The background of the slide is a dense, 3D-rendered field of numbers. The numbers are in various sizes and orientations, creating a sense of depth and complexity. They are primarily light blue and white, with some darker blue numbers interspersed. The numbers are scattered across the entire frame, with some appearing more prominent than others.

Recommended solutions for Carta's Challenges.

Abdul Rahman



How do we make Carta's People data reliable, accessible and scalable?

Human Resources Management System

- ◆ Implement on enterprise level rather than in silos.
- ◆ It will act as single source of solution that address all the HR needs.

Scalable

- HRMS can evolve as organization or functions expands.

Accessible

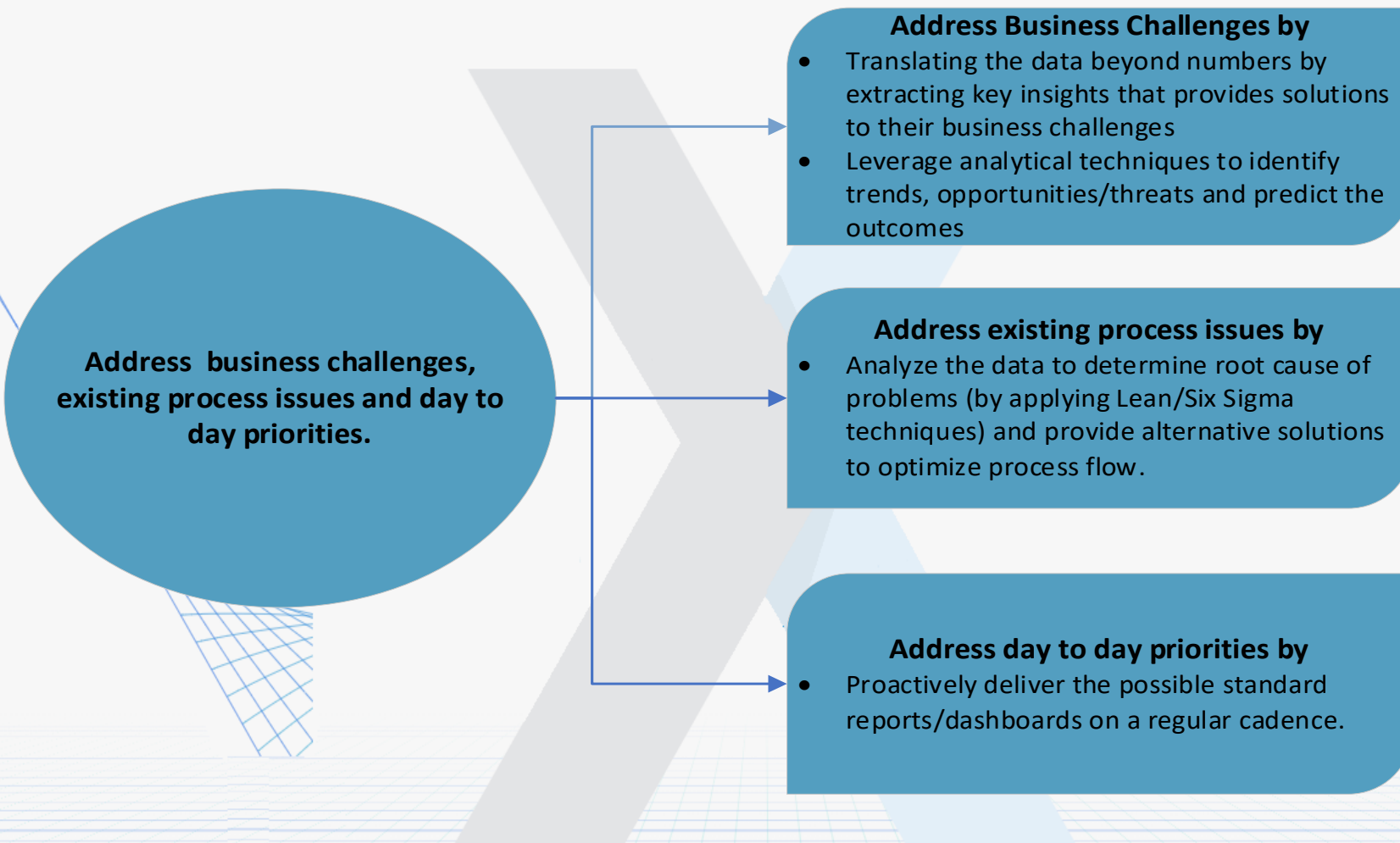
- Ease with intuitive and user-friendly features.

Reliable

- Safe and Consistent in performance



How can we deliver better insights to our business partners to improve decision-making?





How do we know what's working well today, and what isn't? What insights do we look at to inform the future of our People team's work?

Employee's Behavioral Insights.

HR Tools

- For Collection of Data.
- Accessible at Multiple Platform for employees.
- User Friendly.

Analysis of Data

- Pulse Survey
- NLP (Text, Sentiment Analysis)
- Organizational Network Analysis

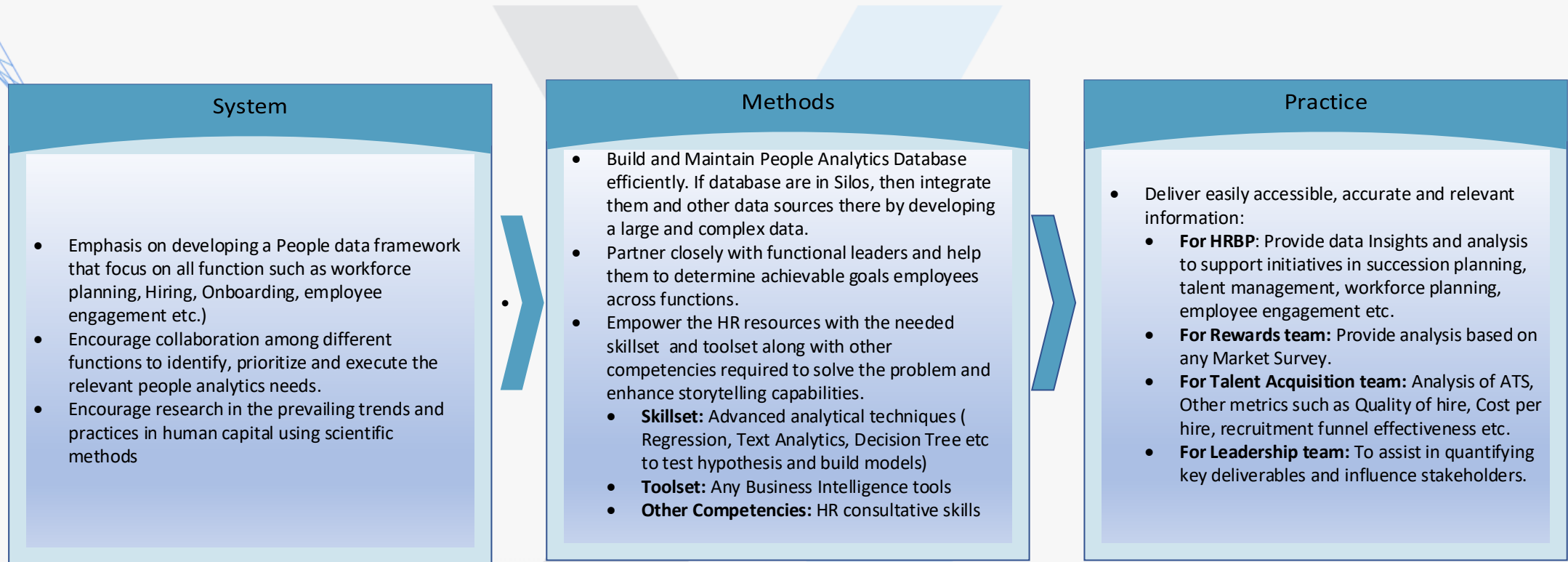
- Guide to untap day-to day data to understand People emotions.
- Identify "Influencers"

Insights such as,

- Proactively preventing high performer exit.
- Impact and productivity of Training.
- Quantify unnecessary Overtime.
- Workforce diversity Analysis

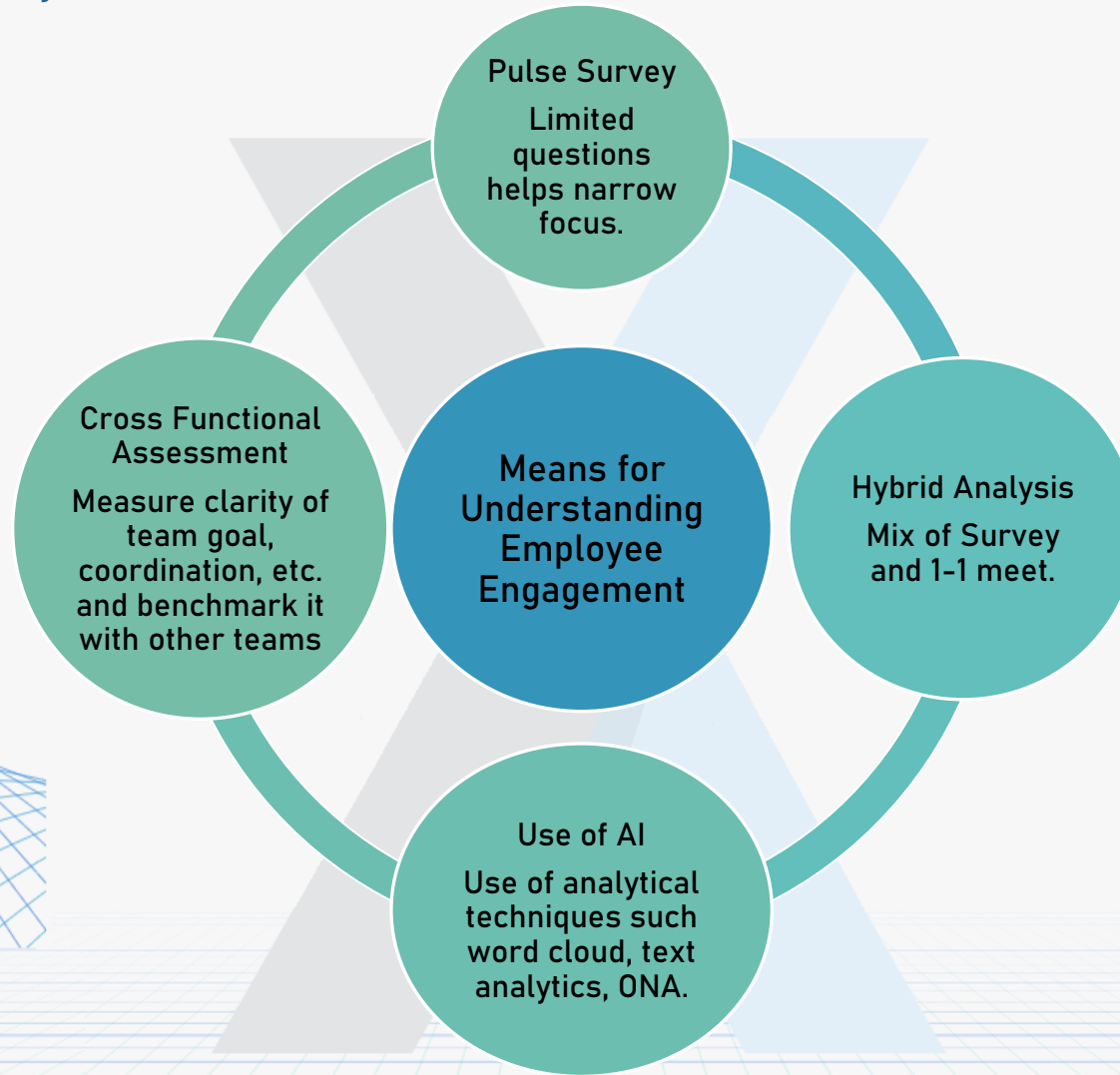


What systems, methods, and practices do we need to explore to ensure meaningful and scalable outcomes?



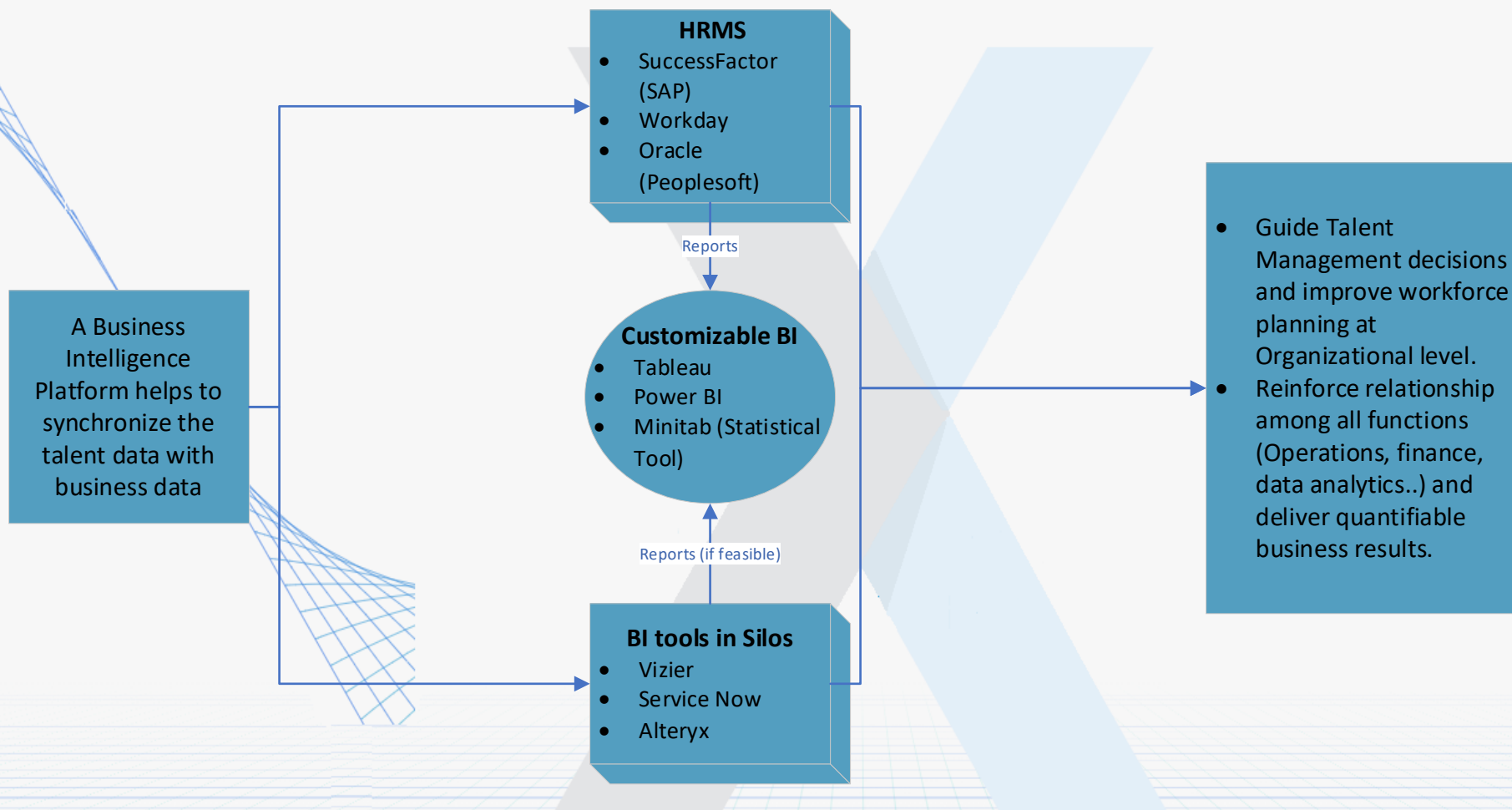


How do we understand employee engagement in deeper, more innovative ways?





How do we better align our data and priorities with partner teams, like Finance and Data Analytics, and establish a “single source of truth” for People Data?



How do we lay the groundwork for more experimentation and innovation in the People space?

