PEOPLE TEAM

AI-Powered People Data Platform

BACKGROUND

The People Team at Deutsche Telekom Digital Labs manages employee experience across six disconnected platforms: Darwinbox (employee master data), Klaar (performance and development), TurboHire (hiring, referrals, IJPs), New Hire (requisitions and vacancies), Amber (pulse checks, cNPS, engagement), and GT Portal (payroll and compensation). This siloed structure hampers decision-making, delays interventions, and leaves insights untapped.

MISSION

Design a centralized AI-powered data platform that integrates these tools into a single, intelligent interface for real-time, actionable, and secure people insights.

THINK BEYOND THE OBVIOUS

1. Unified Data Sync: Seamlessly integrate data from all six platforms.
2. Smart Dashboards and Nudges: Highlight attrition risks, burnout signals, or hiring pipeline delays.
3. AI-Driven Recommendations: Provide insights for talent planning, career development, and engagement.
4. Role-Based Access: Ensure privacy and compliance with tailored access controls.
5. Intuitive Visualizations: Present lifecycle data clearly for HRBPs, managers, and leadership.
6. NLP-Based Queries: Enable queries like "Show me employees at risk of churn in Q3."
7. Plug-and-Play Architecture: Support future HR tool integration.
8. Story-Driven Dashboards: Connect lifecycle data to business impact.