

talentsensu<sup>TM</sup>

**THE POWER  
TO RETAIN  
AND ACQUIRE  
THE BEST  
TALENT**

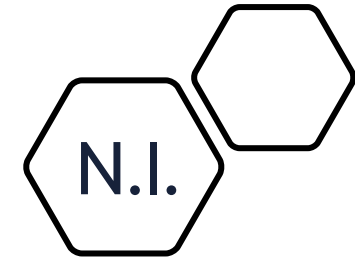


**Upskill**  <sup>®</sup>  
enterprise

People Analytics to Revolutionize HR




# Redundancies in Numbers



- 90% increase in unemployment rate last month
- 65,200 claiming unemployment
- 64,800 in 2013
- Redundancies proposed
  - May – 342
  - June – 783
  - July - 1427

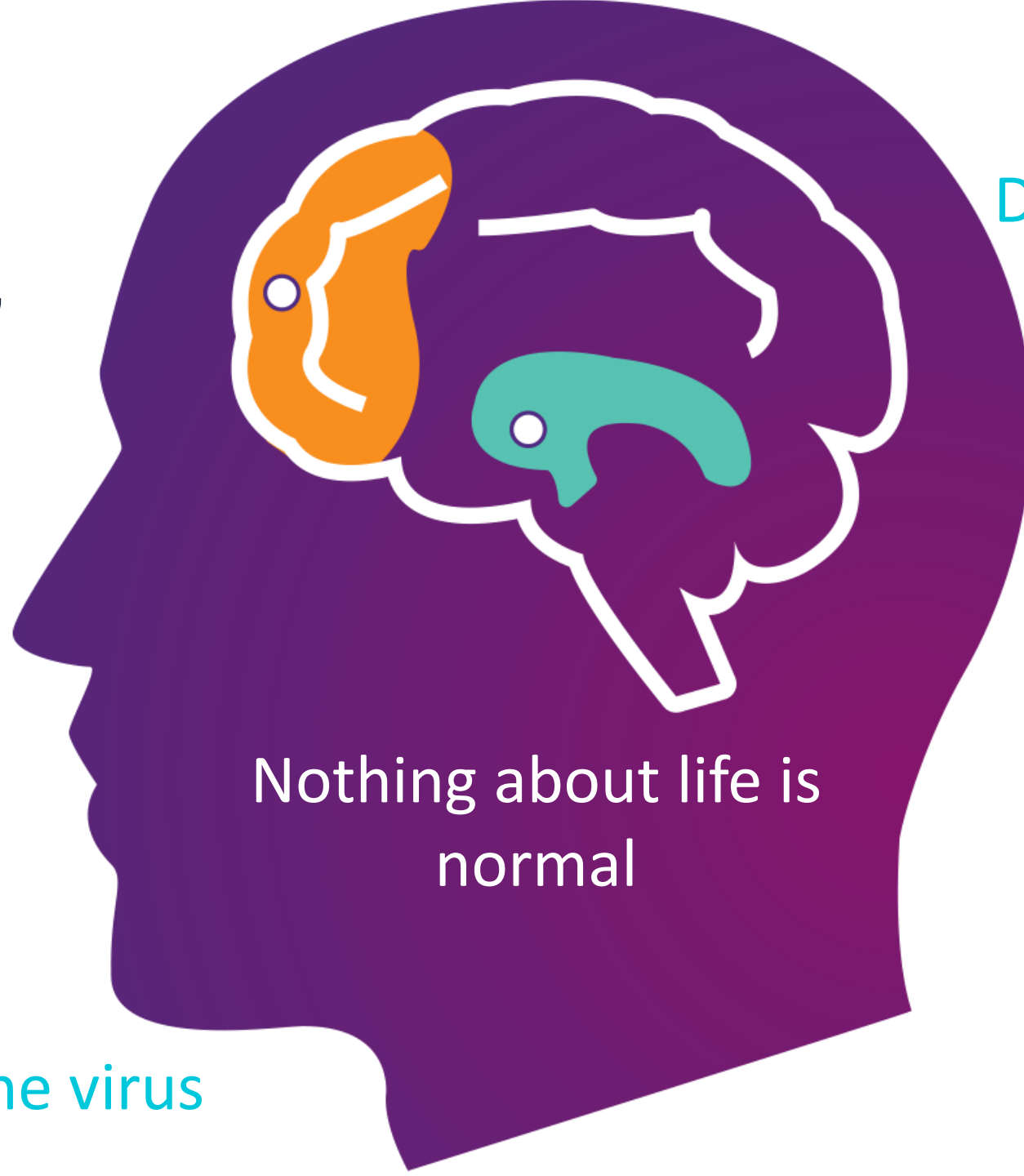




"HR has just become reactive, overwhelming and often impossible to deal with"

*HR Manager – Dungannon*

# HOW OUR BRAIN IS PROCESSING THE PANDEMIC



Distracted

Worried

Pre-occupied

Nothing about life is  
normal

Job losses

Economy

Fear of getting the virus

Restructure with limited information can lead  
to discord and missed opportunities...

...then add Covid-19





A close-up photograph of a person's right hand clicking a black computer mouse. The mouse is on a black ergonomic mousepad. To the left of the mousepad is a black computer keyboard. The background is a light-colored desk surface.

*“89% of companies see people analytics as vital in their organizations...”*

*...BUT ONLY 8% HAVE USEABLE DATA.”*



# MEANINGFUL DIALOGUE

Not just a tick box consultation exercise



- Skills auditing to uncover hidden gems who could be repurposed (hidden skills and extra abilities)
- Really listen to your employees and engage them with options
  - Repurposing
  - Reduced hours
  - Career break – long term absence
  - Retirement
- Support employees on developing their CV's



# Restructure Pain

- Culture change – dip in morale
- £6,500 intellectual property loss for every employee
- Lifelong skills lost without effective handover
- Missed opportunities for repurposing
- Emotional stress for employee and employer






# Data driven options to reimagine restructure and avoid further pain



- Cross functional development
- Succession planning – identify potential and shining stars
- Identify agile career pathways with upskilling
- Clear and open dialogue with employees

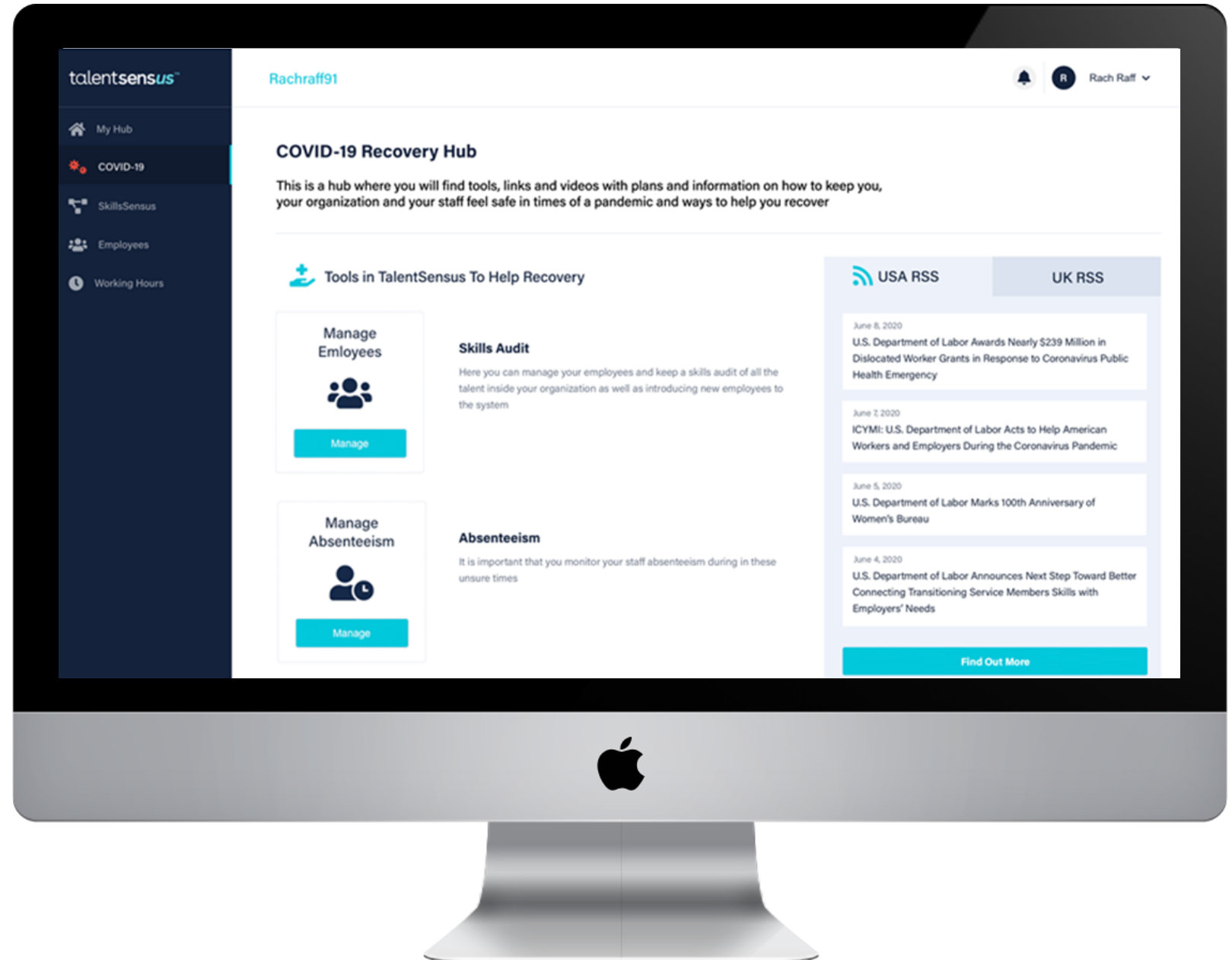


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## ALL IN ONE PLACE

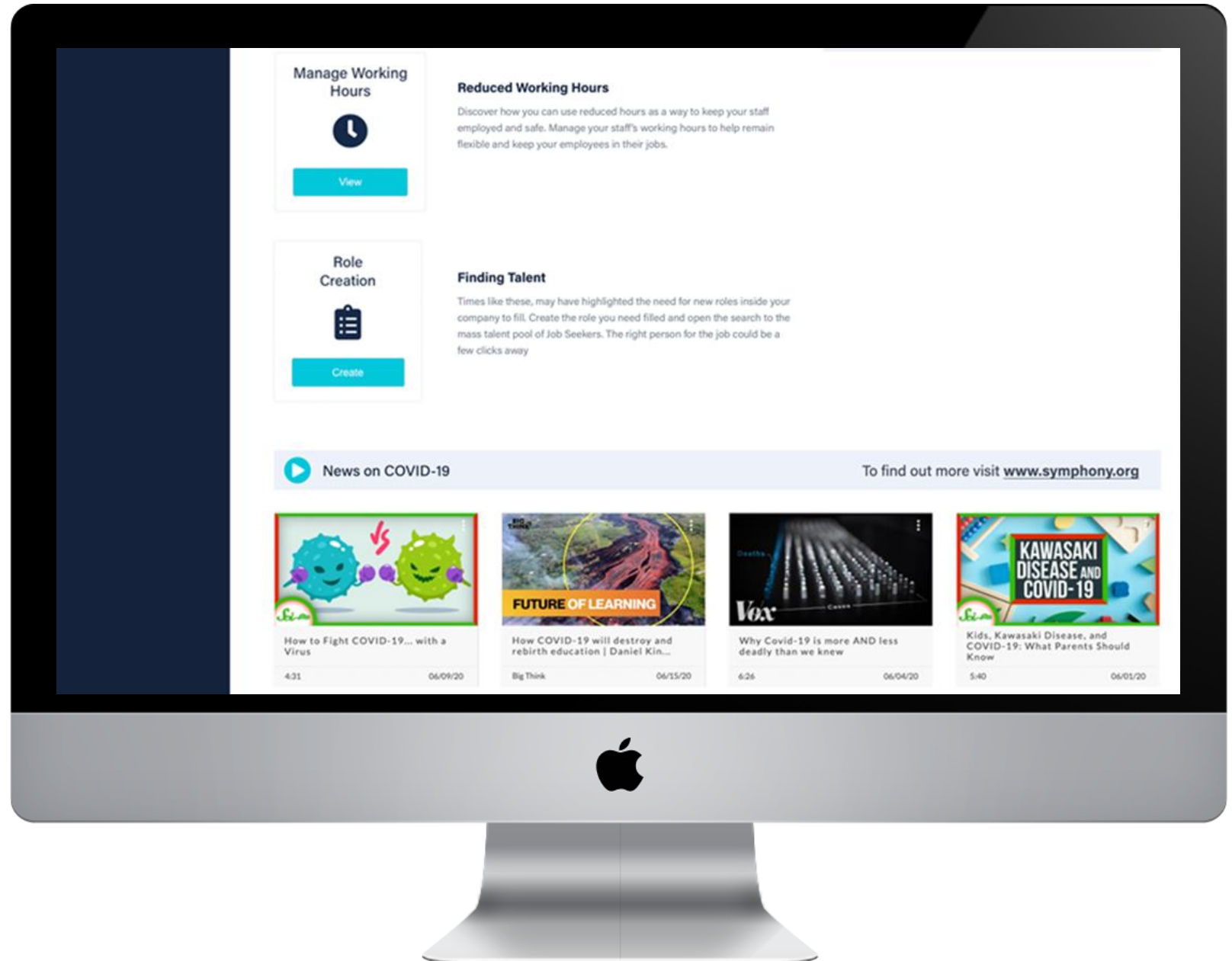
- connect with employees and tell them you appreciate them and miss their skills
- understand how your key staff can help you recover fast
- manage absenteeism, shifts and working hours based on the company needs
- use skills-based modelling for difficult business decisions
- keep updated on the most topical workforce and HR news
- be linked to free, online digital learning for you and your staff





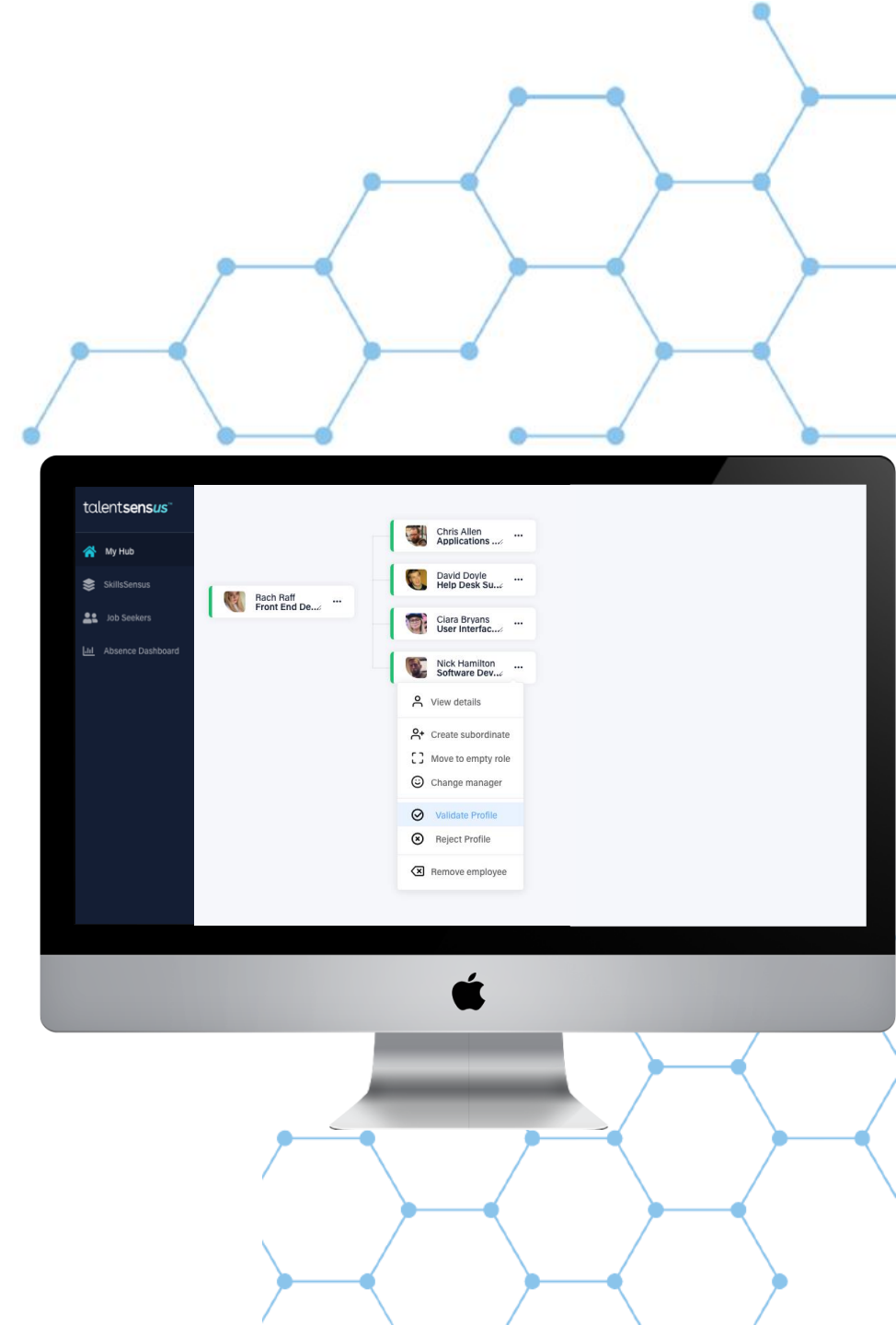
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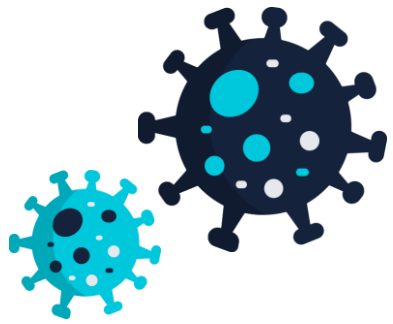
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# TalentSensus helps companies better understand workforce skills beyond the organizational chart

1. We bring company organization charts to life
2. Providing an intelligent, equitable, multidimensional view of the skills and talents of your people
3. Allowing management to take control of HR using skills based decision making for restructuring
4. Efficiently plan and measure retention, competencies and upskilling for maximum business value
5. Make objective business decisions and identify employees who add immediate value to minimize overall human capital costs





# Why TalentSensus now?

## Challenges

There are likely to be large numbers of redundancies with 90% rise last month

Lower productivity in manufacturing, hospitality and retail (social distancing)

Social distancing regulations

Administering reduced working hours

Impacted order books

## How TalentSensus Helps

We help employers have meaningful conversations with staff and look at wholistic redundancy process

Analyze skills displacement/redeployment as a result of automation and tech integration

Audit ready skills-based shift management tools

Skills based reduced hours planning tool

Dynamic role repurposing and instant upskilling for areas of business-critical need to minimize costs



# Core Team and Partnerships



**Stephen Rice**  
President & CEO



**Gerri Fiala**  
Board Chair



**Anne Lopez**  
VP Strategic Programs



**Emmanuel Angeles**  
Development Lead



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People Analytics to Revolutionize HR

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