, leveraging technology to efficiently and effectively find, nurture, hire, and engage top talent is a key ingredient for success. Solutions like Eightfold's Talent Intelligence Platform can help organizations predict every employee's greatest potential to contribute and reveal what's most needed for employees to thrive.

Eightfold delivers the world's leading Talent Intelligence Platform, the most effective way for companies to identify promising candidates, reach diversity hiring goals, retain top performers, and engage talent. Eightfold's artificial intelligence-based platform empowers enterprises to turn talent management into a competitive advantage. Built by top engineers out of Facebook, Google and other leading technology companies. Eightfold is based in Mountain View, California.

For more information, visit www.eightfold.ai