

clAlrvoyant Growth Strategy

Team Polyhymnia



Polyhymnia Team Overview



Yahan Yang

Division: Strategic Planning
Team: Analytics, Polyhymnia
Title: Data Scientist
Email:
yahan_yang@clairvoyant.com



Perry Lin

Division: Strategic Planning
Team: Analytics, Polyhymnia
Title: Data Scientist
Email:
perry_lin@clairvoyant.com



Karan Karthik

Division: Strategic Planning
Team: Analytics, Polyhymnia
Title: Data Scientist
Email:
karan_Karthik@clairvoyant.com



Resume

Agenda

- Executive Summary
- Areas of Interest
- Job Market Overview
- Company Performance
- Further Analysis



Resume

Agenda

- Executive Summary
- Areas of Interest
- Job Market Overview
- Company Performance
- Further Analysis

Executive Summary: Weighted decision matrix is used to process job market data to target final anchor client

- To determine the anchor client, five key areas of interest were selected: **Industry Opportunities, Company's Dominance, Growth, Scale** and **Volatility**.
- A **weighted decision matrix** was employed to assess and rank the top potentials clients based on their performance across these key factors.
- Following further analysis on industry outlook and talent philosophy, **Amazon** was selected as the top anchor client.
- **Amazon's** recruitment efforts encompass **32 distinct teams**, with over **90%** of roles requiring high-skilled labor. As of **October 20, 2024**, Amazon is actively recruiting for **21,858 positions**.
- This scale of recruitment and talent demand positions Amazon as an ideal subject for a **compelling case study** to attract future clients.



Agenda

- Executive Summary
- Areas of Interest
- Job Market Overview
- Company Performance
- Further Analysis

There are 5 major areas of interest when considering an anchor client and their relative importance towards making a decision

Business Question

What company can be our client to use the AI resume matching product?

Areas of Interest

Job Market Performance



Industry Opportunities

Company's Dominance

Company Performance



Company's Growth

Company's Scale

Company's Volatility

Industry Opportunities



- Focus on industries with **high recruitment needs**

Company's Dominance



- Target companies with a **significant share of total industry job postings**
- Prioritize firms leading in **recruitment volume** within their sector

Company's Growth



- Focus on **fast-growing companies**

Company's Scale



- Target **large enterprises** with more hiring needs and significant budgets.
- Focus on companies with **substantial market cap or revenue**.

Company's Volatility



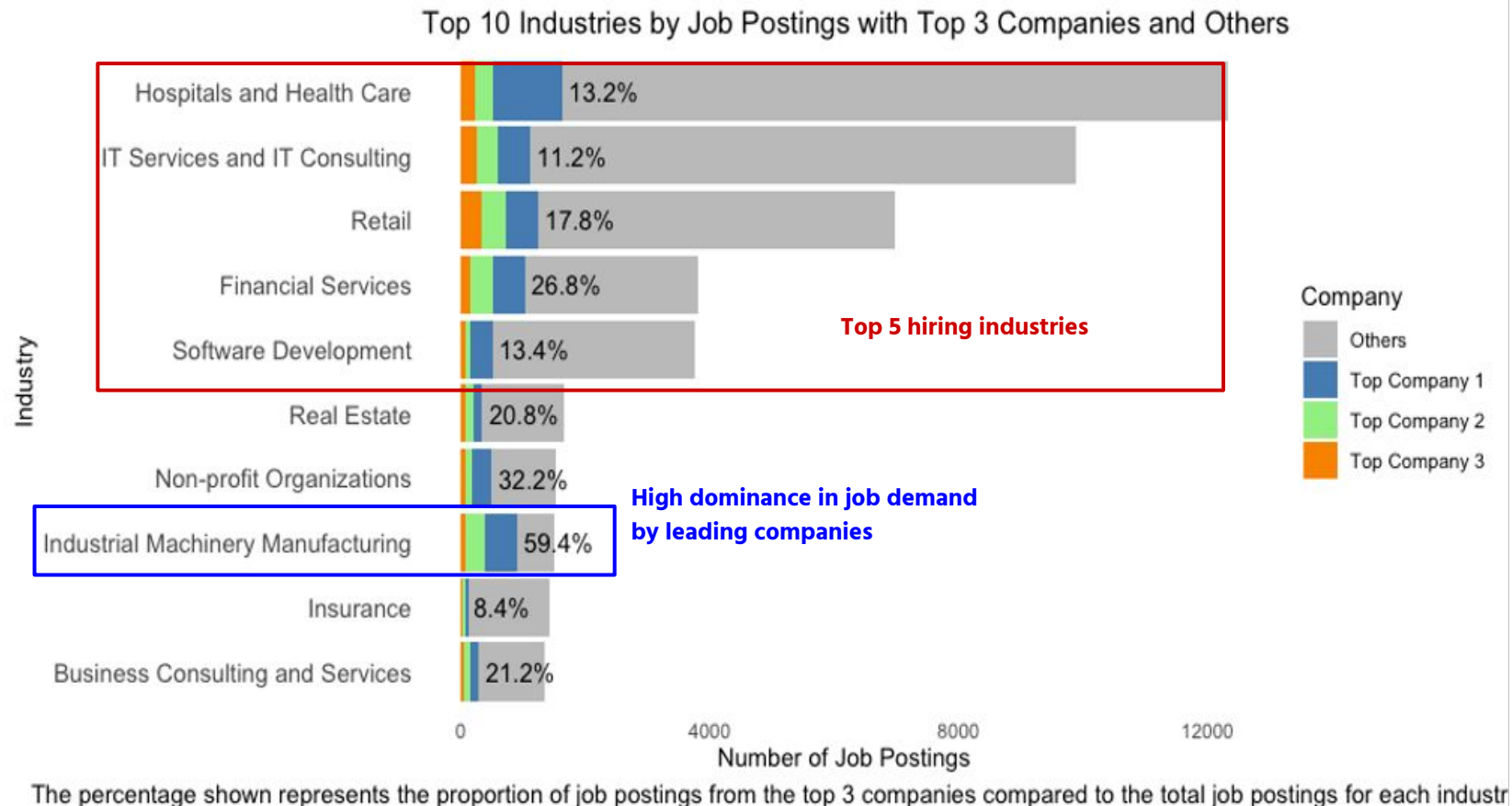
- Identify companies with **low market volatility** to ensure a stable workforce environment



Agenda

- Executive Summary
- Areas of Interest
- Job Market Overview
- Company Performance
- Further Analysis

Top Industries with High Hiring Demand and Company Dominance



2 Main Areas of Interest:

- ❖ Top 5 industries with highest hiring demand
- ❖ Industry dominated by major companies in job postings

Top Public Companies Leading Job Postings Across Key Industries

Top 3 Companies in Each Selected Industry

Financial Services USAA	Hospitals and Health Care Trinity Health	Industrial Machinery Manufacturing Johnson Controls
Wells Fargo	Life Care Centers of America	SKF Group
Capital One	Novus Healthcare and Rehabilitation Services	Ingersoll Rand
IT Services and IT Consulting Verizon	Retail Macy's	Software Development Meta
Apex Systems	Circle K	Google
TEKsystems	Lowe's Companies, Inc.	Amazon

Companies ranked by job postings

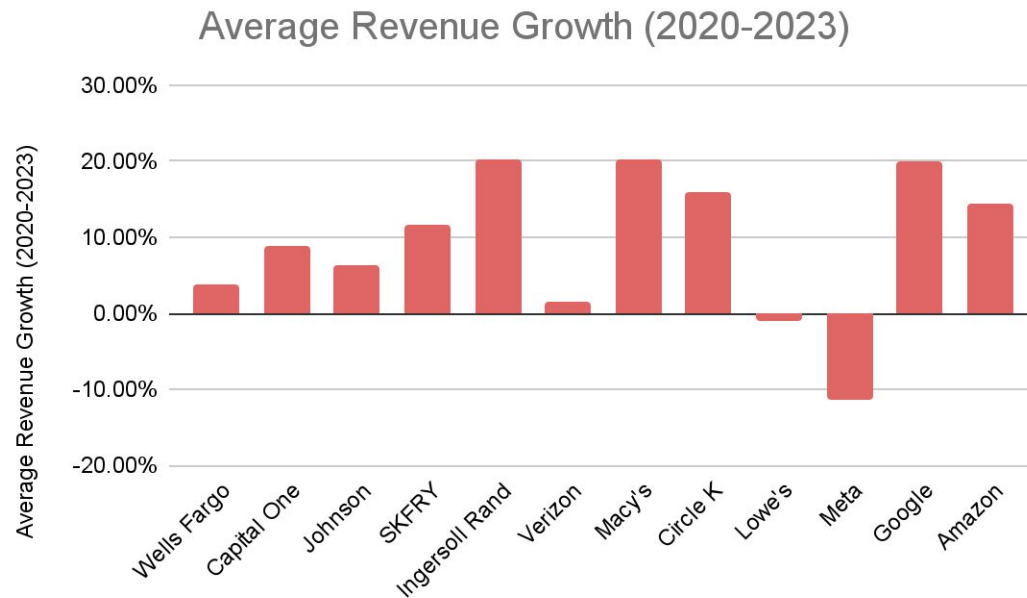
Private companies were crossed out to focus on publicly traded companies



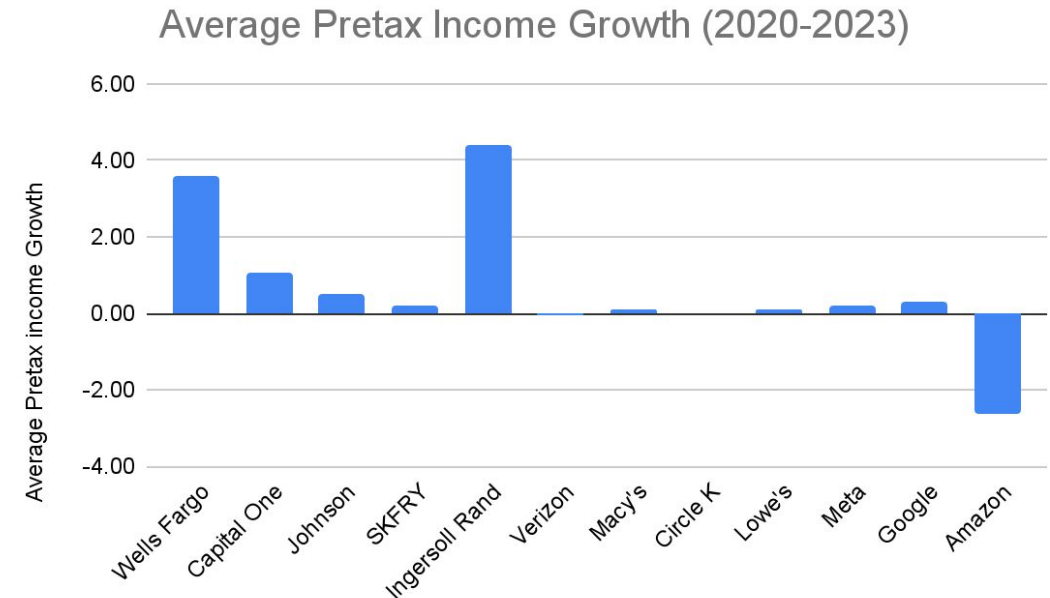
Agenda

- Executive Summary
- Areas of Interest
- Job Market Overview
- Company Performance
- Further Analysis

Company Growth: Overall positive growth in both revenue and pretax income, with the exception of Amazon and Meta

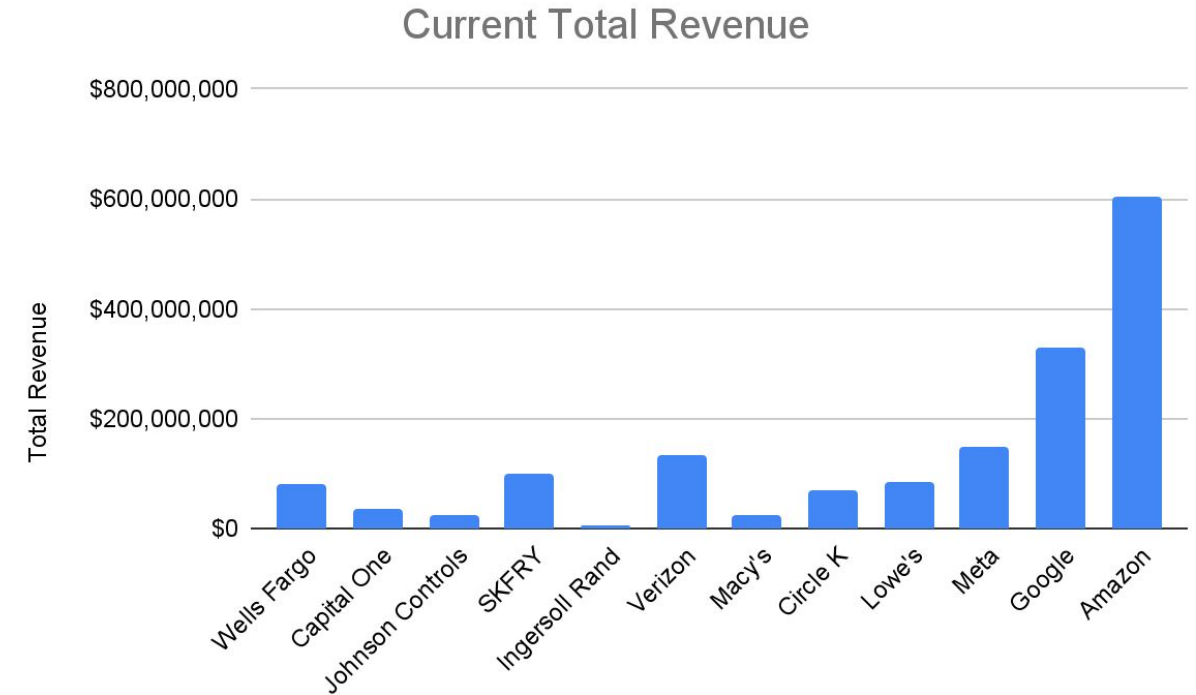
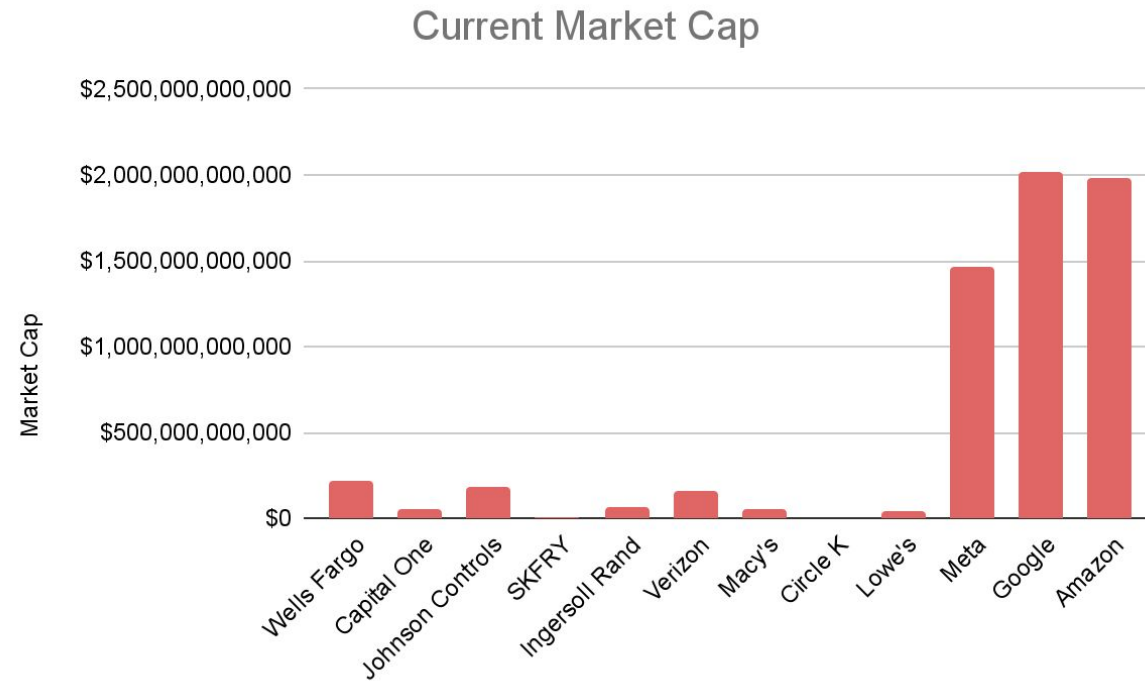


- Meta shows negative revenue growth
- Wells Fargo, Verizon, and Lowe's display minimal revenue growth



- Amazon shows negative pretax income growth
- Strong pretax income growth for Wells Fargo and Ingersoll Rand

Company Scale: Market Cap and Total Revenue

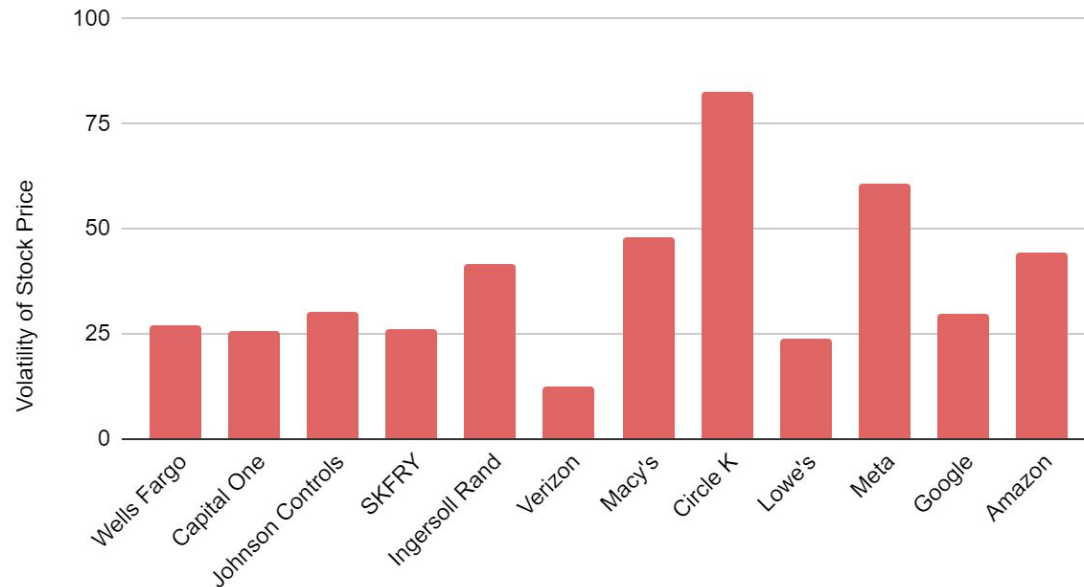


- Meta, Google, and Amazon significantly outscale others in market cap

- Amazon leads in total revenue, followed by Google
- Meta, Verizon, SKFRY, and Wells Fargo show similar performance in total revenue

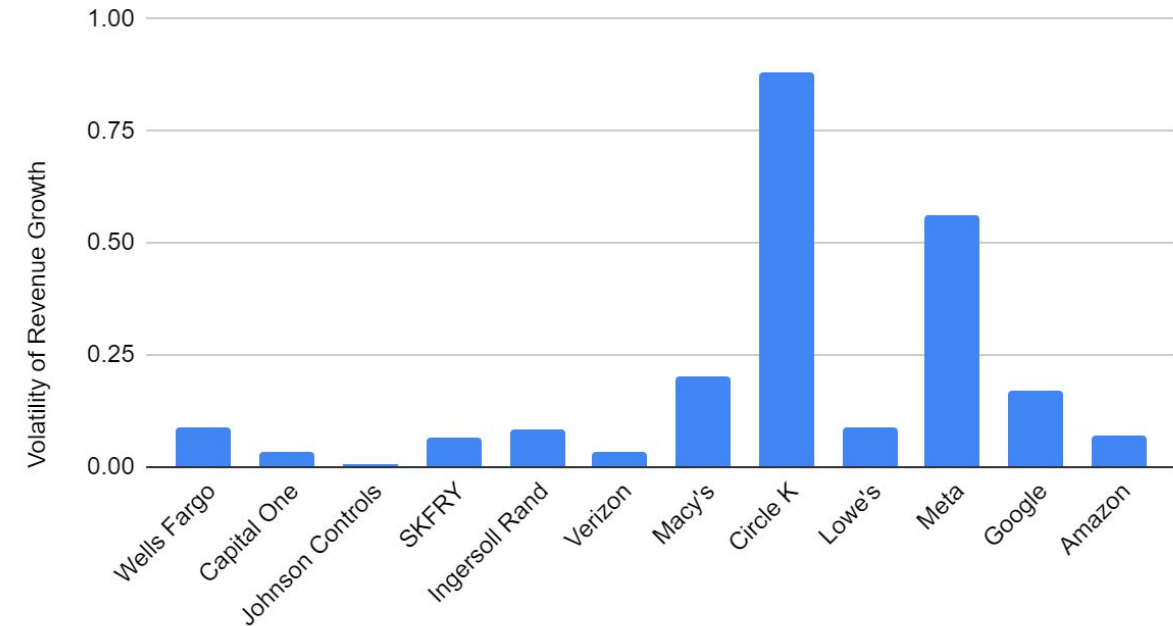
Company Volatility: Variability in Stock Price and Revenue Growth

Volatility of Stock Price (2010-2023)



- Verizon and Lowe's display more stable stock prices
- Circle K and Meta show higher volatility

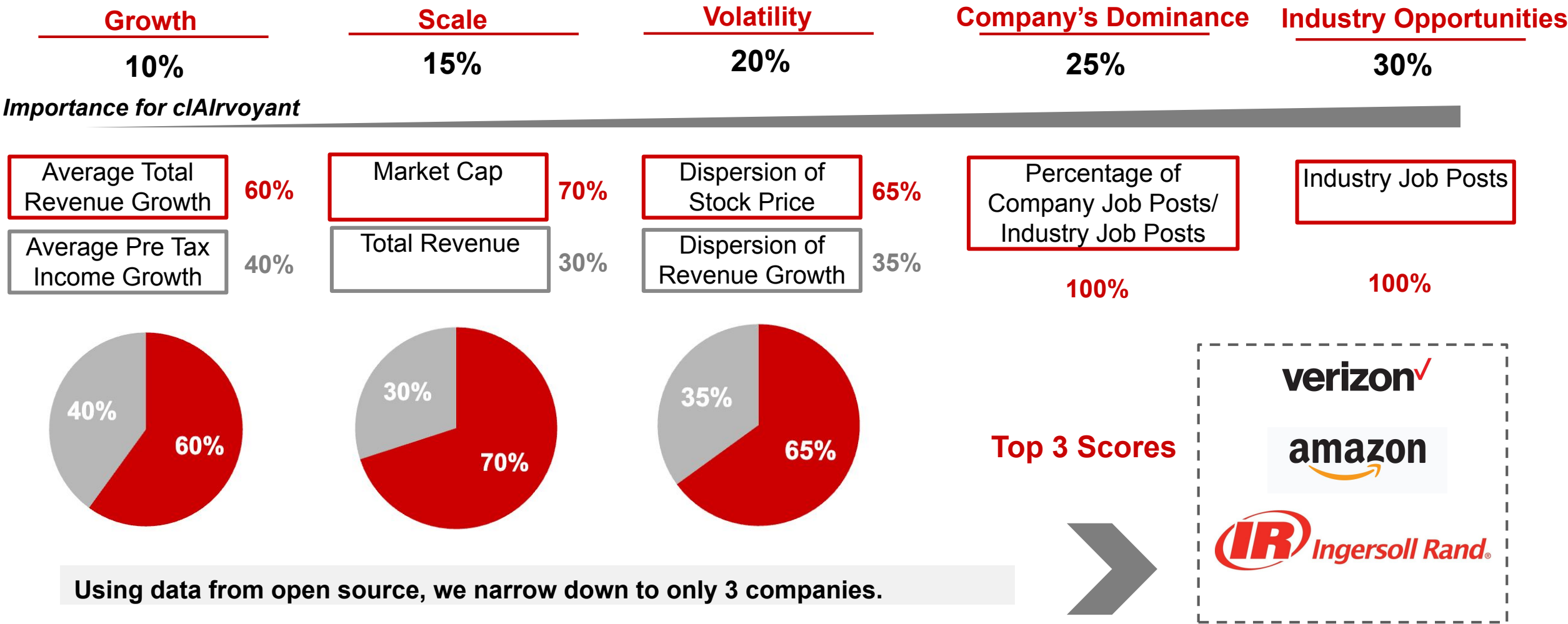
Volatility of Revenue Growth (2020-2023)



- Circle K and Meta show higher volatility

Verizon, Amazon, and Ingersoll Rand stand out from Weighted Decision Matrix Analysis

Weighted Decision Matrix Breakdown





Agenda

- Executive Summary
- Areas of Interest
- Job Market Overview
- Company Performance
- Further Analysis

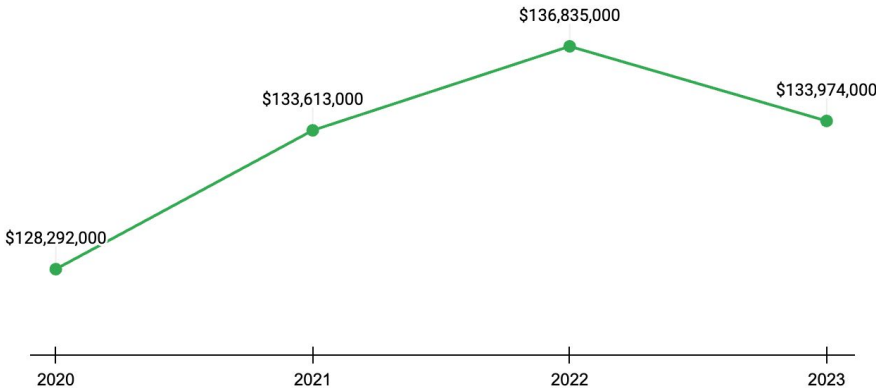
As a client-facing business, Verizon relies on retail the most



Industry Outlook

- **Largest Player:** Continuous ~35% market share; dominant with expansive network
- **Branding Method:** Offer excellent services to high-income customers
- **Current Threats in the market:**
 - Vertical: Bargaining power of buyers
 - Horizontal: Industry competition and substitutes (AT&T 34%, T-Mobile 17%, Sprint 12%)
- **Revenue Source:** Continuous subscription from customers

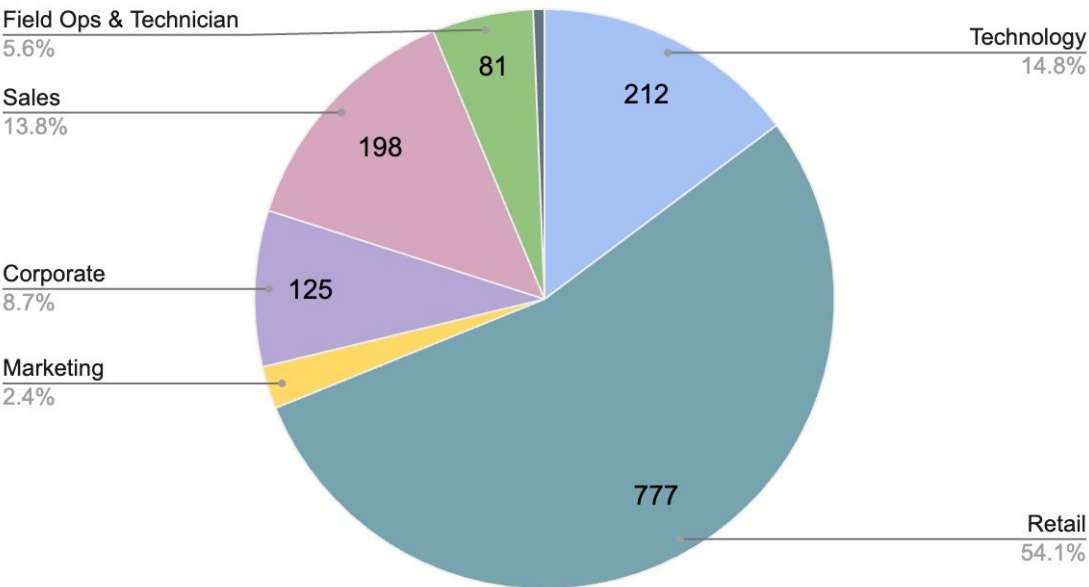
Verizon Total Revenue 2020 - 2023



Talent Philosophy

- **Current Job Overview:**
 - Over 50% jobs are retail related
 - Over 90% jobs are highly skilled labor
 - Actively recruiting: total 1436 positions recruiting

Job Opening Breakdown of Verizon(10/20/24)



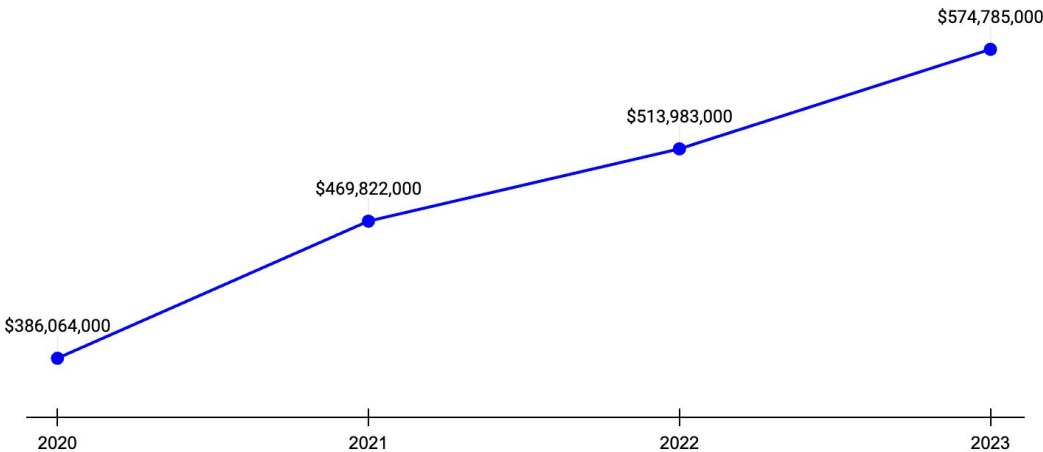
As a large compound business, Amazon has a wide range of job demands



Industry Outlook

- **Revenue Source:** Retail, subscription, ads, cloud services...
- **Income segments breakdown:**
 - Retail: North America (60%), International(23%)
 - Cloud Services: AWS(17%)
- **Main competitors:**
 - Retail: Walmart, Target, Costco, Best Buy
 - Subscription: Apple, Netflix, Google
 - Web Service: Microsoft, IBM, Oracle

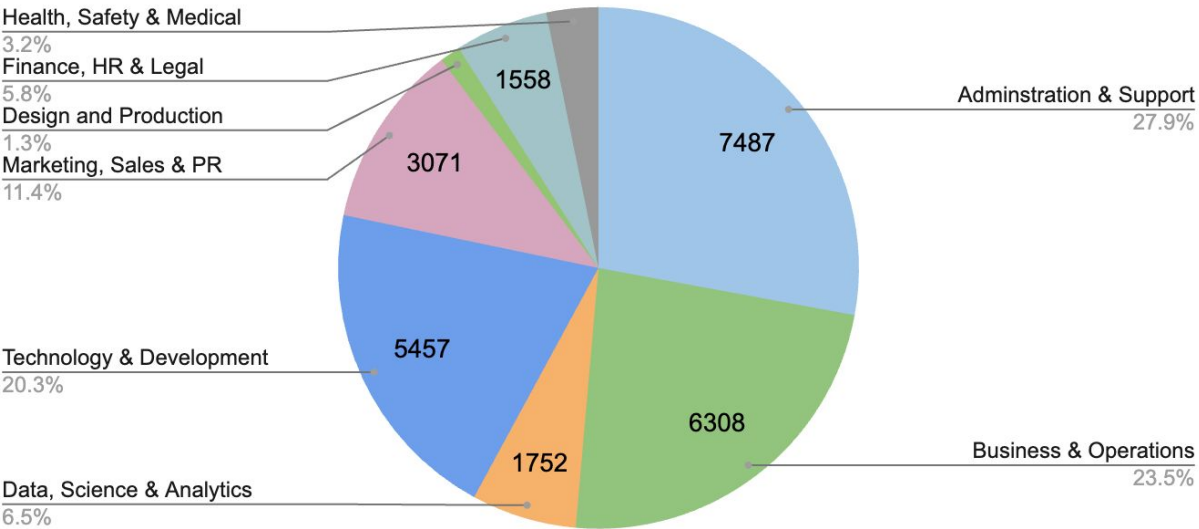
Amazon Total Revenue 2020 - 2023



Talent Philosophy

- **Current Job Posting:**
 - Various skills categories (32 teams in total)
 - Over 90% jobs are high skilled labor
 - Actively recruiting: total 21858 positions recruiting

Job Opening Breakdown of Amazon(10/20/24)



Ingersoll Rand is relatively small in terms of size, but has a lot of growth potential

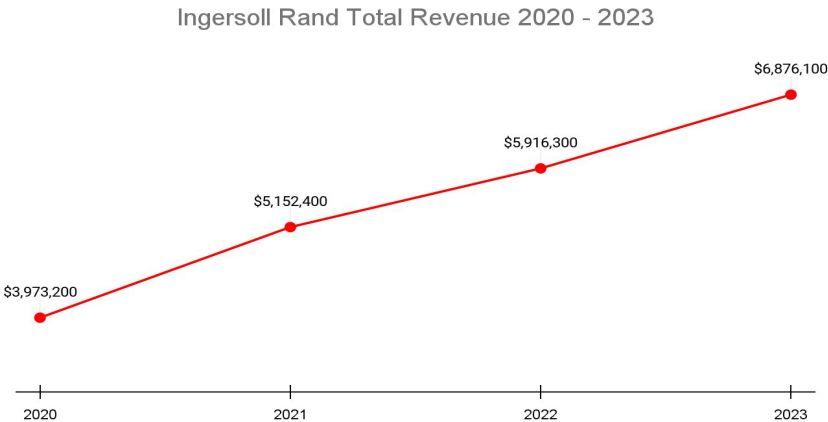


Industry Outlook

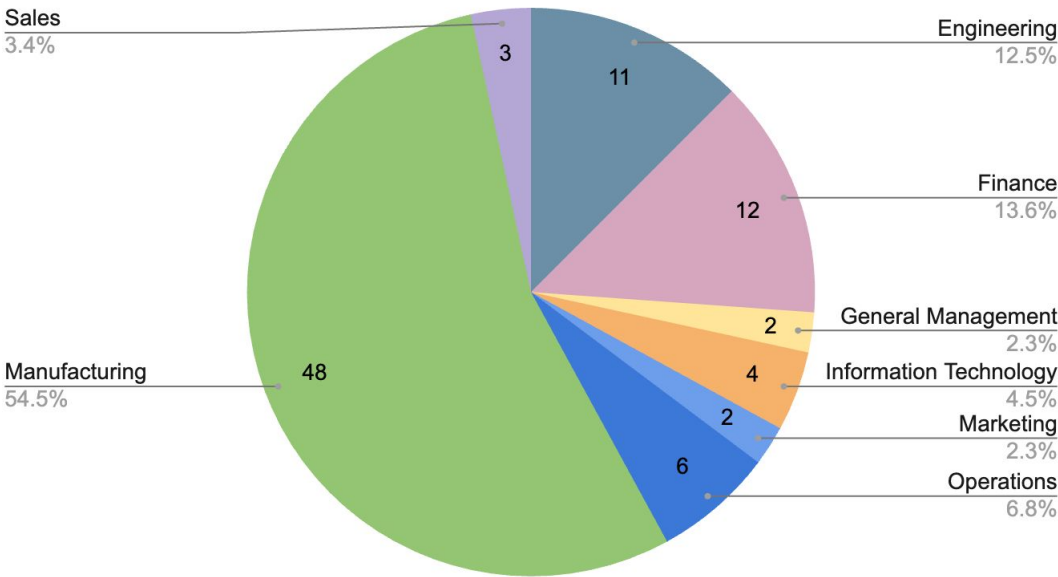
- **Revenue Source:** Manufactures industrial & commercial products
- **Structure:** Two operating segments.
 - Climate Division: HVAC systems and transportation refrigeration solutions
 - Industrial Division: sells compression systems, power tools, fluid management equipment and a range of utility vehicles
- **Competitors in the market:** Parker-Hannifin (PH), Illinois Tool Works (ITW), Xylem (XYL), Dover (DOV)...

Talent Philosophy

- **Current Job Opening Trend:**
 - Over half jobs are manufacturing related
 - Recruiting: total **88** positions recruiting



Job Opening Breakdown of Ingersoll Rand(10/20/24)



Comparing the main characteristics of three key companies, we locate our anchor client to Amazon





THANK YOU

clAIrvoyant

Team Polyhymnia

Appendix - Weighted Decision Matrix Company Performance Score

Revenue Growth	60%											
Rank	1	2	3	6	12	9	10	8	7	5	4	11
Score	5.3	6.8	6	7.5	10	4.7	10	8.8	4	1	9.9	8.3
Pretax income Growth	40%											
Rank	2	3	4	7	1	11	9	10	8	6	5	12
Score	9	5.7	5	4.6	10	4.3	4.5	4.4	4.5	4.7	4.8	1
Total Growth Score	6.78	6.36	5.60	6.34	10.00	4.54	7.80	7.04	4.20	2.48	7.86	5.38
Market Cap	65%											
Rank	4	8	5	11	7	6	9	12	10	3	1	2
Score	2	1.3	1.8	1	1.3	1.7	1.2	1	1.2	7.5	10	9.8
Total Revenue	35%											
Rank	7	9	10	5	12	4	11	8	6	3	2	1
Score	2.1	1.5	1.3	2.4	1	2.9	1.2	2	2.2	3.2	5.8	10
Total Scale Score	2.04	1.37	1.63	1.49	1.20	2.12	1.20	1.35	1.55	6.00	8.53	9.87
SD Revenue Growth	35%											
Rank	8	3	1	4	6	2	10	12	7	11	9	5
Score	5.1	6.8	10	5.7	5.2	7	3.6	1	5.1	1.8	4	5.6
Stock Price Volatility	65%											
Rank	5	3	7	4	8	1	10	12	2	11	6	9
Score	8.2	8.3	7.7	8.3	6.3	10	5.4	1	8.5	3.8	7.8	5.9
Total Volatility Score	7.12	7.78	8.51	7.39	5.92	8.95	4.77	1.00	7.31	3.10	6.47	5.80

Appendix - Weighted Decision Matrix Score Table

Criteria	Weights	WFC	COF	JCI	SKFRY	IR	VZ	M	ATD	LOW	META	GOOGL	AMZN
Industry Opportunities	30%	5.00	5.00	2.00	2.00	2.00	10.00	7.00	7.00	7.00	5.00	5.00	5.00
Company Dominance	25%	3.29	4.08	1.62	6.33	10.00	1.18	1.79	1.98	2.57	1.00	1.11	3.00
Growth	20%	6.82	7.96	7.60	8.26	9.68	6.70	9.20	5.68	6.08	2.32	9.26	8.70
Scale	15%	2.04	1.37	1.63	1.49	1.20	2.12	1.20	1.35	1.55	6.00	8.53	9.87
Volatility	20%	7.12	7.78	8.51	7.39	5.92	8.95	4.77	1.00	7.31	3.10	6.47	5.80
Total		5.42	5.87	4.47	5.54	6.40	6.74	5.52	4.13	5.65	3.73	6.20	6.63
Rank		9	5	10	7	3	1	8	11	6	12	4	2

https://docs.google.com/spreadsheets/d/1HJy7ET8owv7P862vIJ36hUoB_NWy0F2U2FtXJ-vsrkE/edit?gid=0#gid=0



Resume

Vanessa
Product Manager

Professional Summary
A highly motivated and results-driven Product Manager with over 5 years of experience in the tech industry. Proven ability to lead cross-functional teams, manage product lifecycles, and drive innovation. Strong communication and leadership skills.

Work Experience
Senior Product Manager | ABC Company | 2019 - Present
Led the development and launch of a new product line, resulting in a 20% increase in revenue. Collaborated with engineering, marketing, and sales teams to ensure a successful launch. Conducted market research and competitive analysis to inform product strategy.

Product Manager | DEF Company | 2017 - 2019
Managed the product lifecycle for a key product, from ideation to launch. Implemented a data-driven approach to product development, leading to improved user satisfaction and retention.

Education
Bachelor of Science in Business Administration
University of California, Berkeley | 2013 - 2017

Skills
Product Strategy, Market Research, Cross-functional Team Leadership, Data Analysis, Project Management, Communication, Strategic Thinking.

Questions