Visier’s purpose is to help people see the truth and create a better future—NOW.

The past few months have dramatically changed our business and personal lives, and promises a new kind of future. Our top priority remains our commitment to Visier customers.

Our recently announced Q3 innovations supports organizations as they navigate reshaped work environments, supply chains, and customer relationships. An organization’s ability to understand its people and how to best thrive in a digital workplace is central to success. As digital transformation accelerates to support new ways of work, it is no longer good enough to guess or use outdated data to gain insight into the most important areas of your people strategy. Top economic performers are moving faster by increasing the use of data, relocating talent, and capital expenditures. Continuous improvement and measurement of employee engagement is now critical to gain insight into flight risk and worker readiness. The SEC has made HCM reporting a mandatory requirement. It is HR’s time to lead in navigating the future.

Where do you begin?

Priorities and use cases are hard to navigate and building an approach with data and analytics comes with the risk of getting it wrong, wasting time and the necessity of precious resources in a time when organizations must do more with less.

The use of data and analytics offers invaluable insights to build resilience within your organization to manage through change and strengthen your investment in the most important asset in your business, your people. Given the economic uncertainty many organizations have opted to pause digital transformation and HCM technology projects as they look to evolve their business strategy. The future of HCM technology sees a shift from suites to HCM frameworks, a direction that is supported by Gartner research which states that HCM cloud suites have hit the plateau of productivity. Over the next five years, 60% of organizations will invest in cloud HCM suites for administrative HR and talent management, but will need to source fully 30% of their HCM requirements from other solutions, due to functionality gaps.
As the market leader in people analytics, we are committed to ensuring immediate value with a buy and extend approach to deliver insights as you need them.

Using Visier, customers have increased revenue to fuel areas of growth and innovation, retained key talent to increase customer relationships, and saved time with the automation of data preparation to focus on more strategic value to the business. The approach to start with data & analytics provides value now and to guide an organization’s HCM technology transformation, regardless of system changes along the way.

The following outlines the strategic areas of focus for Visier in 2020 and beyond that will help safeguard your business through these uncertain times.
Together with 5,000 customers in 75 countries around the world—Visier delivers fast, clear people insight by using all the right people data, regardless of source.

With best practice expertise built-in, decision makers can confidently take action.

We fundamentally believe that no one should be in spreadsheet hell and you can spend less time on manual tasks, dealing with data problems and spend more time being a strategic partner to the business. We believe static reporting is not enough, your decision making needs to be dynamic. You need a view into past, present, future and what’s happening beyond your business. With ongoing change to HCM technologies and sources of people data, you can’t wait for a single integrated HRIS and people leaders need insights to make decisions and adapt to a constantly changing future of work.

Recent innovation cycles have delivered capabilities to manage decisions related to the COVID-19 pandemic, including employee risk and location analysis, critical employee groups, employee cost and profile information relevant for transition of work at no extra cost. To assist with data analysis, Visier customers have access to a daily curated feed of global COVID-19 case data. Also available for open use via GitHub, the daily refreshed dataset is an aggregation of public health sources that can be used by all organizations or individuals. To assist all organizations at this time, Visier has a packaged rapid deployment offering with no software subscription cost during the COVID-19 pandemic to onboard critical employee data.
Visier connects data across the talent lifecycle across on premise, cloud and hybrid systems for learning, recruiting, engagement, HRIS, payroll, time and attendance, CRM and financial ERP systems. Enhancements bring capabilities which support the new normal including connecting employee experience to business outcomes, enhanced what-if analysis for workforce planning scenarios and ease of access of contextual information for leaders. In addition, enhancements to live data connections increase the speed and agility with automated people insights.

In the future, partners will gain access to additional data management capabilities to enable the creation of new solution content & applications. These new innovations will provide certified Visier partners with the ability to modify data models and analytic workflows so they can deliver custom solutions to their customers.
Answer the Important Questions

Move the needle in the places that matter most.

Start With the Foundations

- Organization
  - Employee starts and exits
  - Employee diversity
  - Employee demographics
  - Crisis management
  - HR effectiveness
  - Benchmarks

- Talent Essentials
  - Retention
  - Budget compensation
  - Employee performance
  - Employee mobility
  - Engagement
  - Headcount projections
  - Business results

Enhance Talent Decisions

- Talent Expert
  - Actual compensation
  - Network impact
  - Employee experience
  - Leadership and succession
  - Leave and risk management
  - Employee case management
  - Employee recognition
  - Sales attainment

- Talent Acquisition
  - Applicant pipeline
  - Sourcing
  - Quality of hire
  - Diversity
  - Hiring process
  - Campus recruiting
  - Recruiter capacity
  - Candidate experience
  - Retention and retirement

- Learning
  - Learning impact
  - Learning operations
  - Learning engagement
  - Compliance learning
  - New hire programs
  - Leadership development
  - Sales training
  - Employee skills analysis

- Planning
  - Historical headcount
  - Workforce and headcount cost
  - Employee turnover
  - Employee profile and compensation
  - Employee movement

- Workforce
  - Safety
  - Case management
  - Employee relations
  - Hourly workforce
  - Staff deployment
  - Overtime
  - Absenteeism
  - Attendance patterns
  - Individual production

Apply a Diversity and Inclusion lens across the employee lifecycle
Bring Business Leaders and HR Closer Together

There is an undeniable link between the employee experience, workforce productivity and customer experience. As we enter a new reality of work, it will be organizations that invest in understanding and engaging with their employees who will thrive and be able to best support their customers in challenging economic conditions.

To continue to help organizations lead through change, we plan to enhance the accessibility of people analytics for all leaders in the organization. Today, we bring together all the right people data to provide context across the talent lifecycle. Based on your feedback, we will advance the connection between people data and business outcomes such as cost control, learning and development initiatives and behavioral intelligence. These areas of innovation will deliver immediate tangible business value and bring contextual business information together with people data to enable leaders to make effective and insightful data-driven decisions.

To accomplish this, Visier acts as an independent data layer to integrate sources across various systems, not just your HRIS. Sales attainment data from CRM systems and financial information related to budgets, costs, expenses from ERP systems is ingested and modelled by an end-to-end data management and analytics technology known as Visier Cloud. This agile intelligence layer ensures your organization can adapt to technology, managing change and uncertainty across any data source without having to wait.

With a SaaS-based subscription and analytics delivery model, new capabilities can combine with existing ones or be used standalone to provide you with the ultimate flexibility and choice. Using the cloud delivery model, you can turn on these capabilities as they become available.
An analogy I like to use is the iPhone and iOS, a platform for applications which is centrally connected with an operating system. In the case of our customers, Visier Cloud acts as the centralized IOS or “Intelligent Operating System” which allows rapid delivery of expert driven analytical content “apps” for consumption by business leaders. The inverse of building with BI tools, included in the experience is a defined path to value built into each solution and supported by a comprehensive customer value plan to ensure delivery of tangible business value and faster time to results.
The Agility Difference

Visier Cloud hosts over 10 million employee records today. This provides customers with a market-leading baseline data for comparisons and trends across hundreds-of-thousands of instantly accessible benchmark data. As new customers join and embedded partnerships are added, this collective intelligence continues to grow and provide all customers with an exponential wealth of expertise and market knowledge beyond what traditional analytics tools or HR surveys can provide. Our long-term vision is to provide customers with direct access to modify the underlying data model and create their own custom analysis and analytical applications.
Stop Wondering. Start Doing.
#AskVisier.

Not sure where to begin? Take an online strategy assessment to better understand where you can gain the most value from people analytics today.

Ian Cook
Vice President, People Solutions

Ian Cook is recognized for his leadership and insight in the area of workforce analytics and planning. Ian currently works for Visier, and is responsible for continually enhancing the depth of insight available within this leading edge application.

Prior to joining Visier, Ian built Canada’s leading source of HR Benchmarking data. His knowledge and expertise comes from 10+ years of consulting to global companies.

Ian holds an MA from Edinburgh University (UK), an MBA from Lancaster University (UK).

“Visier is clearly the market leader in end-to-end people analytics solutions.”
Josh Bersin, Global Industry Analyst

Leading People Answers

10 million +
Employee Records
Richest collection of anonymized employee data to manage change

2000+
Business Metrics
Most impactful coverage of people analytics in the market

5000+
Customers
Industry leaders in Technology, Financial Services, Healthcare and Life Sciences

Leader and Market Outperformer in GigaOm Radar for People Analytics Platforms 2020

GIGAOM

Rank #1 with 13.6% market share for Workforce Analytics Applications in 2019

TrustRadius

8.8/10 average customer review score