



owen

AI driven people management

Introductory deck

High impact **people analytics**

Companies leveraging people analytics to its full potential are*

2x More likely to improve their leadership abilities

2.5x More likely to improve talent mobility – moving the right people to the right jobs

3x More likely to realize cost reductions/efficiency gains



30%

Higher return on stock prices compared to their S&P 500 peers

Key challenges

Most organizations face several challenges in trying to leverage people analytics

Data is silo-ed in multiple systems
Data quality may be suspect

**Data
availability**

**IT
challenges**

Several dependencies on IT department makes the process cumbersome and frustrating

Not enough time to perform ad-hoc analyses for each use case

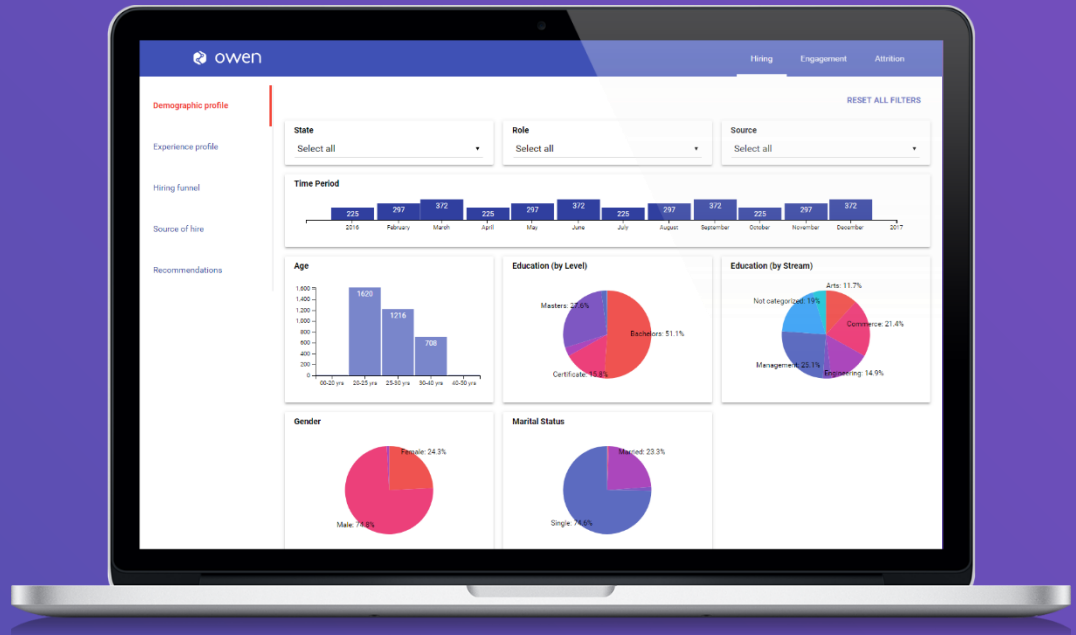
Lack of time

**Operational
focus**

HR teams are primarily focused on execution of operational issues rather than strategic ones

How we help

OWEN is a one-stop solution to help organizations enhance **Employee Life Time Value (ELTV)** through powerful analytics



Workforce planning

- Setup workforce targets and track progress
- Monitor workforce costs against budget



Talent Acquisition

- Improve hiring efficiency
- Enhance Quality of hires



Engagement

- Measure engagement levels
- Monitor team dynamics, key influencers



Performance

- Track performance
- Identify high potential talent



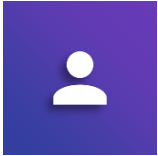
Attrition

- Predict risk of attrition
- Determine key drivers

Case Study: Attrition

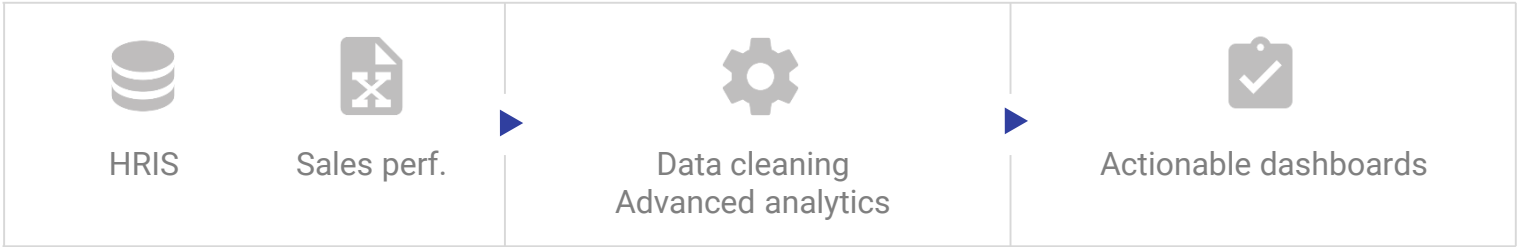


Business Objective
Enhance revenue growth

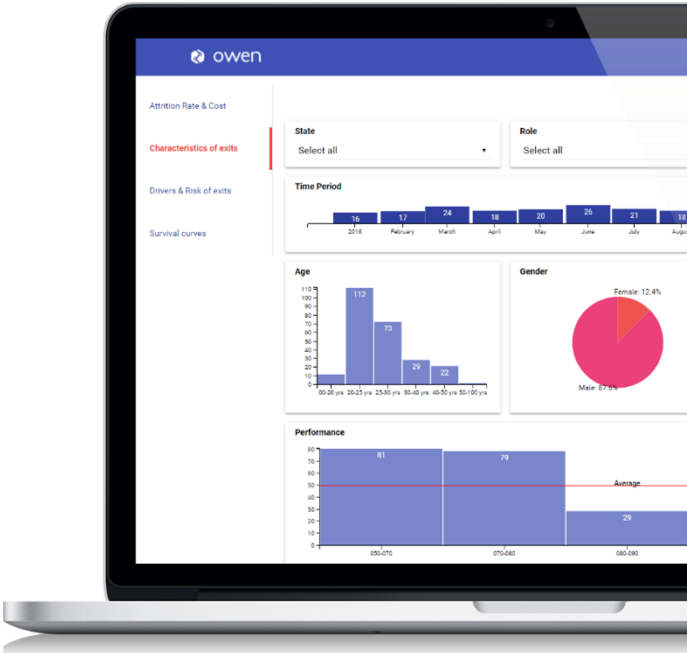


People Objective:
Improve productivity and reduce attrition of sales representatives

8%
reduction
in attrition rates
in 7 of the 10
largest BU's
within 12 months



SYSTEM OUTPUTS	ACTIONS
Characteristics of individuals who leave within one year	▶ Use criteria to filter out candidates during hiring
Predictions on individuals who are at risk of flight	▶ Proactive interventions to retain talent
Drivers of risk	▶ Proactive interventions to retain talent
Rate of hiring and on-boarding to meet revenue targets	▶ Focus hiring efforts on sources that have highest conversion rate

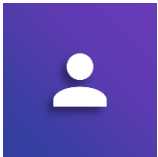


Case Study: Talent Acquisition

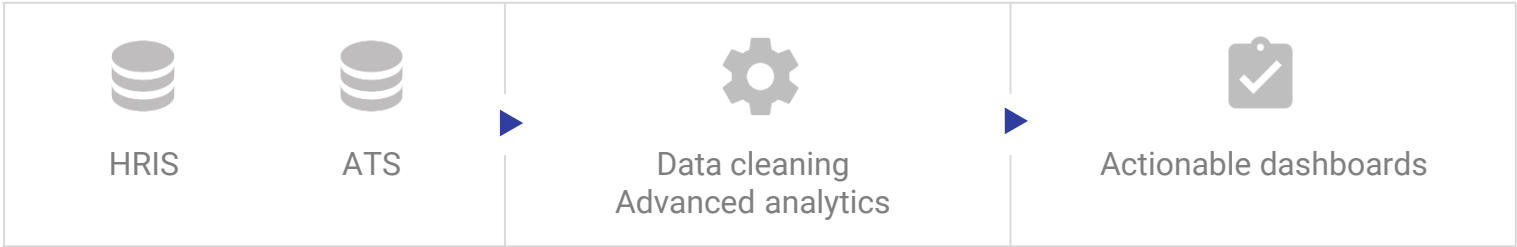
70%
reduction
in time to fill



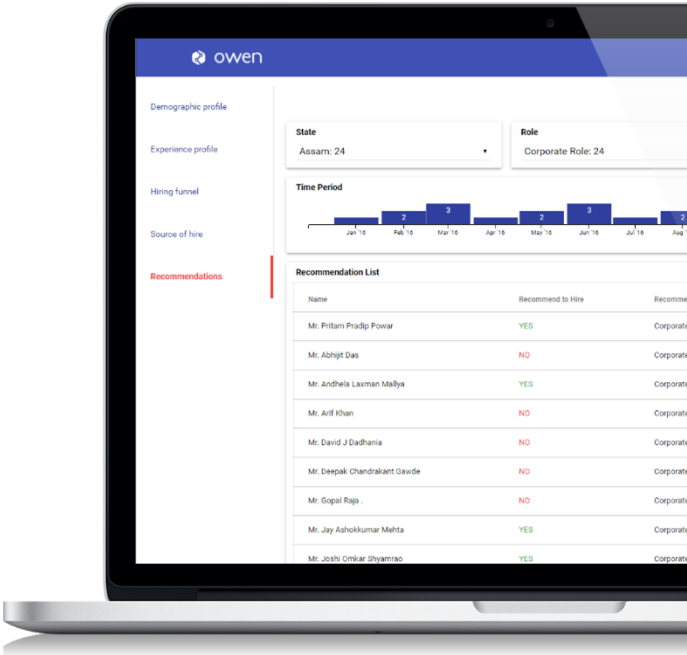
Business Objective
Improve customer service



People Objective:
Position sufficient service representatives with appropriate skills



SYSTEM OUTPUTS	ACTIONS
Identification of role suitability from given resume	▶ Interview only those suitable for customer service roles
Identification of location suitability from given resume	▶ Select candidates based on location
Recommendation to interview	▶ Interview only those who are likely to be high performers



Key differentiators



1. Comprehensive analytics suite

One-stop solution for all people analytics requirements

2. Customization

Full customization to client's unique business context and requirements

3. Agnostic to data sources

Ability to connect with any data source including ad-hoc excel/text files

4. Service and Product

OWEN can be provided as a full-service solution for analytics requirements as well as a DIY software product

5. Implementation support

Our expert teams integrate data sources and configure the solution to your requirements within a few days

6. Dedicated in-service support

Dedicated support team to help resolve any technical as well as analytics queries

Cutting-edge technology

Driving business outcomes through data-driven people management

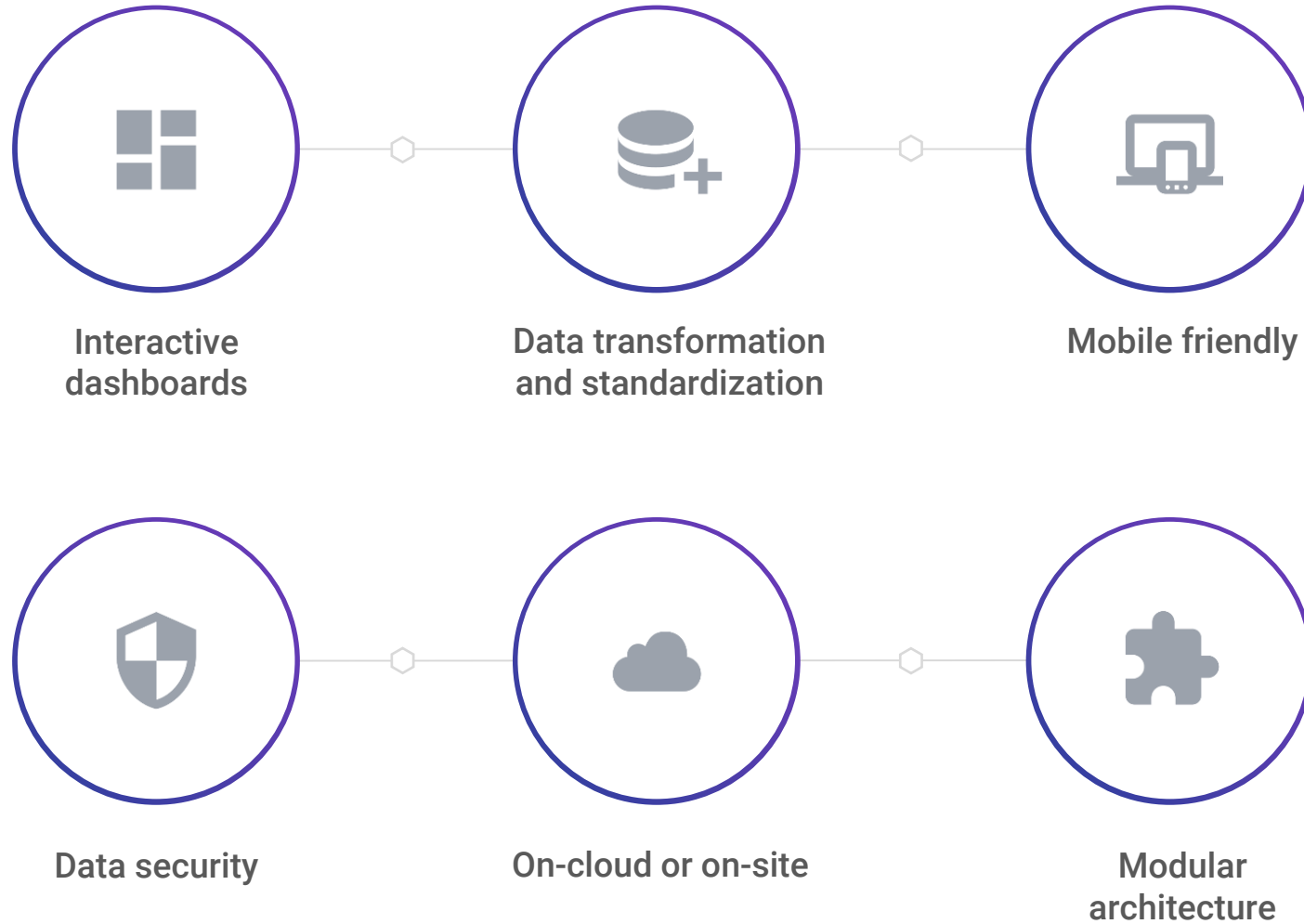
A clever combination of state-of-the-art analytics methodologies and latest technologies provides unique insights to organizations using their people data.

Data is analysed from multiple angles to provide a comprehensive view of the organization, and the ability to monitor metrics that matter.

OWEN is a plug-and-play solution that enables data-driven decision making out of the box.



Key features



About us

Leaders

Decades of experience in HR technology, strategy consulting, and analytics working with several multinational organizations around the world



Tej Mehta
Founder & CEO
[in](#)



Hemant Tathod
Chief Commercial Officer
[in](#)



Subrajit Kumar
Chief Data Scientist
[in](#)

Industry experts

Extensive experience as C-level executives in heading large scale transformations
Deep domain expertise in HR, Org. Design and Change Management



Michel Zarka
Org. Design & Change Management
[in](#)



Dr. Arvind N. Agrawal
HR & Talent Management
[in](#)



Andrew Spence
Digital Transformation
[in](#)

Trusted by
these
companies
around the
world



Contact **us**



www.owenanalytics.com



+91 97319 77556



owen@owenanalytics.com



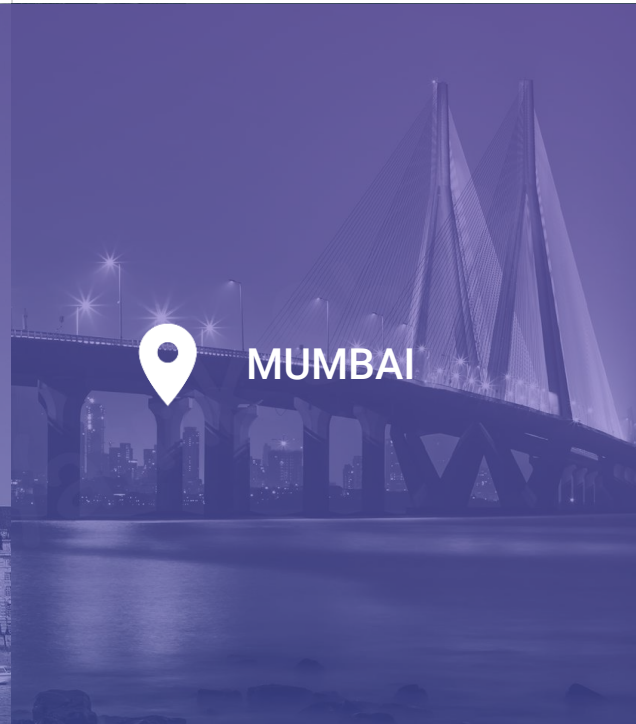
PARIS



LONDON



MUMBAI



BENGALURU

