

Visier
®



Datasheet

Visier People[©]

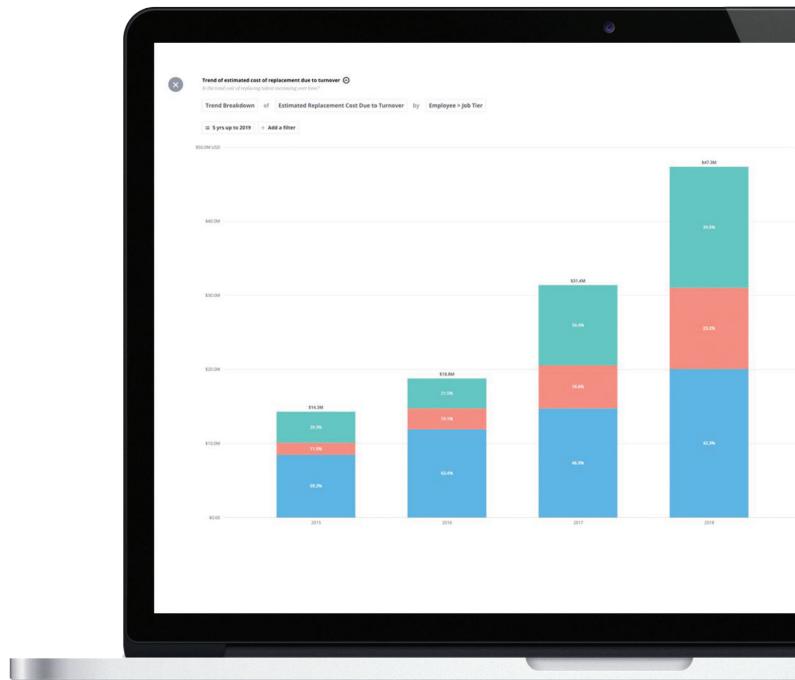
Visier People is a complete analytics solution designed to answer the pressing questions you have about your workforce. Created and advanced by analytics and Human Resources experts, Visier People enables HR and business leaders to get the answers needed to take action. Our proven people analytics design has provided measurable value to hundreds of businesses and in a fraction of the time, resources, and expense of other options.



We have the answers you need

When organizations begin their people analytics journey they often don't even know which workforce questions they should be asking, let alone what's necessary to answer them. Our HR experts figured out the hundreds of workforce questions you need answers to—whether today, tomorrow, or next year—while our analytics experts figured out how to answer them. We've built our solution on this foundation.

You don't need to start from scratch to get people analytics. Visier's out-of-the-box solution ensures that companies realize value quickly, and with low risk, using a streamlined onboarding approach enabled by our experienced customer success team. We created best practice in HR analytics so you don't have to.



Make decisions, take action, and drive results

We know companies that outperform their peers put decision-making solutions into the hands of their decision-makers. We designed Visier to help business people make better business decisions—without having to wait for data analysts to create reports.

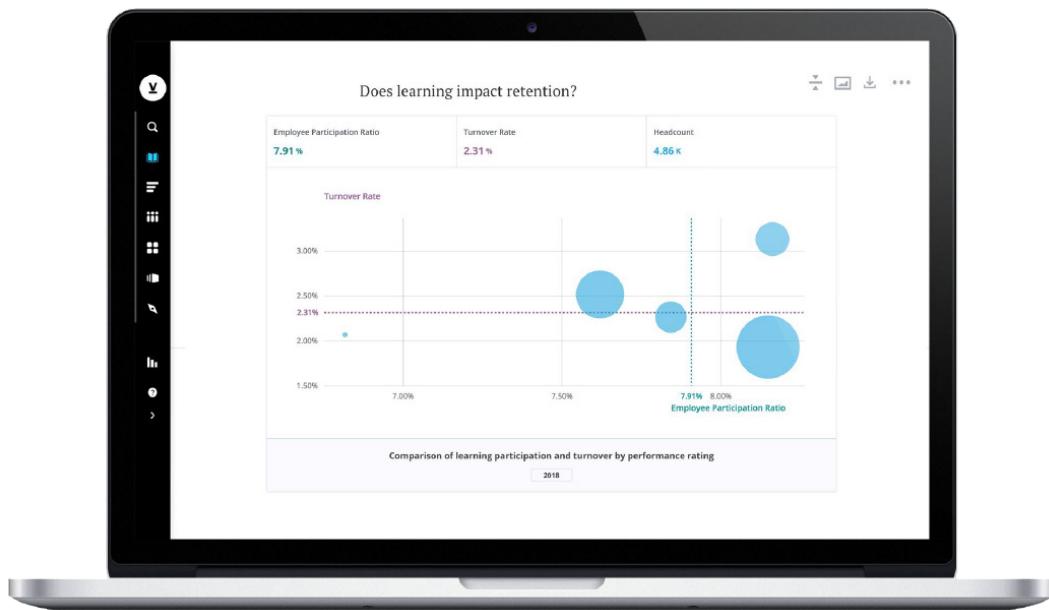
Visier People provides consumable analytics for all, with in-app context and easy-to-use controls. We know that questions lead to more questions so we've made it easy for you to explore and follow the scent of data to the answers you need to make decisions you can act on.

1. Access in-app definitions that break down complex concepts
2. Dynamic overview provides contextual information as you change your focus
3. Comprehensive & intuitive search function finds all metrics that apply for easy ad-hoc changes

The foundation for analytic success

Business intelligence tools need to be built from scratch by people who have the technical skills in analytics—but not the deep knowledge of complex HR data. HRIS systems expertly manage the day-to-day operations but use acquired BI tools to try to provide analysis. Unlike these options, Visier built a complete foundation that marries deep analytical expertise with unsurpassed knowledge of HR and HR data that allows you to achieve analytic success.

Our complete solution accepts your people and business data, prepares and models it, and immediately lights up pre-built analyses to explore, present, and share. Because we build and maintain the data model, we can continue to expand it and add value. And for those times when you need analysis unique to you, or simply to add HR data to the organization data lake, Visier enables you to extract the clean, standardized data to leverage downstream. Visier People is part of your BI ecosystem and your HR technology stack.



Visier People® Solution

Designed to maximize understanding and consumption

Data transformation and management specialized for complex HR data

Unify and align data from multiple sources, including business KPIs

Data Storytelling and Described Insight

Data Management

Analytical Model Designed for People Data

Dynamic Security Model

End-to-End Management

Data Source

Data Source

Data Source

Data Source

Data Source

Today's data, for tomorrow's insight. Portable, interactive, and actionable.

Extendable, flexible data model built to optimize people analytics

Keep sensitive data secure with controls that align it to the user's role and area of responsibility.

From data in, to insight out, Visier manages it all

Targeted solutions that add up to the big Picture

Each Visier solution expands the metrics and questions available to you, providing you with hundreds of best practice questions intuitively organized by topic.

As solutions are added, the breadth of analyses you can access and create, and the business results you can achieve, increases. For example, add Visier People Learning to Visier People Organization and Talent to examine the role that learning has played in developing high performers in each department. This allows learning leaders to make informed decisions on what kind of courses to invest in, and managers to decide which employees would most benefit from more development.

And Visier has access to over 8 million employee records that we use to create benchmarks against which you can compare your own organization, putting your accomplishments into context.

To make a big difference with data:



Get everyone speaking the same language with data standards and an agreed-upon source of truth



Empower self-service for timely decisions



Get your baseline so that you can measure the impact of your actions

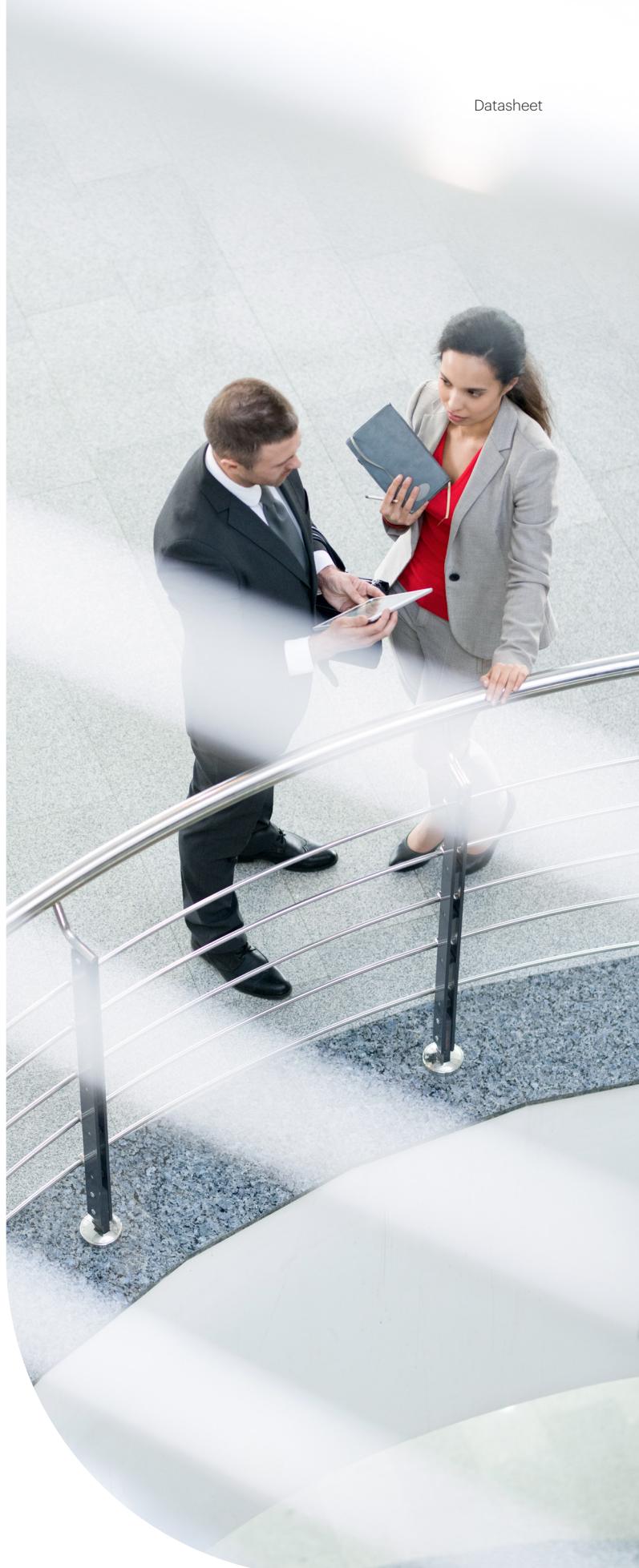


“While meeting with a chief operating officer, he brought up the concept of needing to hire the right people, at the right place, at the right time, driving that bottom line, and doing more with the same or more with less.

Live, in Visier I was able to show him the influence of internal movements, the influence of exits, the influence of career paths.

Previously I would have needed more time to work on the questions, figure out the reports, and bring the answers back to him, maybe a month later, and hope he's still interested. Instead we were able to answer his questions in the meeting and start working towards strategies.”

Gary Russo
HR Workforce Intelligence at Providence St. Joseph Health



Datasheet

Visier People®

Organization

Benchmark. Align. Prepare.

Without a unified picture, you're constantly having to make decisions with only some of the information you need. Visier pulls that data together, no matter the system or structure, and analyzes it to help you ask the questions you need answered now.

Visier People Organization provides you with over 150 business questions about the foundation of your organization—employee demographics, organizational structure, starts, and exits—as well as benchmarking against organizations just like yours with Visier's Benchmarks.

Visier People Organization provides the foundation for all other Visier People solutions, so that you can drill into or filter any question by organization, diversity metric, job, and more. For example, uncover which departments are producing the most high performing employees (Talent), enable managers to see which employees have developed the most in-demand skills (Learning), and populate your planning template for



the next fiscal year with the most recent headcount and distribution at a click (Planning.) Every additional solution multiplies the opportunities to understand your workforce and make better decisions.

Answers. Decisions. Outcomes.

Get answers to questions like:

- What is our current headcount and how has it changed?
- How effectively is our HR team supporting the business?
- How does our organization's turnover compare to the benchmarked turnover of organizations like ours?
- How diverse is our organization compared to last year?
- What is the composition of our manager group?

So that you can make decisions like:

- Do we have enough resources to meet our changing workforce?
- Should we increase the number of HRBPs so that we can better support managers?
- Is there more that we should be doing to stem turnover or are we already below industry norms?
- Do we need to increase our hiring outreach to diverse communities?
- How can we mitigate the impact of the likely wave of upcoming retirements?

And create outcomes like:

- Accelerated facilities activities so that new staff are greeted with the space and tools to do their jobs.
- A management group that can focus on creating and developing highly effective teams.
- Proactively get ahead of a worrisome turnover trend to keep critical employees.
- Move the needle on diversity goals by targeting the inbound candidate pipeline.
- Create succession pools and begin leadership training for high-potential candidates.



Datasheet

Visier People®

Talent Expert

Talent Expert builds on Essentials with more advanced and varied topics that enable you to expand your line of inquiry.

Talent Expert rounds out the Talent solution with an additional 200 business questions, and more than 80 metrics from a wider selection of talent management solutions, such as succession, organizational networking, CRMs, and time management solutions, with the following topics:

- Actual compensation data
- Leave management, sick time, and other absences
- Employee experience and sentiment, which stores sentiment ratings for a variety of different interactions
- Succession planning, including succession pools, incumbents, and readiness ratings
- Employee recognition, including records of monetary recognition and other rewards for performance outside of performance reviews



- Individual sales attainment, including sales goals and sales attainment by sales people
- Organization network analysis results, so that you can look at your networks alongside other talent information

Answers. Decisions. Outcomes.

Get answers to questions like:

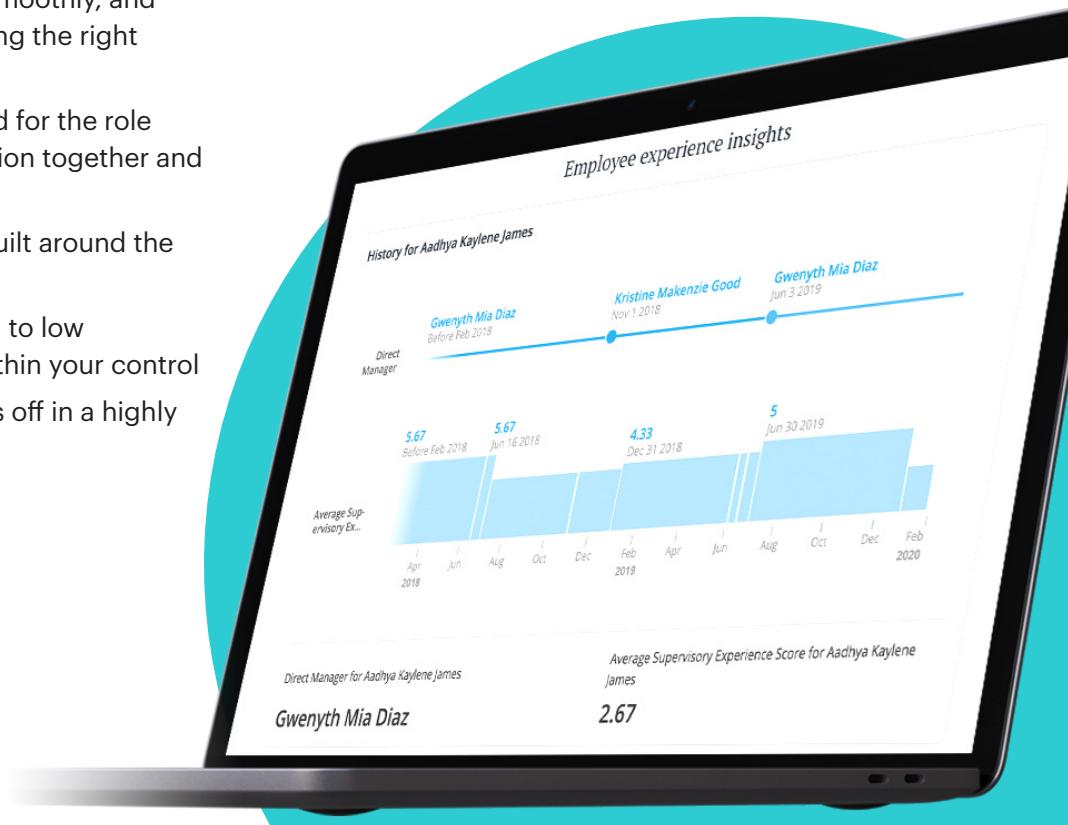
- Do we have diverse succession pools for key roles?
- Which employees have the most critical network connections?
- What are the characteristics of our high-performing sales representatives?
- What's contributing to absenteeism?
- Are our recognition programs having an impact?

So that you can make decisions like:

- Where do we need to identify candidates who can be groomed for leadership?
- Are we properly recognizing the impact that highly networked employees play?
- Is it possible to upskill the rest of the sales team or do we need to hire for different traits?
- Are policy changes needed to curb absenteeism?
- Is the investment in recognition programs paying dividends?

And create outcomes like:

- Managing leadership changes smoothly, and meeting diversity goals, by having the right person in place
- Key contributors who feel valued for the role they play bringing the organization together and promoting company values
- A high-performing sales team built around the traits that drive sales results
- Reduces absenteeism that's tied to low engagement or other causes within your control
- A recognition program that pays off in a highly motivated and driven workforce



Datasheet

Visier People® Talent Essentials

Talent Essentials provides critical insight into your workforce, building the foundation for people analytics. This module brings the insight needed to solve the most common and important workplace challenges.

Talent Essentials provides pre-built insight into the data you are tracking as a byproduct of your regular HR processes, such as job changes, pay rates, reorganizations and more. As well as data on the business outcomes so you can analyze the impact. Talent Essentials provides you with over 250 business questions and over 300 metrics with the following key topics:

- Predictive insights for risk of exit, promotion trends, and internal movement
- Internal movement, such as job changes, promotions, and reorganizations
- Pay change events, such as on- or off-cycle raises
- Budgeted and hourly compensation rates for all employees
- Customer satisfaction survey results
- Revenue results
- Productivity measures, such as cases closed, or units produced
- Employee engagement results



Exponential Value

As with all Visier solutions, you can leverage the pre-built questions, refine them with data filters, or use them as a starting point to create your own questions unique to your needs.

In addition, every metric, dimension, and concept can be combined with other topics of Visier People. For example, you can analyze what impact onboarding training has on voluntary turnover for first year employees in Visier People: Learning, or accurately assess the total compensation of your future workforce plan in Visier People: Planning. Every additional solution multiplies the opportunities to understand your workforce and make better decisions.

Answers. Decisions. Outcomes.

Get answers to questions like:

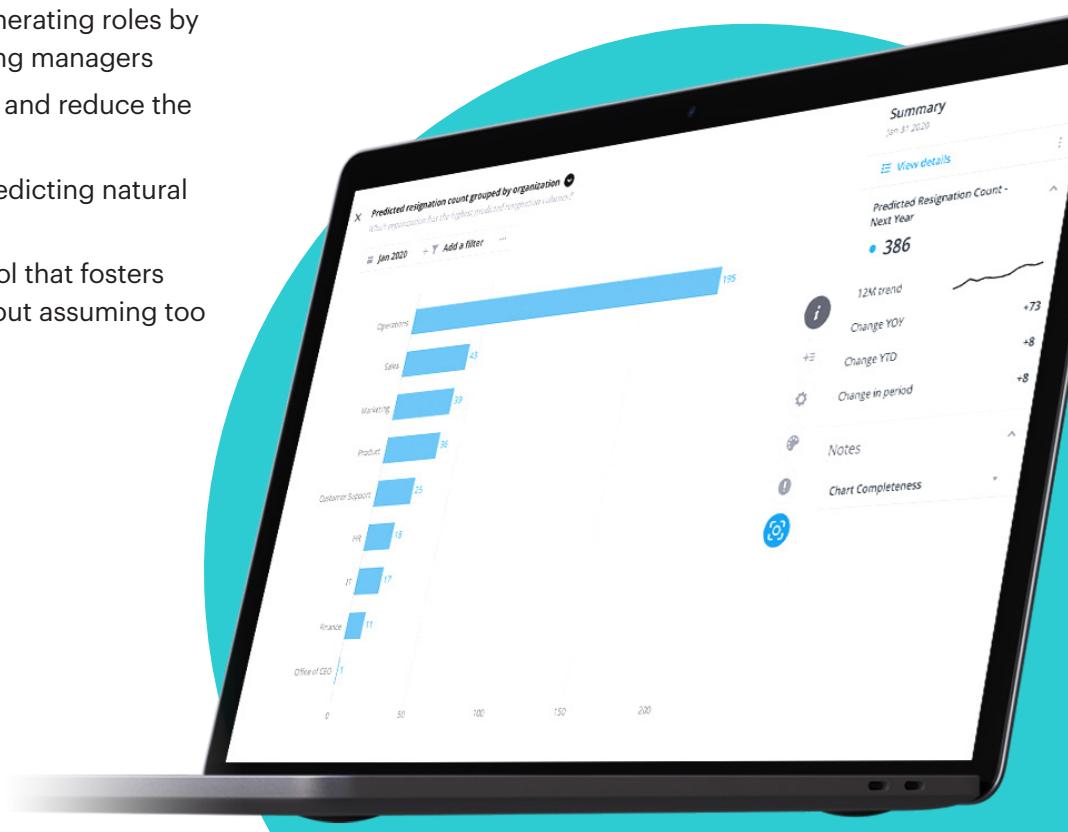
- Where are we gaining, and losing, high performing employees?
- How many women and minorities are we hiring and promoting?
- Does compensation impact the risk of exit?
- How much voluntary attrition can we expect in the next quarter?
- What is the performance and productivity of teams broken down by manager span of control?

So that you can make decisions like:

- Which managers need more support to develop and keep good employees?
- Are we treating diverse employees equitably?
- Should we adjust pay across the organization or in select roles?
- Can we meet Finance's requirement to reduce headcount without laying anyone off?
- Do we have teams sized for optimal performance for each function?

And create outcomes like:

- Lowered attrition of revenue generating roles by providing mentoring to struggling managers
- Optimize compensation budget and reduce the impact of wage competition
- Avoid unnecessary layoffs by predicting natural turnover
- Implementing the span of control that fosters the most productive team, without assuming too much compensation overhead



Datasheet

Visier People®

Learning

Upskill. Prepare. Impact.

Analyze the impact learning has on business outcomes and fine-tune your learning programs for optimal employee engagement and overall business success. Visier People Learning puts your employees' learning information into context with workforce outcomes and business KPIs so that you can make sure that your learning initiatives are on track to drive value for the business, and your people.

Visier People Learning provides you with almost 100 business questions relating to completions, business impact, certification pipeline, and more. Leverage these prebuilt questions, refine them with data filters, or use them as a starting point to create your own questions unique to your needs.

Additionally, every metric, dimension, and concept that we provide to support our best practice



questions are also available for you to use in other topic areas of Visier People. For example, you can analyze the impact that in-person training has on safety incidents (Workforce), as opposed to online training, or if you'll have enough certified employees to safely operate, given the forecasted turnover and retirement rates (Talent). Every additional solution multiplies the opportunities to understand your workforce and make better decisions.

Answers. Decisions. Outcomes.

Get answers to questions like:

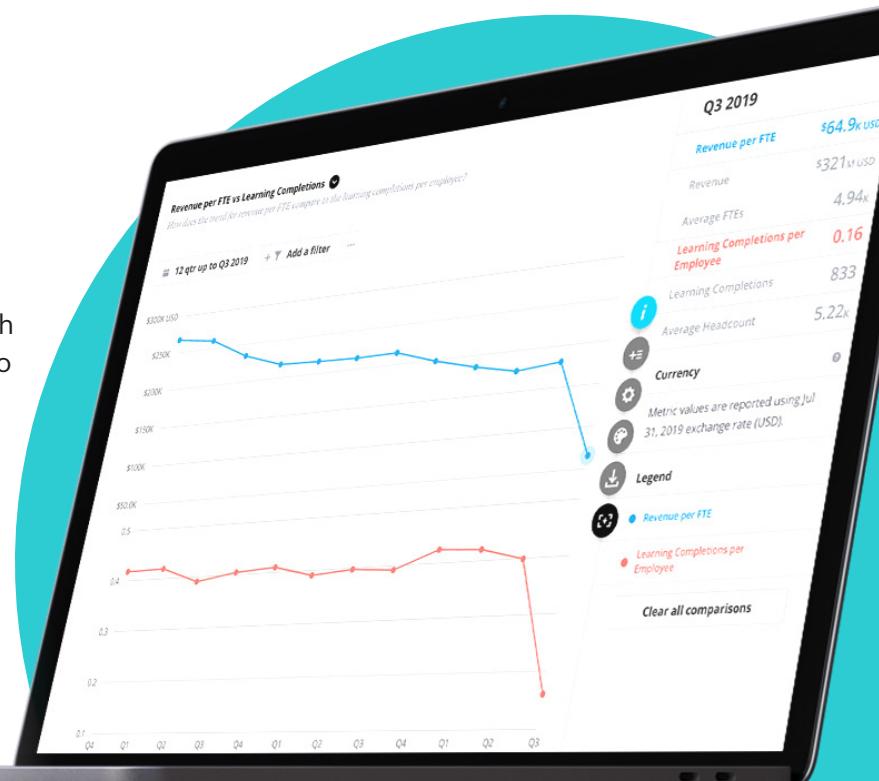
- Do our learning offerings contribute to employee satisfaction and internal mobility?
- Are all employees getting the opportunity to participate in high-value training?
- Will we have enough certified employees for each function?
- Is new hire training reducing time to productivity and first year turnover?
- Which learning initiatives are keeping learners engaged to the end, and which aren't?

So that you can make decisions like:

- Increase engagement and sense of purpose amongst employees who seek constant development.
- Increasingly diverse succession pipeline for leadership positions.
- Creating a deep bench of fully compliant staff so that there is no lost productivity due to compliance gaps.
- Decreasing time to hire and reducing first year attrition with a proven training strategy.
- Less time and money spent on ineffective learning material, so spending can be redirected to more impactful resources.

And create outcomes like:

- Where to invest in soft skill training that employees are asking for?
- Do we need to address any institutional biases that are keeping women and minorities out of training?
- Can we continue to function at full capacity with our current certified workforce or do we need to upskill?
- Should we renew the more expensive new hire training material?
- Should we discontinue some courses and reinvest in material from new providers?



Datasheet

Visier People®

Talent Acquisition

Source. Attract. Select.

Identify the attributes that produce long-term, high performing employees. Visier People Talent Acquisition connects your recruiting and workforce data to measure quality of hire so you make the best talent acquisition decisions more quickly and most effectively.

Visier People Talent Acquisition provides you with 135 business questions relating to quality of hire, recruiting pipeline and capacity, hiring sources, and more. Leverage these prebuilt questions, refine them with data filters, or use them as a starting point to create your own questions unique to your needs.

Additionally, every metric, dimension, and concept that we provide to support our best practice questions are also available for you to use in other topic areas of Visier People. For example, you can isolate the traits of candidates that go on to become high performers (Talent) so that you can look for them in new candidates or confirm that your hiring capacity



is sufficient to meet your planned headcount goals (Planning.) Every additional solution multiplies the opportunities to understand your workforce and make better decisions.

Answers. Decisions. Outcomes.

Get answers to questions like:

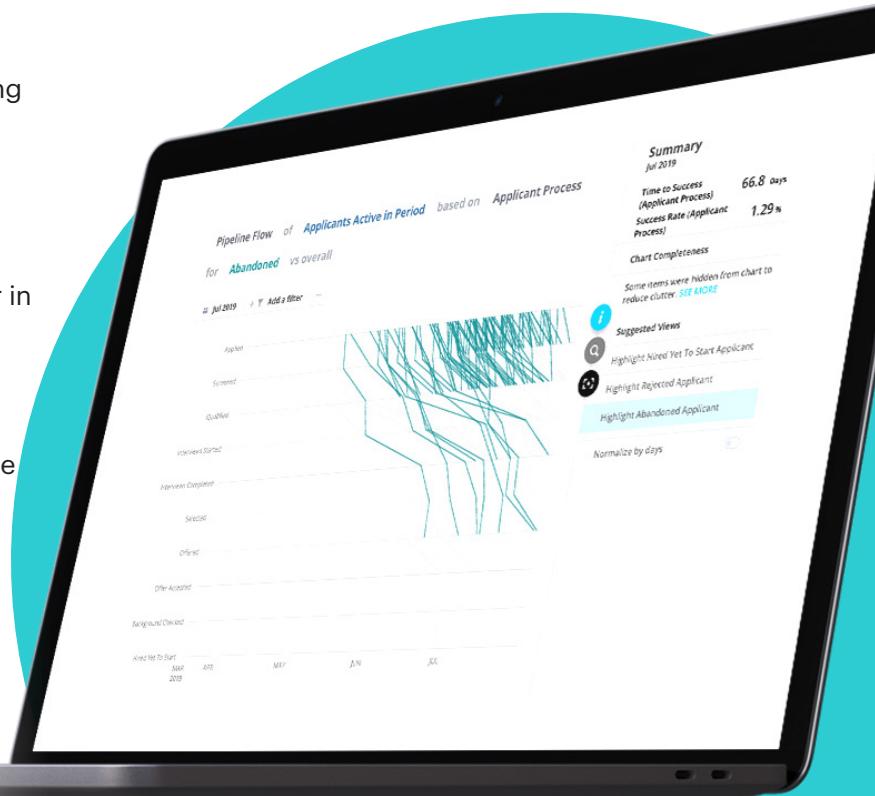
- Is the talent acquisition function is delivering enough hires?
- What is the workload of the recruitment team and are we staffed to meet goals?
- Are newly hired employees meeting the level of quality expected?
- When will open positions will be filled
- Where are we losing good candidates during the process?

So that you can make decisions like:

- Lowered attrition of revenue generating roles by providing mentoring to struggling managers.
- A strong pipeline of diverse candidates for senior leadership roles, to achieve goals for parity.
- Optimize compensation budget and reduce the impact of wage competition.
- Avoid unnecessary layoffs by predicting natural turnover.
- Implementing the span of control that fosters the most productive team, without assuming too much compensation overhead.

And create outcomes like:

- Which sources provide the most and the best candidates and should we rethink our job posting investments?
- Do we need to increase our recruiting outreach to diverse communities, or focus on developing internal talent?
- Should we adjust pay across the organization or in select roles?
- Can we meet Finance's requirement to reduce headcount without laying anyone off?
- Do we have teams sized for optimal performance for each function?



Datasheet

Visier People®

Planning

Plan. Collaborate. Refine.

Planning starts with accurate headcount data. Set growth targets, prepare for mergers and acquisitions, or simply free up budget by collaboratively creating an accurate forecast. Create true alignment between Finance and people initiatives in your organization.

Visier People Planning provides you with a robust planning solution that automatically populates with your current, vetted organization data, including workforce costs. Maintain ownership over the plan, while still allowing access to others to enter their own details so that you can collaboratively plan for the future, without the mess and insecurity of spreadsheets. Answer over 54 business questions related to planning to track where you are and where you need to go.

Additionally, every metric, dimension, and concept that we provide to support our best practice questions are also available for you to use in other topic areas of Visier People. For example, you can



analyze the trend of budgeted pay changes for high performing employees (Talent), or compare external hires (Talent Acquisition) against the planned headcount. Every additional solution multiplies the opportunities to understand your workforce and make better decisions.

Answers. Decisions. Outcomes.

Get answers to questions like:

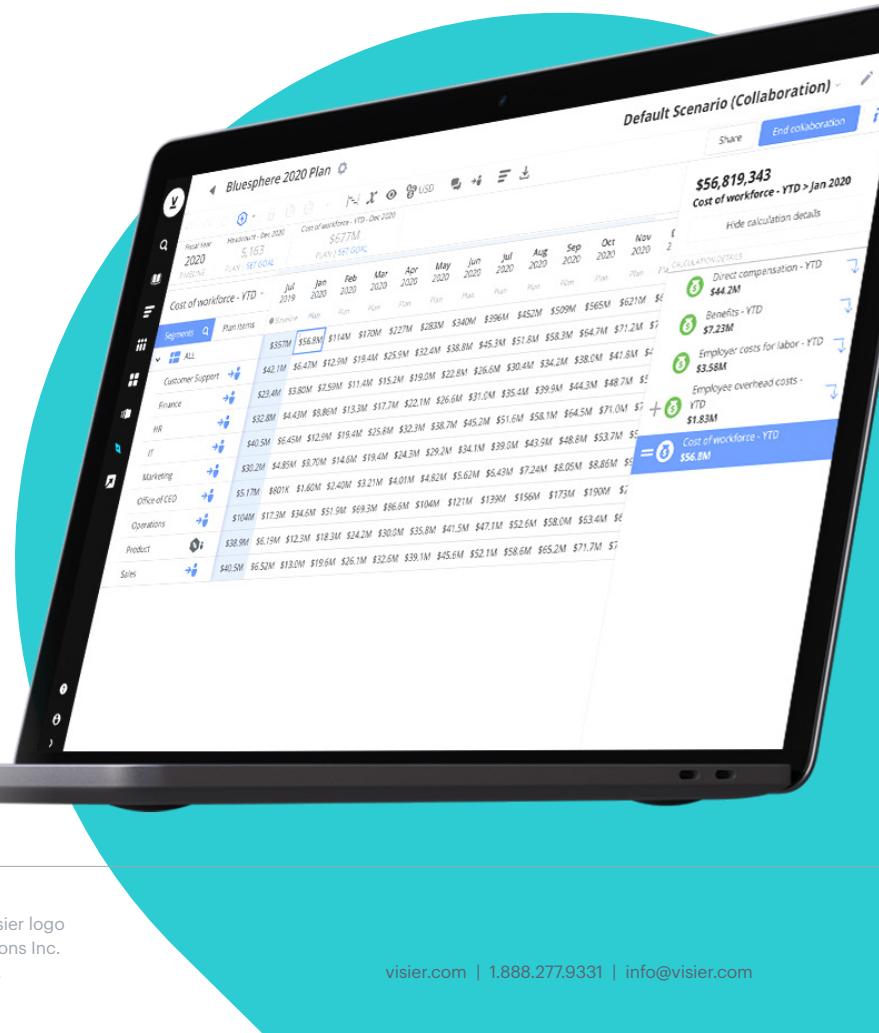
- Where do the business or regional owners need headcount allocated for the coming workforce planning cycle?
- What is the total cost of workforce for the plan?
- How does projected turnover impact the workforce plan?
- How did our previous workforce plan compare to what we actually needed?
- How are we tracking for hiring against the workforce plan?

So that you can make decisions like:

- Accurate plans that reflect the real staffing needs of those who understand that area of the business.
- Data-backed requests to properly fund workforce needs.
- Avoid unnecessary reductions in force, saving money and company morale.
- Free up millions in allocated budget and create improved alignment and relations with Finance.
- Prepare the talent acquisition team well in advance to meet staffing needs.

And create outcomes like:

- Do we need growth across the board or only in select areas?
- Has finance allocated enough budget to staff adequately for future needs?
- Will reductions in force be necessary or will natural attrition right-size the organization?
- Can we increase accuracy of planning and reallocate budget as a result?
- Will our recruiting team be on target to hire for all of the positions we've planned for?



Datasheet

Visier People®

Workforce

Assess. Adjust. Optimize.

When your organization is powered by the hourly worker, you need to find the optimal balance between hours worked, productivity, and your workers' wellbeing. Visier People Workforce unifies, connects, and makes sense of your labor data—time, pay, safety, productivity—so that you can fine tune your management for big impact.

Visier People Workforce provides you with over 125 business questions relating to absenteeism, case management, overtime, worker safety and more. Leverage these prebuilt questions, refine them with data filters, or use them as a starting point to create your own questions unique to your needs.

Additionally, every metric, dimension, and concept that we provide to support our best practice questions are also available for you to use in other topic areas of Visier People. For example, you can



analyze employee movement (Organization) by overtime hours, or determine if the trend of safety incidents is impacted by completed compliance training (Learning). Every additional solution multiplies the opportunities to understand your workforce and make better decisions.

Answers. Decisions. Outcomes.

Get answers to questions like:

- Does each shift have a variety of experience?
- Is overtime evenly distributed or concentrated among a few employees?
- Does absenteeism reduce productivity?
- Does an unsafe work environment lead to higher voluntary turnover?
- How does the current days open count for cases compare to the historical time to close?

So that you can make decisions like:

- Fewer site incidents as experienced workers mentor junior workers, and an increase in knowledge transfer between generations.
- Fewer union challenges on overtime policies, and increased productivity on overtime shifts as workers are no longer burnt out.
- Maintaining consistent productivity levels, without the overhead of unnecessary FTEs, by optimizing the pool of part time workers to cover absenteeism.
- Reducing time to close for challenging cases by reallocating case managers that are more skilled at managing complex cases.

And create outcomes like:

- Where to adjust shift staffing to ensure the inexperienced get to work alongside the experienced
- Does overtime need to be more strictly managed to avoid union agreement violations or burnout?
- Do we need to increase the number of relief labor available to back fill?
- Investing in increased safety measures to reduce voluntary turnover
- Are we adequately resourced to manage cases in a timely manner, or are we getting better at closing cases?



About Visier

Visier's purpose is to help people see the truth and create a better future, now.

Visier was founded to focus on what matters to business people: answering the right questions, even the ones a person might not know to ask. Questions that shape business strategy, provide the impetus for taking action, and drive better business results.

Visier delivers fast, clear people insight by using all the available people data—regardless of source. With best-practice expertise built-in, decision-makers can confidently take action. Thanks to our amazing customers, Visier is the market leader in Workforce Analytics with 5,000 customers in 75 countries around the world.

For more information, visit visier.com



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