

P. Jogeeswara. V. N. S

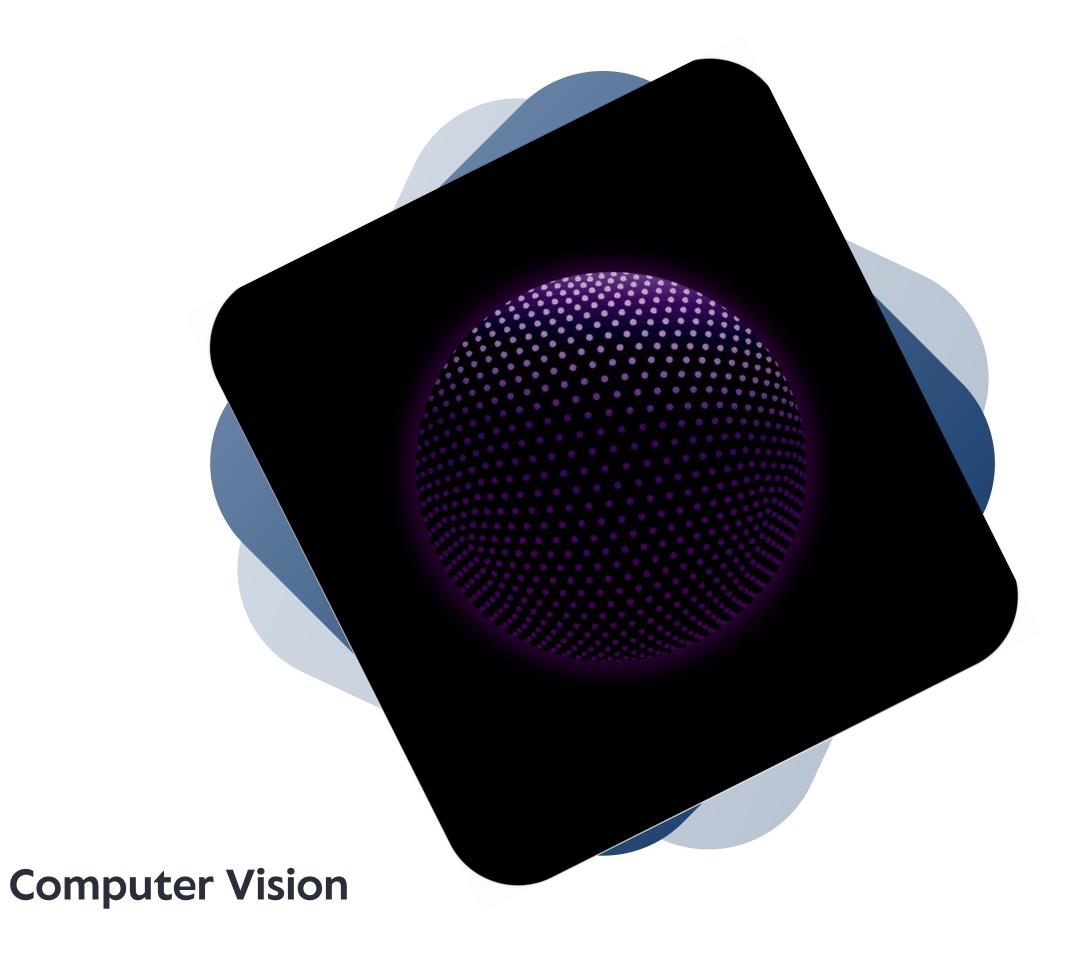
A. Sai Karthik

Co-Founder

Co-Founder

# About the Company

Leverages cutting-edge AI technologies to address complex, real-life problems across industries.







### FORTE HR

Where Talent Meets Recognition

### The Problem

Employee Attrition and Retention

### **Employee Attrition**

Employee leaving the company



### **Employee Retention**

Companies preventing attrition



## Attrition Effects



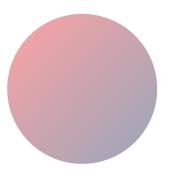
### Effect #1

Leads to loss of experienced talent



#### Effect # 2

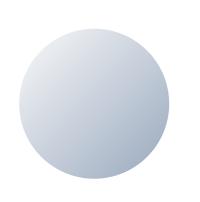
Increases hiring and training costs



### Effect # 3

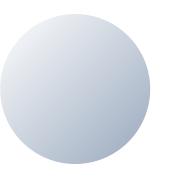
Creates knowledge gaps in teams

## Attrition Causes



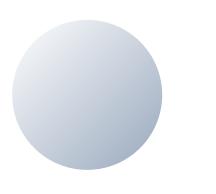
#### Cause #1

Lack of career growth or advancement opportunities



#### Cause # 2

Low employee engagement or motivation

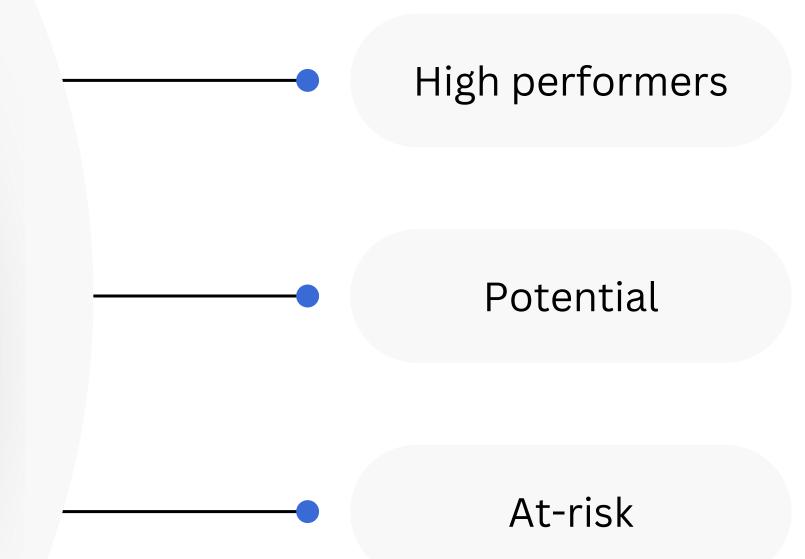


#### Cause # 3

Inadequate compensation and benefits



### Whom to identify



### Performance Evaluation

Sentiment Analysis



How
to identify
(Assumptions)

# Traditional Framework 9-Box (2D)

HIGH POTENTIAL POTENTIAL GEM **STAR** Moderate High performance/ High potential Low performance/ High potential performance/ High potential \*\*\*\* \*\*\*\*\* \*\*\*\*\* HIGH PERFORMER INCONSISTENT PLAYER **CORE PLAYER** Moderate High performance/ Moderate Low performance/ Moderate performance/ Moderate potential potential potential \*\*\* \*\*\*\* \*\*\*\* AVERAGE PERFORMER SOLID PERFORMER **RISK** Low performance/ Low potential Moderate High performance/ Low potential performance/ Low potential  $\star\star\star$ Low MODERATE HIGH

MODERATE

POTENTIAL

PERFORMANCE

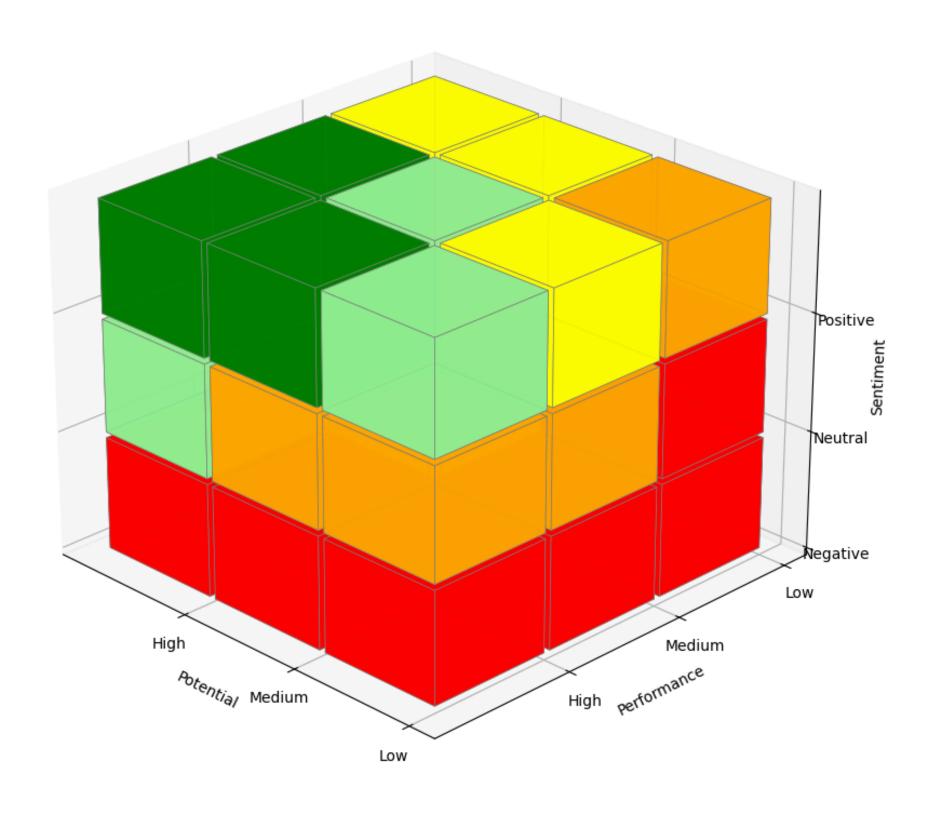
### Unique Selling Proposition 3-Dimentional

**Potential** 

**Performance** 

Sentiment

### PPS (Potential-Performance-Sentiment) Cube



**X-Axis Potential** 

**Y-Axis Performance** 

**Z-Axis Sentiment**