Most HR executives of today see HR transformation as the vehicle they can use to re-align their organizations onto the right business path and deliver services in an efficient, effective, and compliant manner. As people and talent issues are widely recognized as critical to business success in good and bad economic times, business issues related to workforce management, retention, organization restructuring, and employee engagement have increasingly become executive committee’s top priorities. HR Leaders who are at the forefront of embracing change, are being asked to ensure that their priorities, organization, resources, and budgets are aligned with the business goals, bringing new approaches to optimize their talent by adopting the right technology.

Globalization, talent constraints, and new technology pose significant opportunities for material change in HR, according to new research from KPMG LLP, which found rising skepticism in the executive suite about the overall effectiveness of today’s HR function. A large number of innovative HR leaders are adopting a new breed of HR solutions that leverage disruptive technologies such as real-time talent analytics and Big Data management, Gamification, Cloud, Mobile tools and more, thereby bringing new approaches to streamline their business process spanning the employee life cycle: hiring and onboarding, personnel and benefits administration, compensation, payroll, compliance, performance management, succession planning, and career development. By investing in HRM strategies and technologies, companies are realizing new ways to drive business value in employee-facing processes and improving acquisition and retention of key talent while rationalizing fragmented systems that are increasingly difficult to maintain. To simplify and help HRs navigate the technology solutions landscape, CIO Review presents “20 Most Promising HR Technology Solution Providers 2014”.

A distinguished panel comprising of CEOs, CIOs, VCs, HRs, analysts including CIO Review editorial board has decided the top HR Technology Solution Providers in the U.S., and in the process of selection, we have analyzed the company’s offerings, core competency, news/press releases, client testimonials, milestones and other recognitions. The companies featured provide an outlook on how their products work in the real world, so that you can gain a comprehensive understanding of what HR management technologies are available, which are right for you, and how they shape up against the competition. We believe this information will help you to market your company in a much more effective manner.

We present to you CIO Review’s 20 Most Promising HR Technology Solution Providers 2014.

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**Company**
Visier Corp.

**Description**
Visier’s workforce analytics and planning solutions, helps leaders to better understand their workforces, make decisions based on fact, and more accurately plan for the future.

**Key Person**
John Schwarz, CEO

**Website**
www.visier.com
A recent survey conducted by Visier found that 91 percent of HR professionals aspire to increase their workforce analytics maturity. Yet for many, the time to deployment of analytics has been too long, the cost too high, and the technical skills required by the end user to actually deploy the application simply not available. Visier was founded with the aim to address these pain points. John Schwarz, Visier’s CEO and Co-Founder says, “Visier removes the technology hurdles related to getting started with analytics—we get our customers fully operational with hundreds of pre-built workforce analytics in four to eight weeks.”

Though analytics are new to most HR leaders and practitioners, a recent Harvard Business Review report found that 57 percent of companies expect within two years to employ analytics using data integrated across multiple systems. One of the most differentiating factors of the Visier approach is that rather than starting with data and collecting information in a data warehouse, which is the typical business intelligence (BI) approach, Visier actually focuses on the end user, starting with the business questions the end user needs to answer. Identifying the problems faced by traditional tool sets, such as incomplete, out-of-date, irrelevant and inaccurate information, and time-to-implement a BI solution, Visier delivers Applied Big Data solutions. Visier solutions are pre-built and deployed in the cloud, allowing customers to avoid the cost and complexity of a traditional BI implementation.

At the C-Suite level it is about ensuring that better workforce decisions and plans are made to protect the bottom line, drive performance and business results, and increase competitiveness. At the HR leadership level it is about talent management – better understanding on retaining and recruiting top performers – as well as improving workforce optimization decisions, such as about compensation and hiring plans. Visier delivers unique solutions that are designed for the business user. Providing intuitive guidance through workforce questions, pre-built interactive visualizations, and warnings on issues, Visier’s solutions leverage all of an organization’s workforce data, as well as include industry benchmark data for comparison.

Visier provides solutions across all industries. Visier customers include some of the world’s best brands like ConAgra Foods, Hyatt, Exelon, McGraw Hill, Micron, NetApp, Nissan, Time Inc, USG, and Baker Hughes. The company has over two million customer employee records in the cloud and is growing fast-having tripled revenue growth in the last twelve months and are continuing to grow at that rate. Visier enables organizations to move from operational reporting to strategic analytics in a matter of weeks, by turning what was a complex and expensive 1-2 year implementation process with Business Intelligence tools, into a simple, proven, and cost-effective 4-8 week onboarding process. Enabling business professionals to access data, visualize information, and make fact-based, strategic decisions.

For example, Visier has transformed the way analytics are done at Informatica—the HR department is no longer dependent on IT for custom queries and spreadsheets, and instead has an extensive self-service analytics capability that answers hundreds of key workforce questions via intuitive, interactive visualizations that are easy to discover and share.

John concludes “Applied Big Data is the future of how business people will obtain insight into enterprise operations. At Visier we are fundamentally changing the way organizations ask and answer business questions, and enabling business professionals to move from IT-driven toolsets to business-driven self-service solutions that deliver, “out of the box”, actionable insights based on industry best practices. We are excited to be at the forefront of this revolution.”