Headway.ai ®

Unlocking people value

A **smart talent platform** blending **AI** and **behavioural science** to power Enterprise Talent Acquisition, Talent Management and Development with analytics & smart- bots to deliver big bang talent outcomes.

The
Problem

Legacy HRMS vs. Multiple Point Solutions

– none to address the need for a unified ,
new- age HRMS that's Smart , Social &

Outcome focused

- HRTech polarized between Legacy HRMS & Point Solutions – NO unified, Smart-tech traversing candidate and employee life cycles seamlessly ….*& intelligently*

- Groundswell of Digital Natives in Enterprise workforce demanding a democratization of work, learning and their career choices

- CXO's urgent need to future proof the enterprise by continuously stepping up employees & the candidate pool out there

The
Solution

Headway.ai - a next gen HR Tech platform: uses digital, AI & behavioral science to create a Smart, democratized, inclusive Enterprise ecosystem through its three modules – HIRE, EVOLVE & COMPASS **:**

HIRE

Discover, select, offer & onboard right fit talent at 5x speed
- **"Ready – pool"** of qualified, assessed candidates
- Auto-matched Best-fits based on **skill / competency/ behavioral profiling**
- **Gamified** Employee Referral & Smart career page with easy apply

EVOLVE

A unified talent dashboard giving the power of choice to the employees
- **Democratize your work ecosystem**. Promote internal gig economy
- Personalised Learning Dashboard, foster a habit of learning
- Contextually curated Cohorts & Communities - Human Library

COMPASS

An overarching talent data modeler to help maximize business impact
- Retention analytics – drivers & detractors
- **Modelers** - Talent adequacy modeler, Location strategies
- Generate workforce plans, decisions on mobility, succession & talent capability

The Girl-Gang!

Sujata
Co-founder

HR leader ex-CHRO Fidelity India

Linda
Co-founder

HR leader ex-TA Head

Soma
CTO

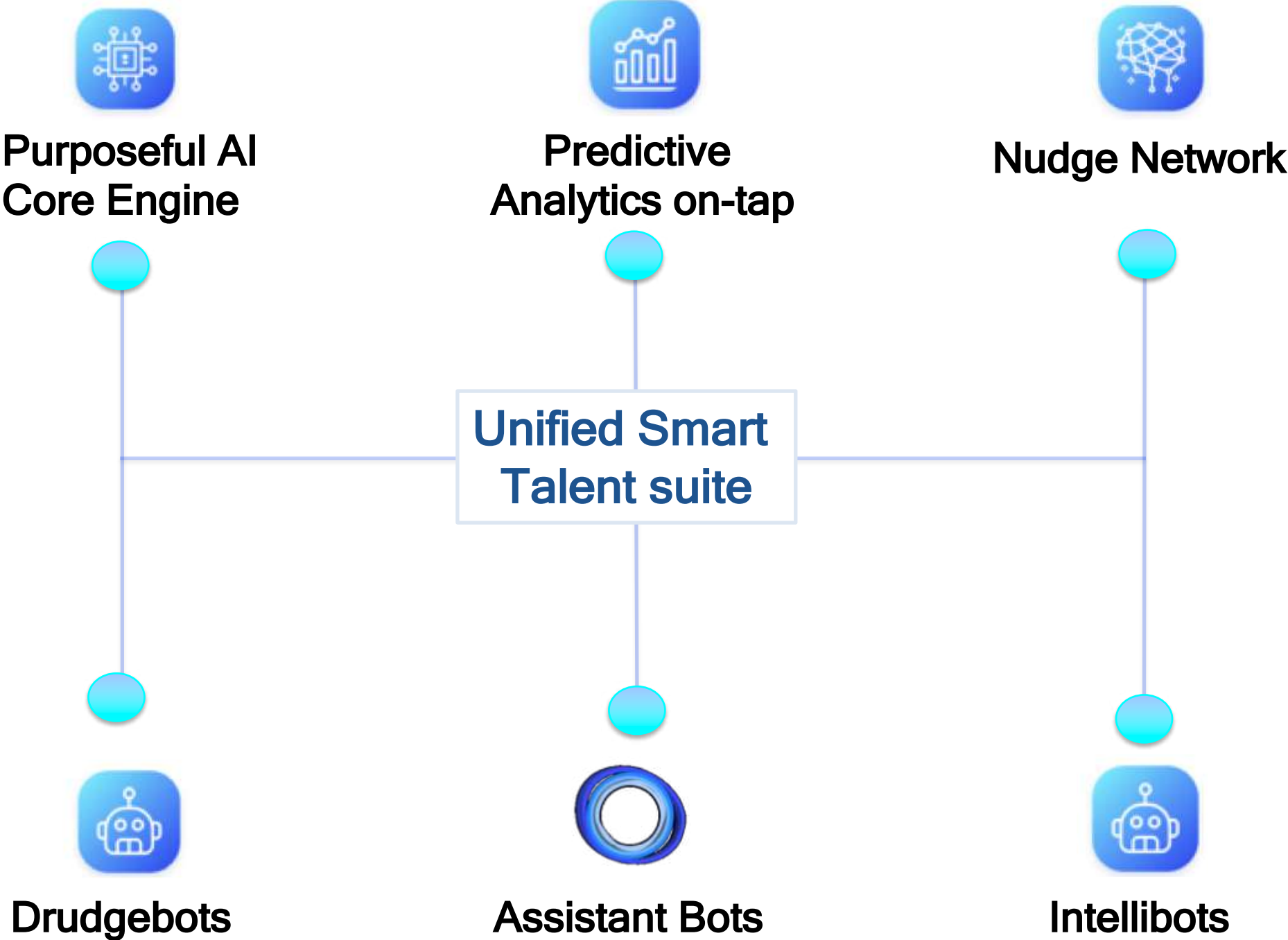**Sr. Data Scientist & Technologist -
Bay Area experience**

Unleash Potential
Create a more equitable world of jobs & learning

Linking Learning & Earning

maximizing talent results

Fuse DS & Cybersecurity

Author - on ML for Cybersecurity

Technology Used

Purposeful AI Core Engine

Predictive Analytics on-tap

Nudge Network

Unified Smart Talent suite

Drudgebots

Assistant Bots

Intellibots

Clients

Top US Retailers

Top Bank in South East Asia

New-age tech cos.

All in one smart recruitment with Clever Bots

Amp-up Candidate Experience

Powering Internal Talent Marketplace

- Speed 5x   • Shave off 4x cost   • Experience 10x

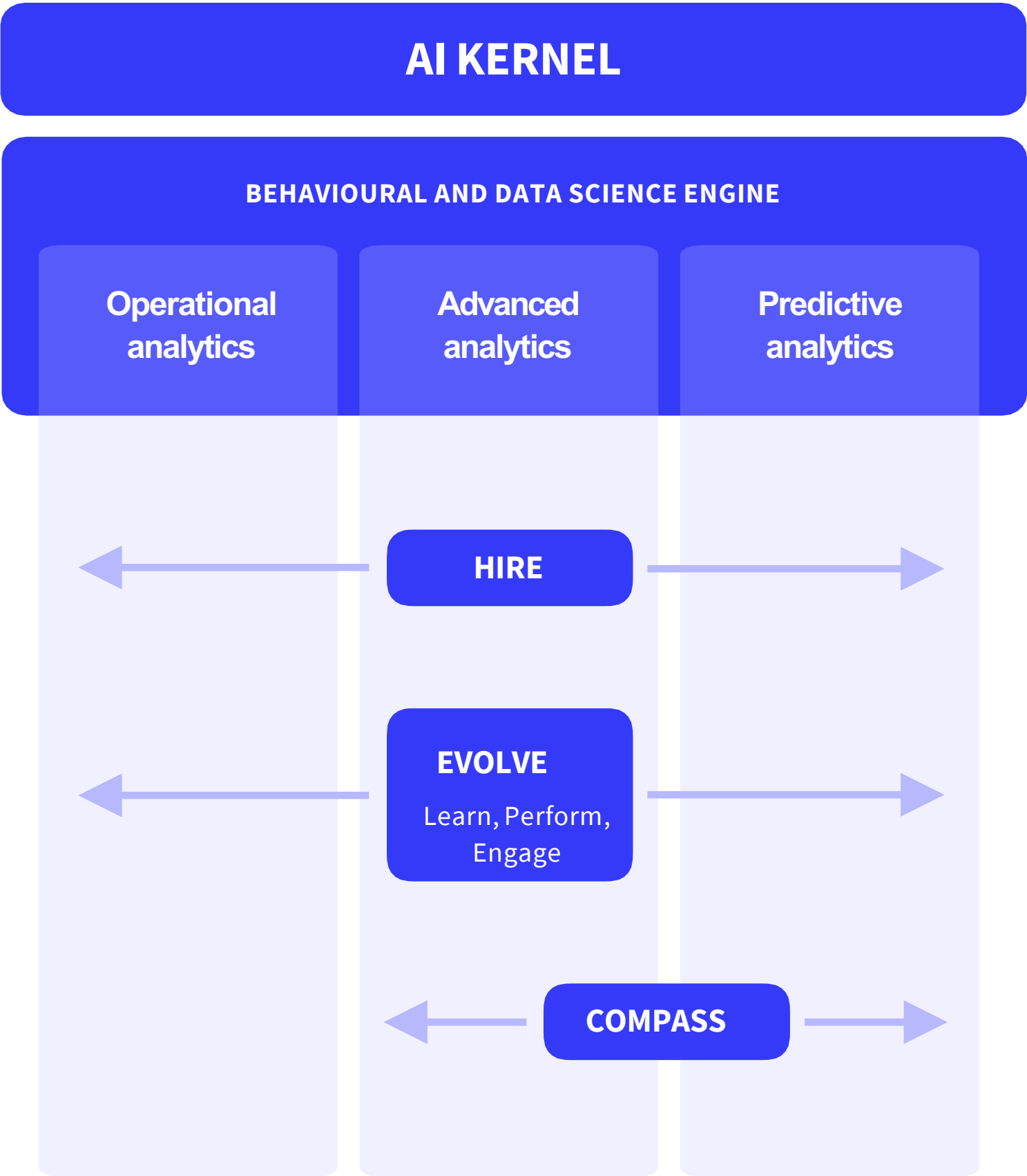## Differentiators

Unified + Smart + Awesome Experience

Girl Gang

NOT a Netflix of Talent Management

Our offerings

Talent infusion, Activation & Development

Headway's AI powered Analytics Platform renders hyper-personalized insights to help users make their best hiring, learning and career decisions, form the right learning habits and maximize talent results.

By creating compelling connections linking jobs, careers, skilling & lifelong learning, Headway for Enterprises doubles up as an internal marketplace for employees to explore, access best fit jobs, re-skill & upskill to stay talent ready.

AI KERNEL

BEHAVIOURAL AND DATA SCIENCE ENGINE

| Operational analytics | Advanced analytics | Predictive analytics |

HIRE

EVOLVE
Learn, Perform, Engage

COMPASS

Product features

HIRE

Social Sourcing

CRM

Matching Engine

Smart ATS

Talent Miner - Search

Talent Miner - Renewal

Auto Funneling (Prescreens (chatbot), Assessments, Paired Programming, Video Interviewing)

Smart Scheduler

Employee Referral

Recruiter Dashboard

Smart Career Page (External Talent Marketplace -job search, match, fit-gap, learn, candidate dashboard with MOT surveys & conversational query resolution by chatbot)

**Pre-Onboarding, Onboarding & First 90 days**

Mobile App

EVOLVE

Social @ Work

Career Modeler

Assessments & skill gap identification

Manager & HR Dashboard (Key Engagement Indices)

HRIS, Compensation & Leave Management

Perform – an employee success framework

Personalized Learning Dashboard (Learning - Search & Matches)

Mentoring module

Internal Talent Marketplace & IJP

Gamified Rewards & Recognition with digital gift store

Employee Surveys - Mood, Pulse, Emp. Sat, 360º

HR Helpdesk – NEO (deep tech chatbot)

Knowledge Management

COMPASS

Recruiting - Reports & Dashboards

Talent Dashboard

Modelers

Hire : The all-in-one AI powered recruiting & deployment suite

- Curated list of true-fit candidates from the web - 360° digital footprints all-in-one place

- Best-fit candidates & employees for open jobs matched automatically as per **skill proficiency analyser**, not just keyword matches -mimics the mind of a pro recruiter!

- Gamified referral process with quick authentication & auto-match to best fit jobs. Easy share options across social media sites to amplify reach and access to prospective candidates

- Unified Search Experience - candidates from the the web & resume database can be searched & tagged from the system directly

- Amp up efficiency and experience with our visual pipelines generating just the detail and the nudges for that right decision
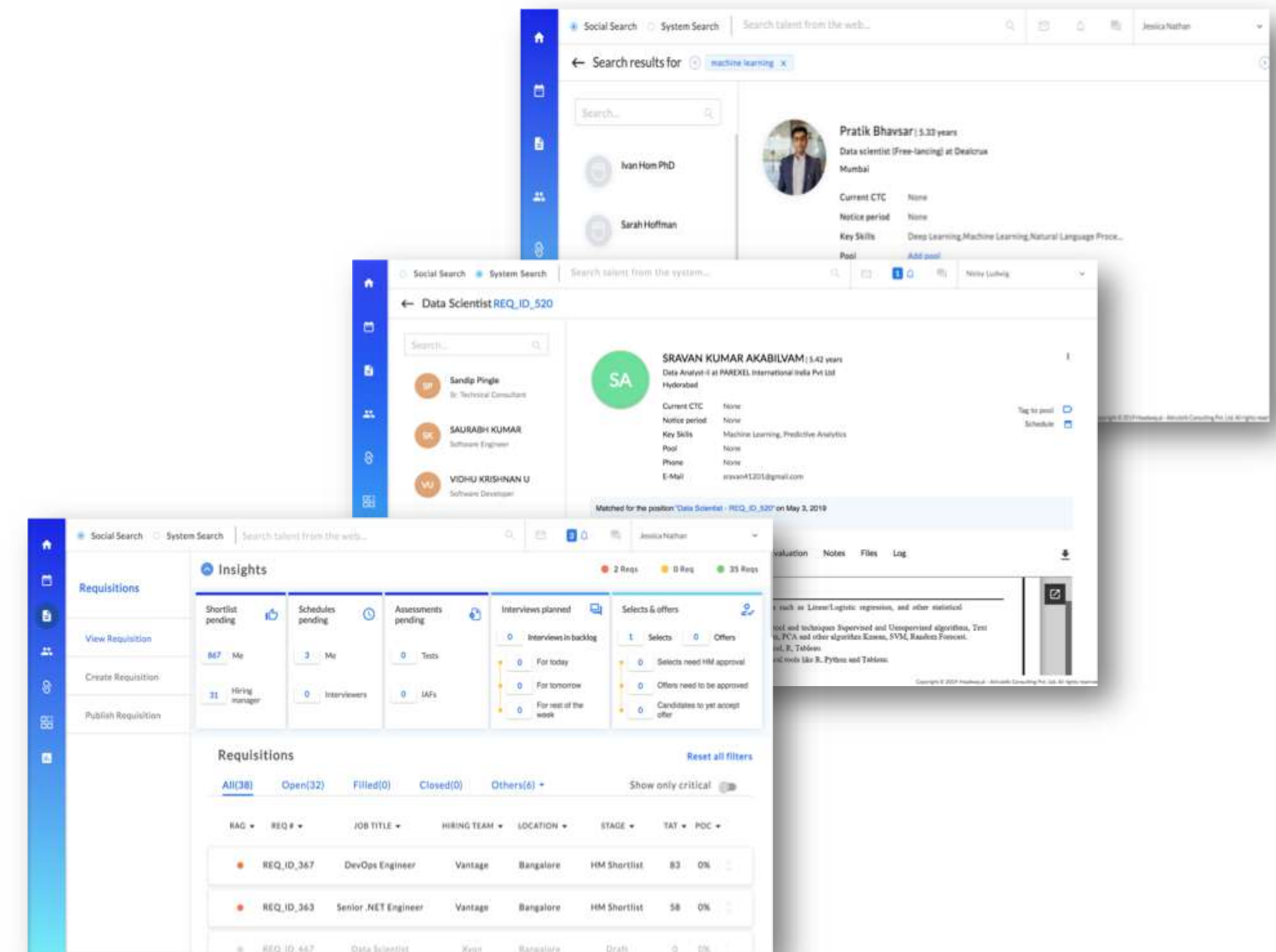
Social Source & CRM | Collaborative ATS | i-BOT | Pre-Qualifier | Internal deployment| Employee Referral | Analytics infused workflows

360° Passive Candidate Profiling

Discover & convert prospects to applicants - targeted lead-gen, proactive pipeline, high-touch CRM

Explore untapped passive candidates from the open web with our proprietary intelligent profiling technology

Zero-in on sharply segmented profiles curated contextually for you to make your social search experience quick, easy & purposeful

Know your candidates in and out – a single, aggregated 360 degree social profile view with cool insights – **Likely to switch job index.**

Engage, nurture prospects and convert them to applicants with our automated candidate relationship management tool kit

Widen the search to draw in skilled non employee talent pool - freelancers, independent consultants, students, academia
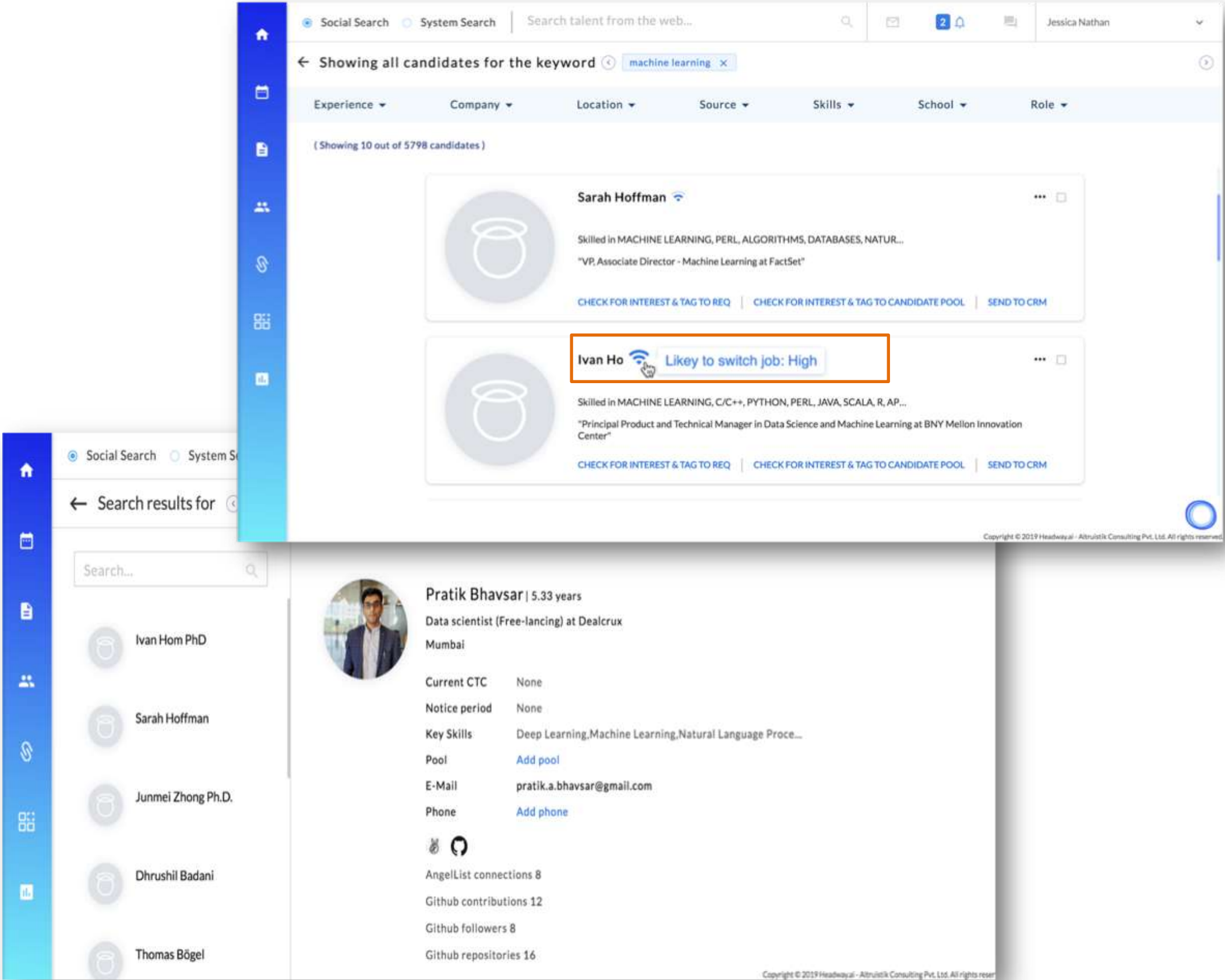
AI Recommendation Engine

Auto-match best fit profiles to open jobs & harvest your candidate pool with our clever bots
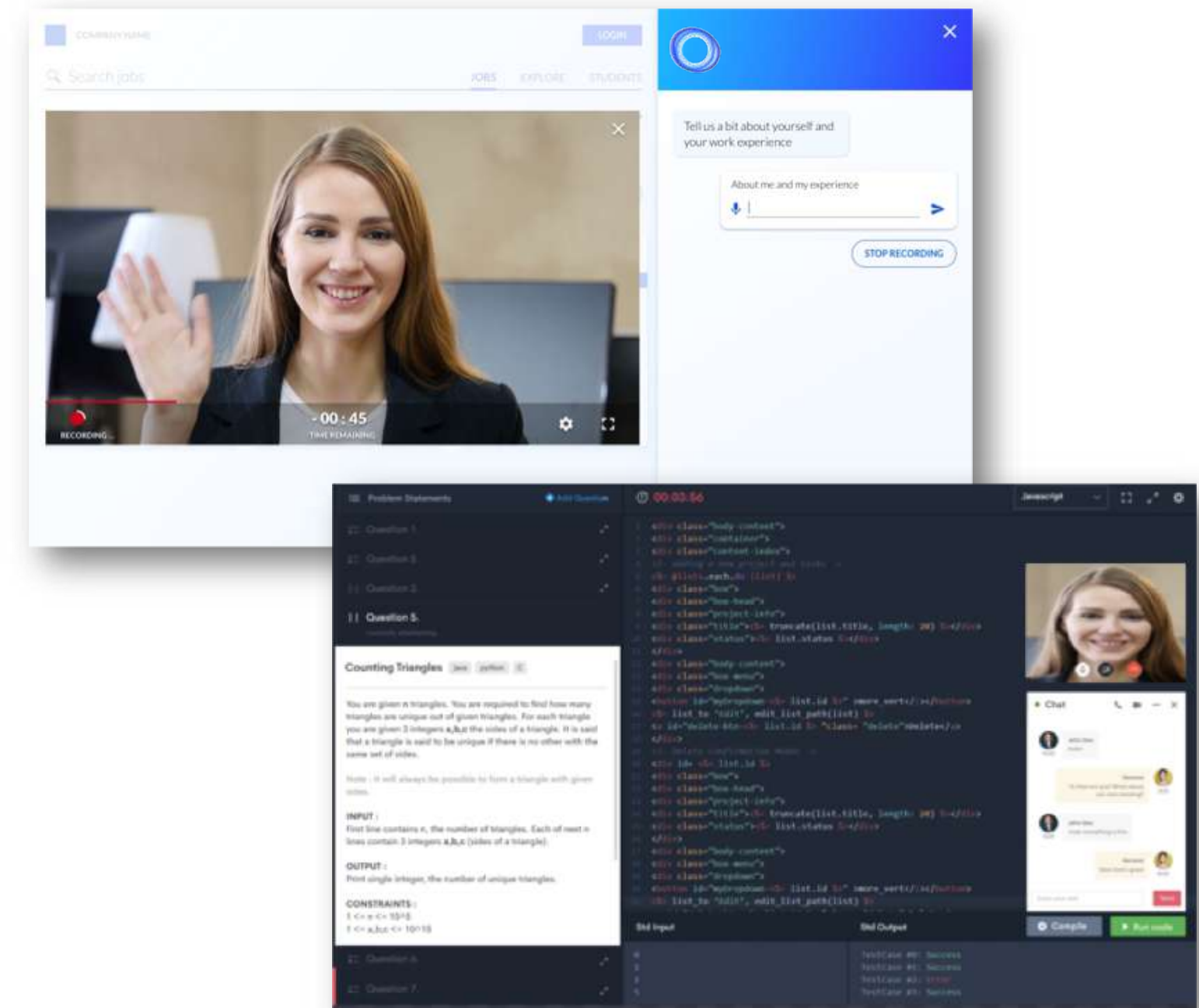
- Get our AI powered algorithm to automatically match and render candidates **that best fit or near fit** your open positions

- Mine your talents pools with razor sharp searches & deep faceting

- Enhance experience and efficiency with a simple, unified, bias-free selection process and seamless collaboration with hiring teams

- Accelerate the hiring process with our visual pipelines, generating just the detail and the nudges for that right decision

- Move beyond keyword search based systems to **Headway's Smart Proficiency Analyser** to gauge true expertise levels of candidates
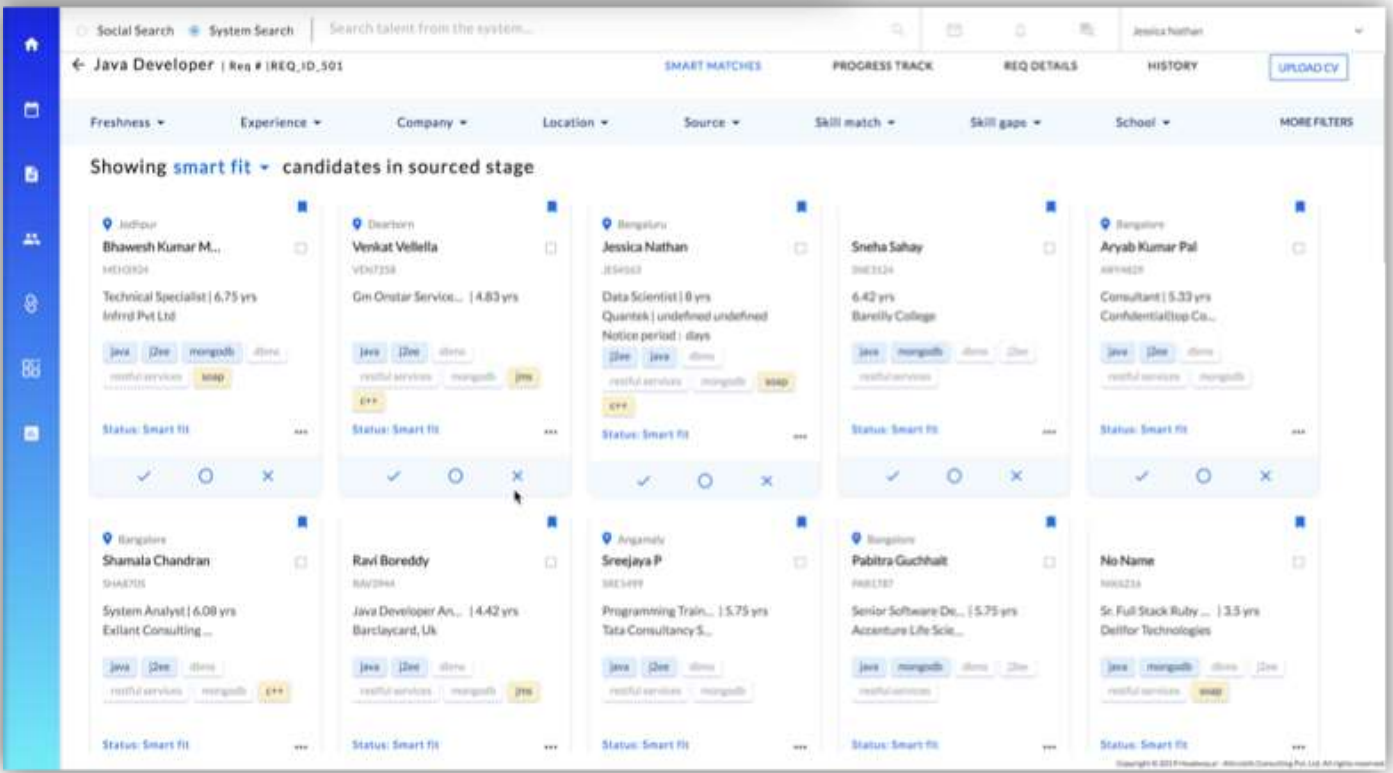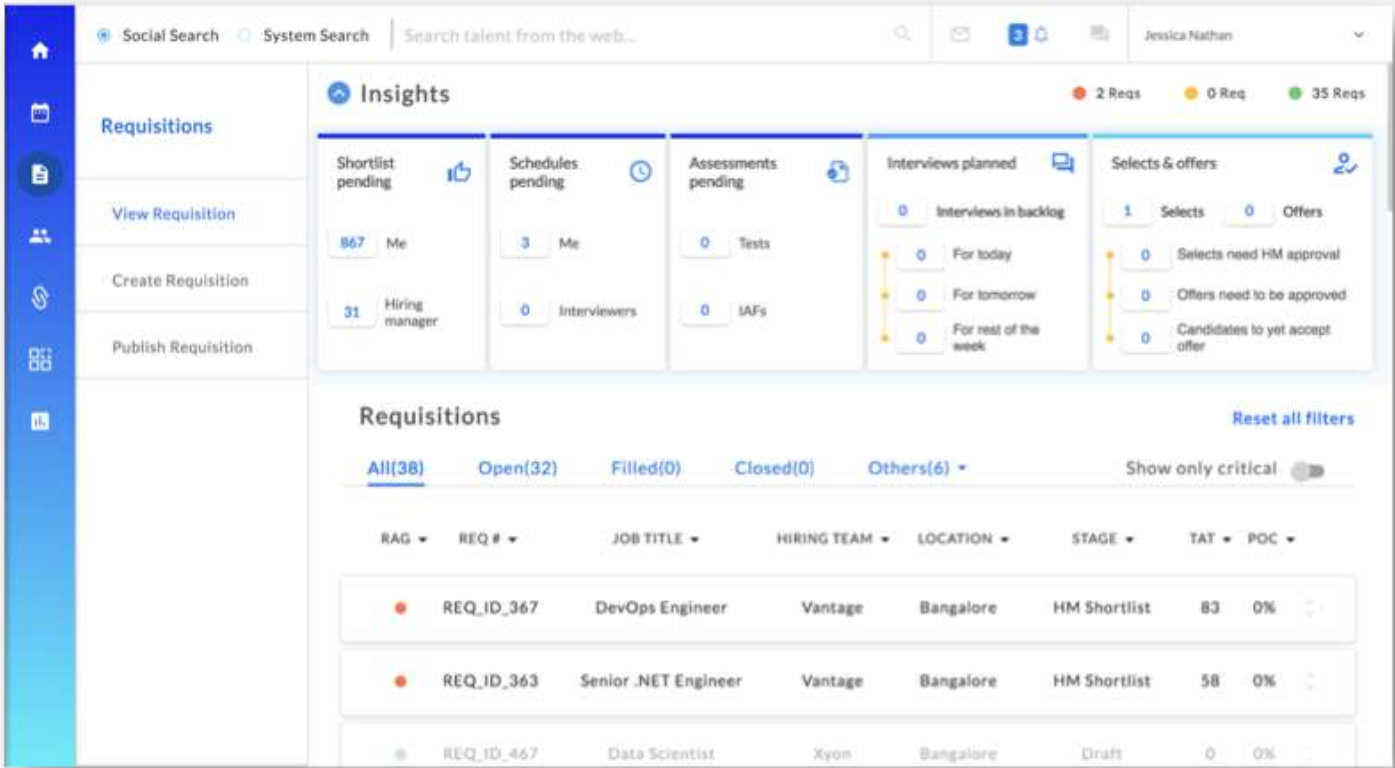
Auto Funneling – Prescreen, Assessments, Video Interviewing

**Prescreens by i-bot (Neo) > Assessments & Programming Tests > Paired Programming > Video Interviewing**

- **Candidate Prescreens** are done autonomously by **Neo (i-bot)**, knock-outs and not suitable candidates are filtered out and only shortlisted candidates are shared with the recruiters removing drudge and freeing up time for the recruiters

- **Assessment Engine** –Battery of Psychometric Assessments along with skill and competency based tests as factory setting – customisable to fit client needs. Helps measure proficiency level of candidates with proctoring. Get holistic candidate profiling with their strengths report.

- **Programming & Paired Coding Tests** help gauge the proficiency level of the candidate for tech roles. Comprehensive Programming Test Library for easy administration and one can built custom tests too. Hiring teams can now collaboratively problem solve with the candidates using the paired programming module.

- **Speed up** your selection process with our **Video Interviewing tool:** helps hiring teams & candidates take interviews anytime, anywhere saving time and effort, enhancing the hiring experience. Recruiters can also do quick check-ins with candidates.

Internal Talent Marketplace & Employee Experience Platform

Auto-match best fit profiles to open jobs & harvest your employee pool with our clever bots
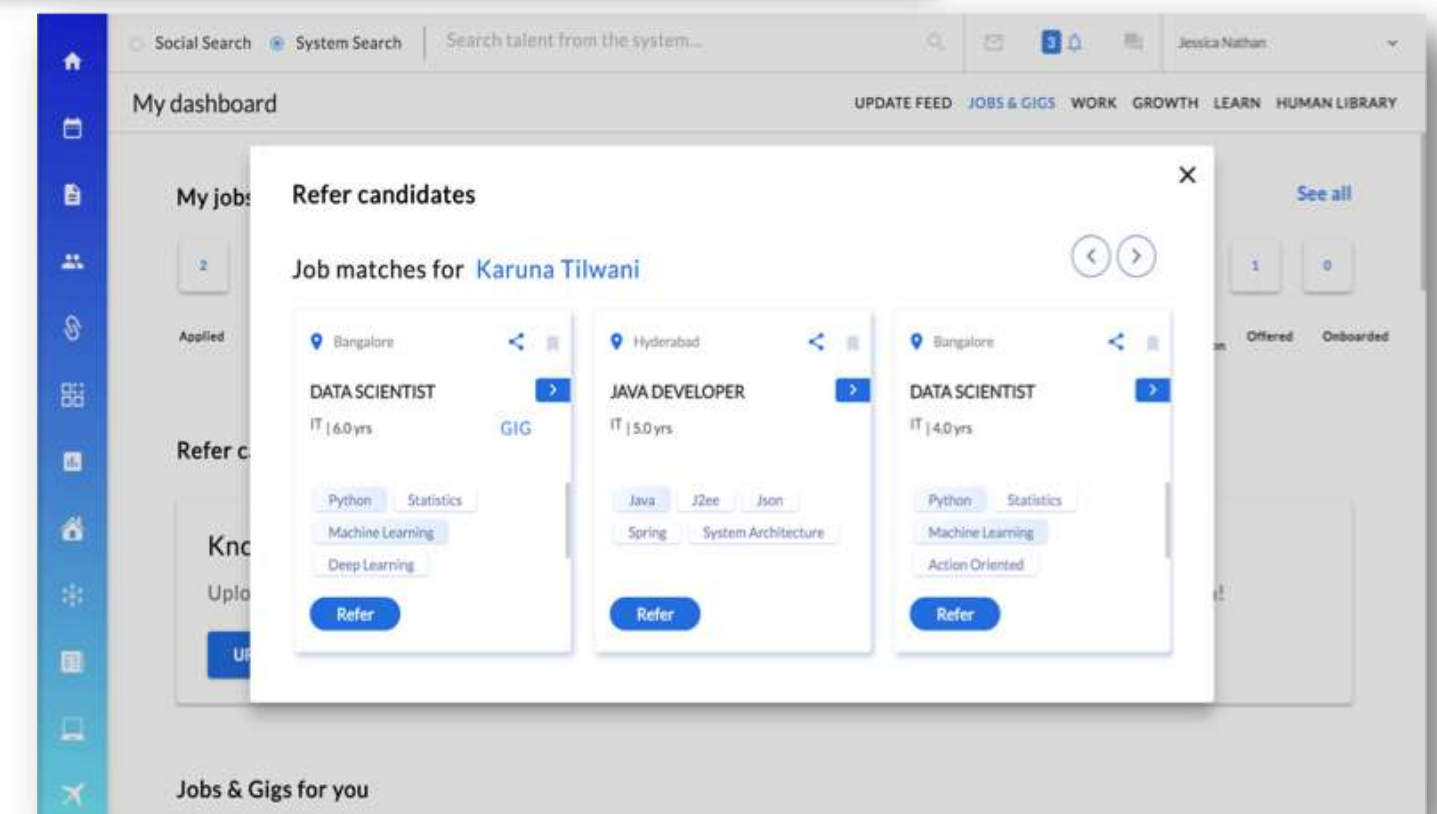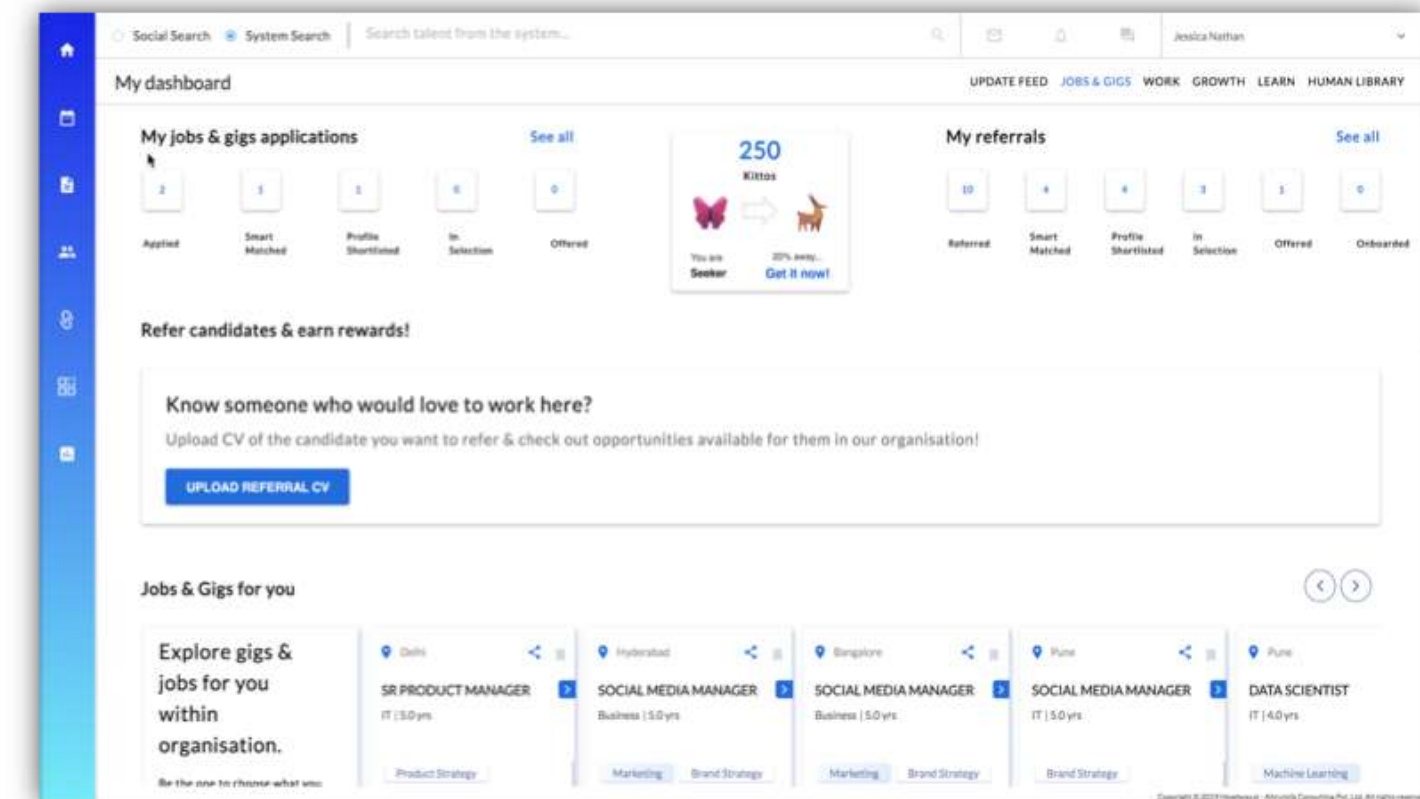
- Get our recommendation engine to create an engaging and differentiated IJP experience for the employee - Render personalised job recommendations to help make an informed choice of roles best aligned to their skills and interests

- Mine your talents pools with razor sharp searches & deep faceting

- Get our AI powered algorithm to automatically match and render employee profiles that best fit or near fit your open positions

- Enhance experience and efficiency with a simple, unified, bias-free selection process and seamless collaboration with stakeholders

- Accelerate the shortlist & allocation process with our visual pipelines, generating just the detail and the nudges for that right decision

- Utilise Headway's Skill Proficiency Maps to model Skill fit-gap scenarios to determine your internal talent supply strengths take just-in-time actions to address gaps & use smart clickthru s for quick allocations to assignments and training
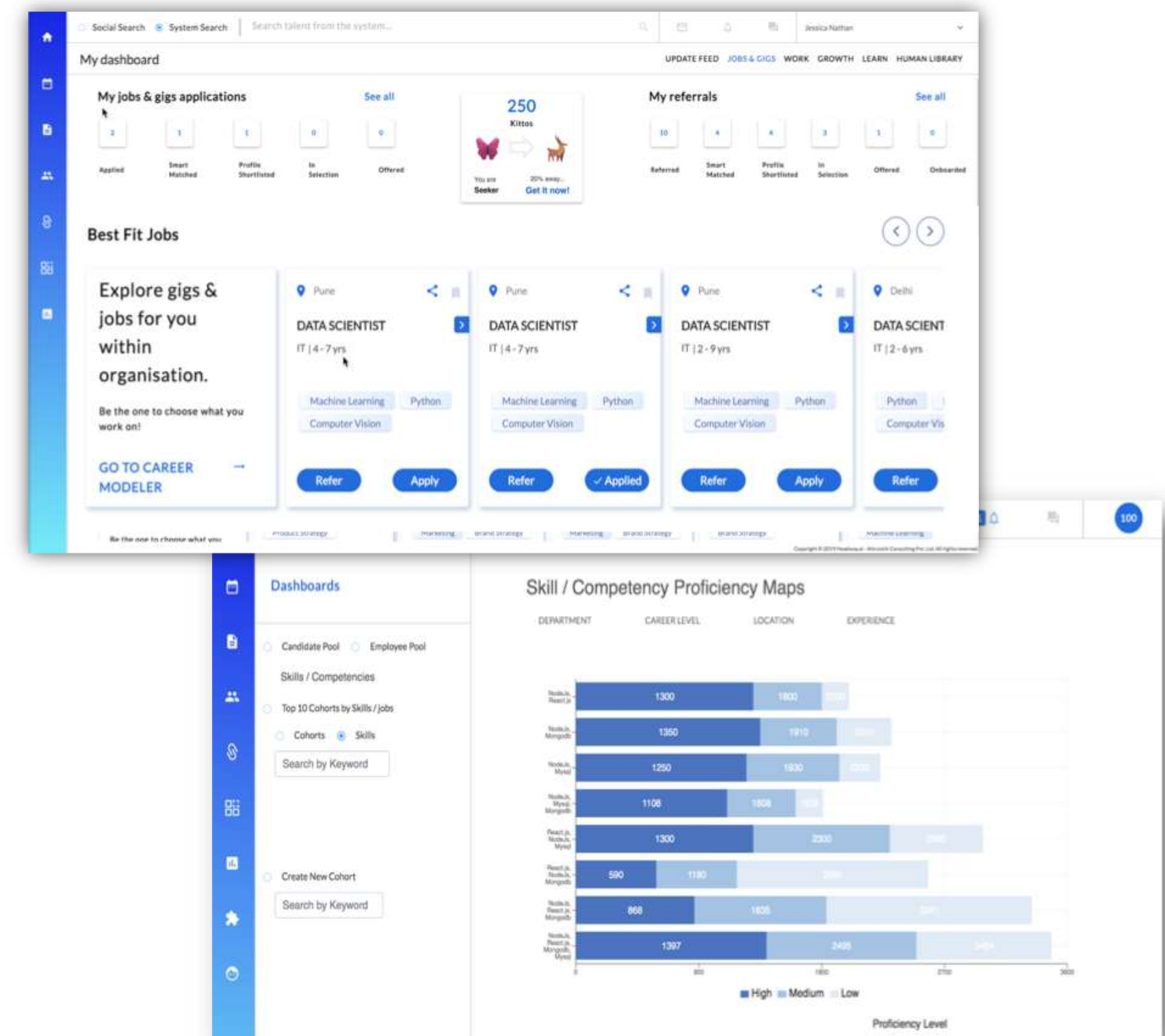
Awesome Employee Referral

Make employees your brand ambassadors, increase your joiner ratio

- A transparent and open system to enable and encourage employees refer more – real-time progress updates

- Easy referral process – quick authentication & auto-match to best fit jobs

- Unattached referral resumes in database automatically matched to future open jobs

- Easy share options across social media sites, emails & whatsapp to amplify the reach and get more prospective candidates

- Nudge system with cool rewards to make employees refer more & engage with final selects to ensure higher joiners

- Enhanced employee advocacy & stronger employer brand

Talent Marketplace & Candidate Experience Platform

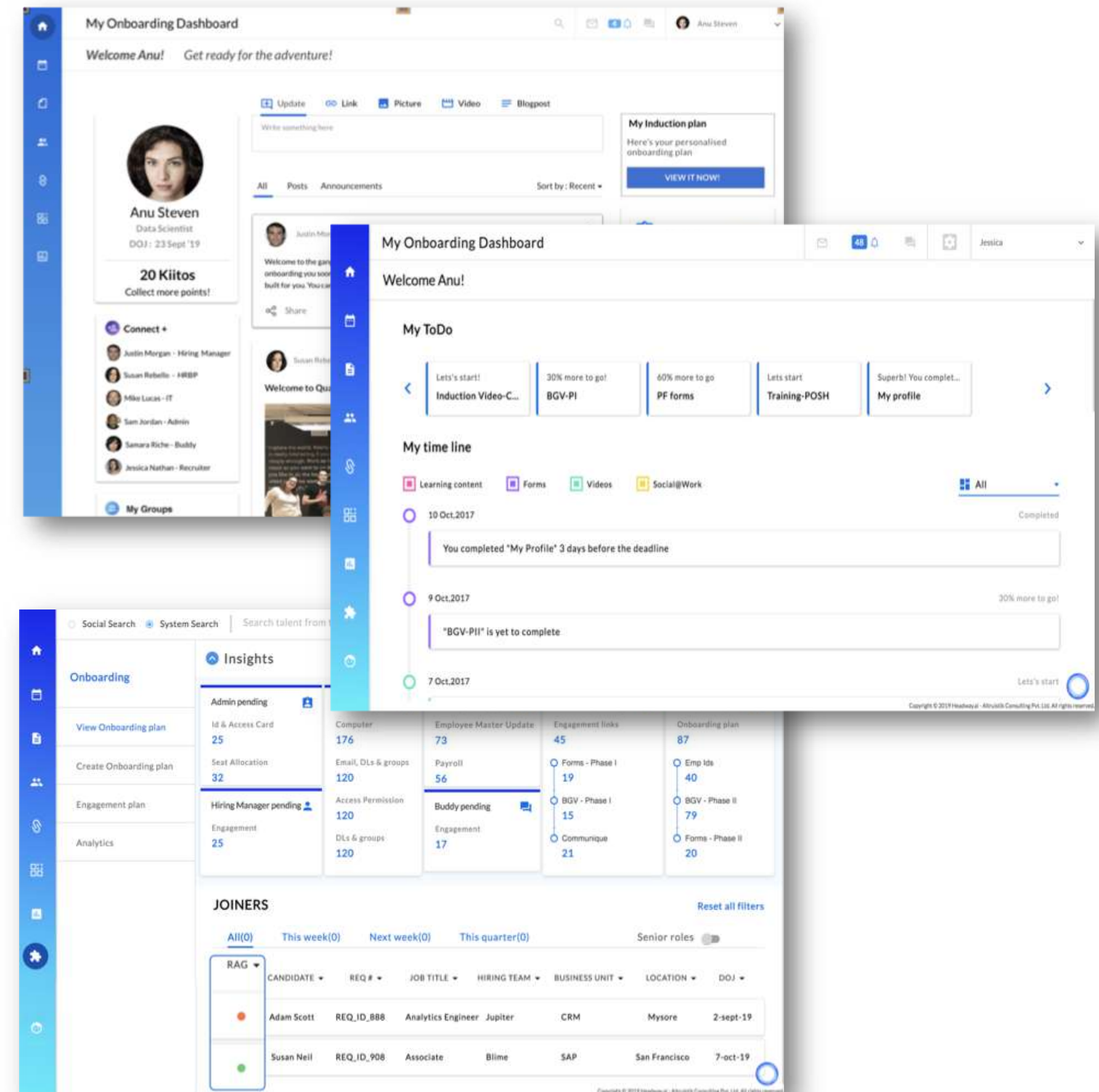**Attract & engage diverse cohort, boost employer brand**

- Get our recommendation engine to create an engaging and differentiated career site experience for the candidate - Render personalised job recommendations to help make an informed choice of roles best aligned to their skills and interests

- i-bot NEO to pre-qualify candidates generating a rich pipeline of qualified applicants

- Quick application process (under 3.2 mins with pre - screen)

- Extend a candidate journey portal for a complete experience - share updates, chat with recruiters, access your in house open learning system, refer friends for jobs and earn referral credits!

- Boost your employer brand with top speed, high personalization & enriched unique candidate experience

- Interactive candidate dashboard with live updates and conversational query resolution by Neo (Chatbot). Neo also routes out of scope queries to HR SME for smooth experience.
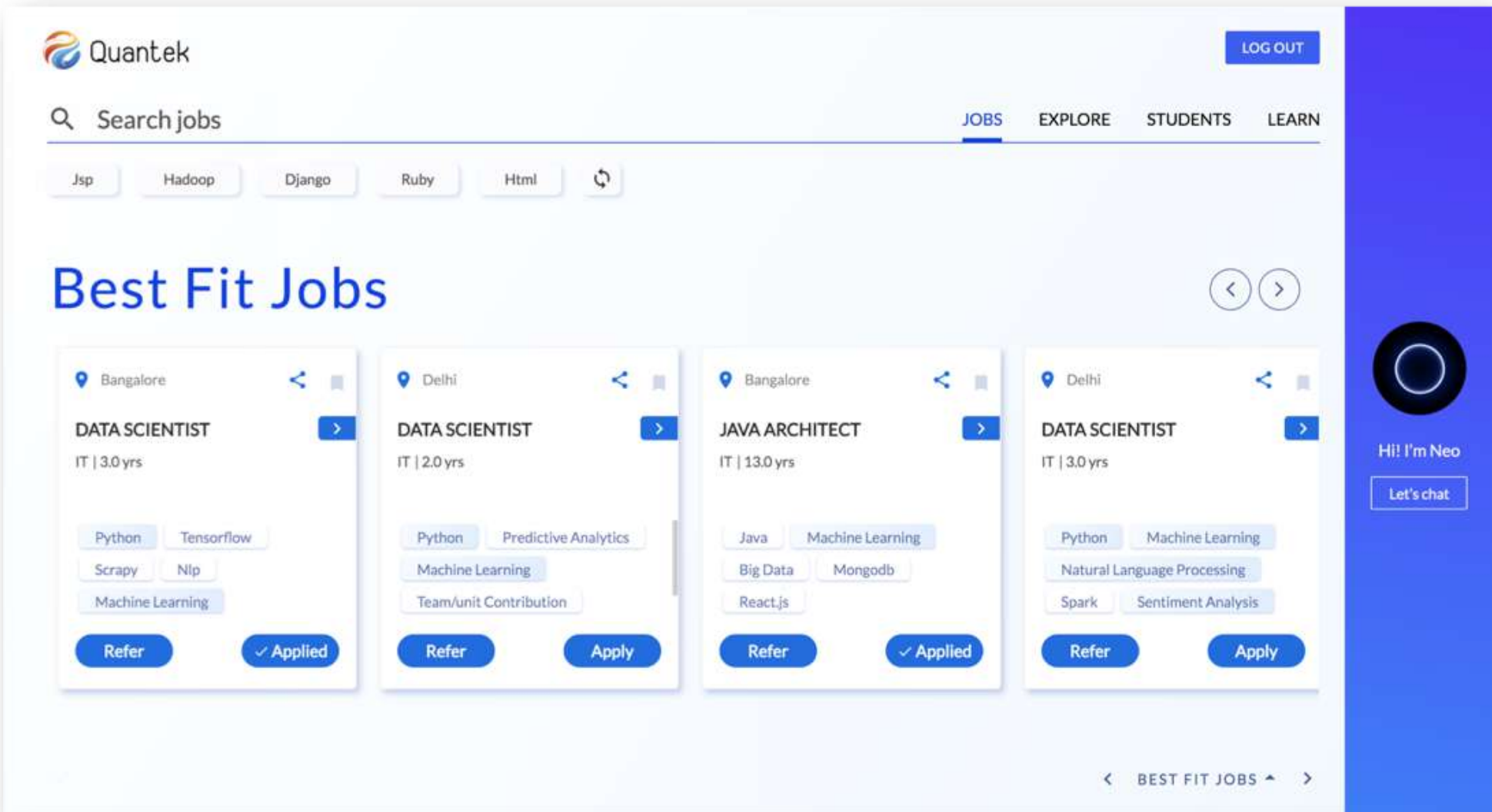
Onboarding : a personalised candidate experience!

- A unified dashboard converging engagement with relevant stakeholders, personalising touch point experiences for Yet to Join candidates, predicting their levels of stickiness & calling out potential non joiners

- Digitised Process Experience: Hassle free comprehensive documentation, integrated role wise Smart Planner, visual dashboards linking relevant stakeholders & their actions

- Personalised immersion based on Smart profiling of each candidate : bouquet of onboarding experiences, connections with key contacts, sharing relevant knowledge, learnings to prepare and gear her up for success, listening to her feedback through pulse surveys & acting on those

Onboarding : a personalised candidate experience!
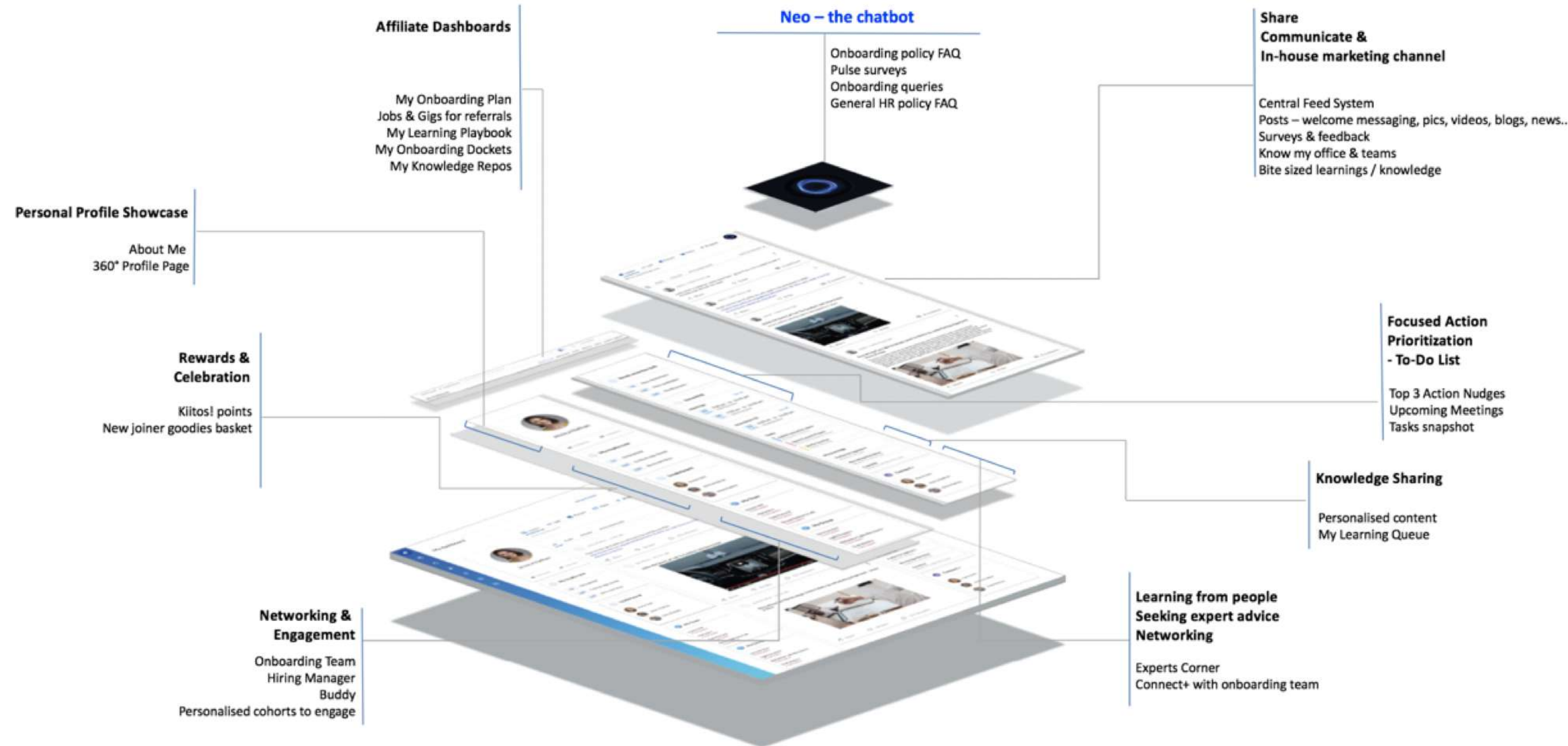
Affiliate Dashboards

My Onboarding Plan
Jobs & Gigs for referrals
My Learning Playbook
My Onboarding Dockets
My Knowledge Repos

Neo – the chatbot

Onboarding policy FAQ
Pulse surveys
Onboarding queries
General HR policy FAQ

**Share
Communicate &
In-house marketing channel**

Central Feed System
Posts – welcome messaging, pics, videos, blogs, news..
Surveys & feedback
Know my office & teams
Bite sized learnings / knowledge

Personal Profile Showcase

About Me
360° Profile Page

**Rewards &
Celebration**

Kiitos! points
New joiner goodies basket

**Focused Action
Prioritization
- To-Do List**

Top 3 Action Nudges
Upcoming Meetings
Tasks snapshot

Knowledge Sharing

Personalised content
My Learning Queue

**Networking &
Engagement**

Onboarding Team
Hiring Manager
Buddy
Personalised cohorts to engage

**Learning from people
Seeking expert advice
Networking**

Experts Corner
Connect+ with onboarding team

NEO HR chatbot – 4 avatars

One chatbot that does it all!

1 Employee Success

- Employee Survey
- Assessments
- Schedule discussions
- Loop back bot (HR & Mgrs Assistant)
- Wellness pod
- Online quiz & poll
- Feedback collector
- Nudges & Reminders
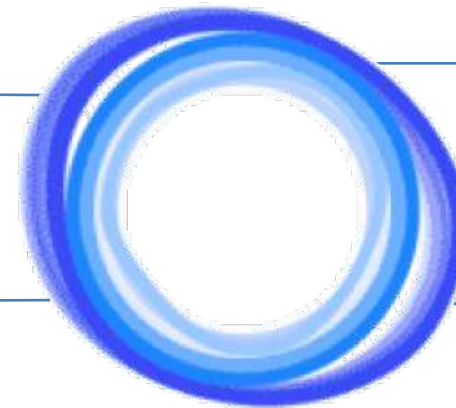- People Insights

3 Assistant bot

- Policy & Benefits related queries
- Place requests
- On tap HR Letters

2 Candidate Experience

- Prescreens / Qualifications
- Skill & Role Based assessments
- Asynchronous Interviews
- Query management
- Candidate Survey
- Cohort based onboarding experience

4 Intellibot

- Personalized Learnings
- Org based IS & KM repos
- Contextually curated cohorts & mentors

About Evolve & Compass : An overview

# Evolve : A unified talent dashboard linking work, career, learning

- Create your internal talent marketplace - an open, transparent jobs and gigs market - a level playing field for employees. Make it possible for people to discover career paths they didn't realise were open to them before

- Build and foster a habit of learning – render sharply curated (_not a Netflix list_) , bite-sized learnings contextually linked to employee's career path, skill fit : gap analysis & mapped to her learning style & pace.

- Accelerate learning & professional growth with Learning Social –connect employees with relevant cohorts, communities, mentors & experts to help people learn from people

Career Modeler | Personalised micro-learnings | Cohorts & Communities | Learning Social
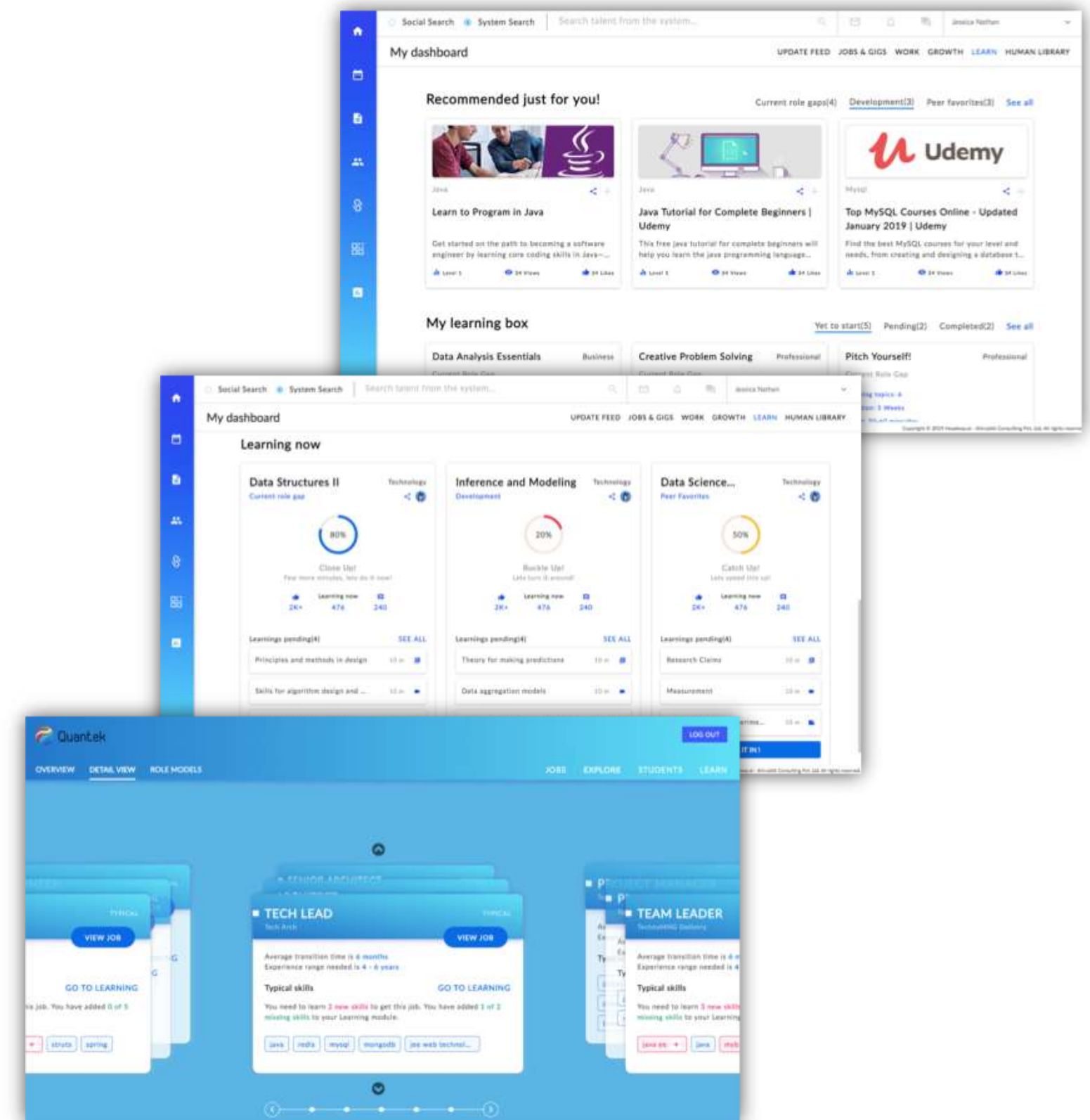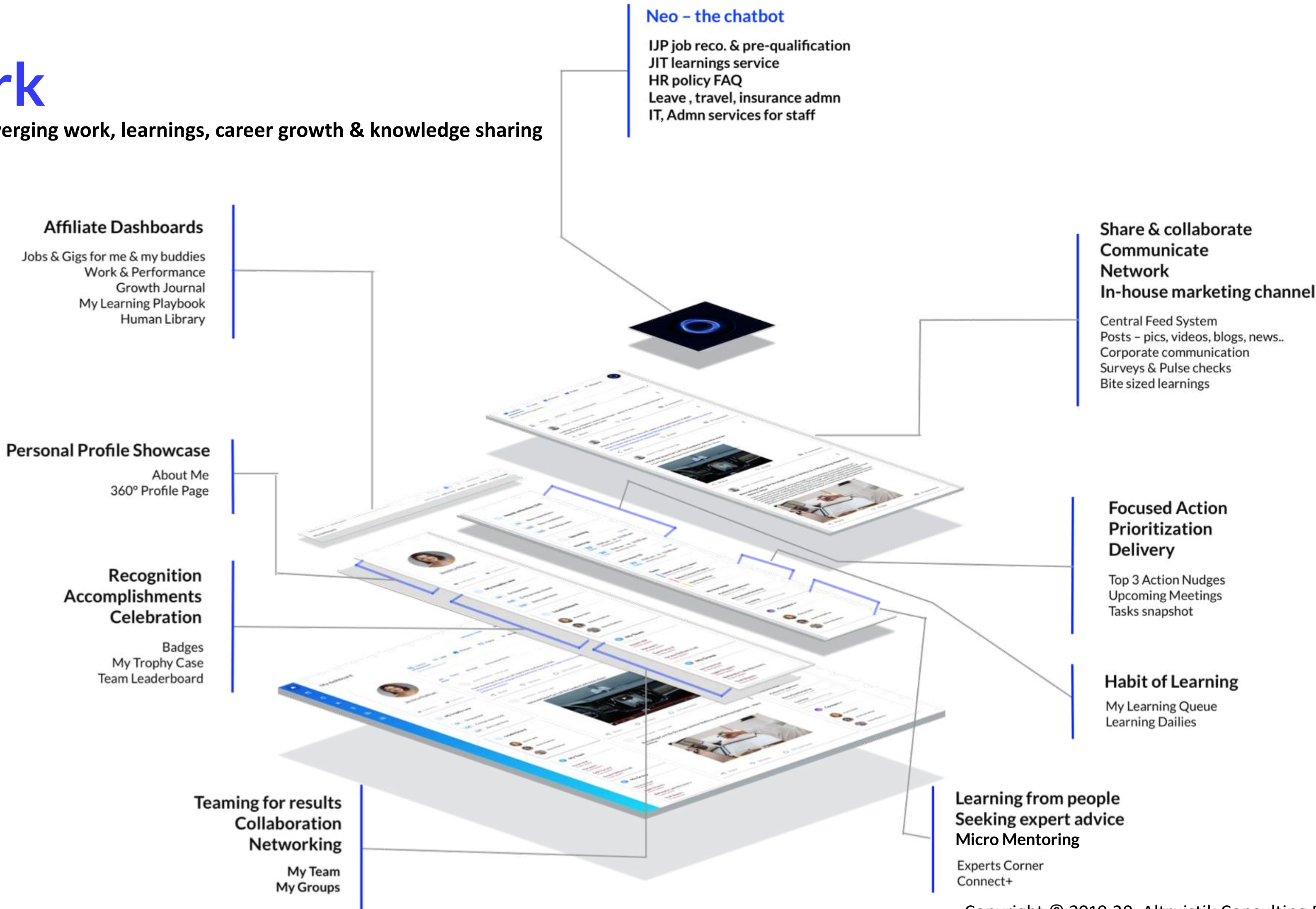
Social@Work : celebration, engagement, alignment, growth

- A unified personal dashboard converging work, learnings, career growth & knowledge sharing

- Get employees to promote their personal brand with the Profile Showcase - A public page narrating her unique story through her experiences, skills, knowledge, expertise, interests, hobbies

- Nudge and drive desired behaviours, promote collaboration, networking, engagement - purposefully

- Reward and recognise, be generous with appreciation, keep the gratification cycle moving and make the employee feel connected with the company
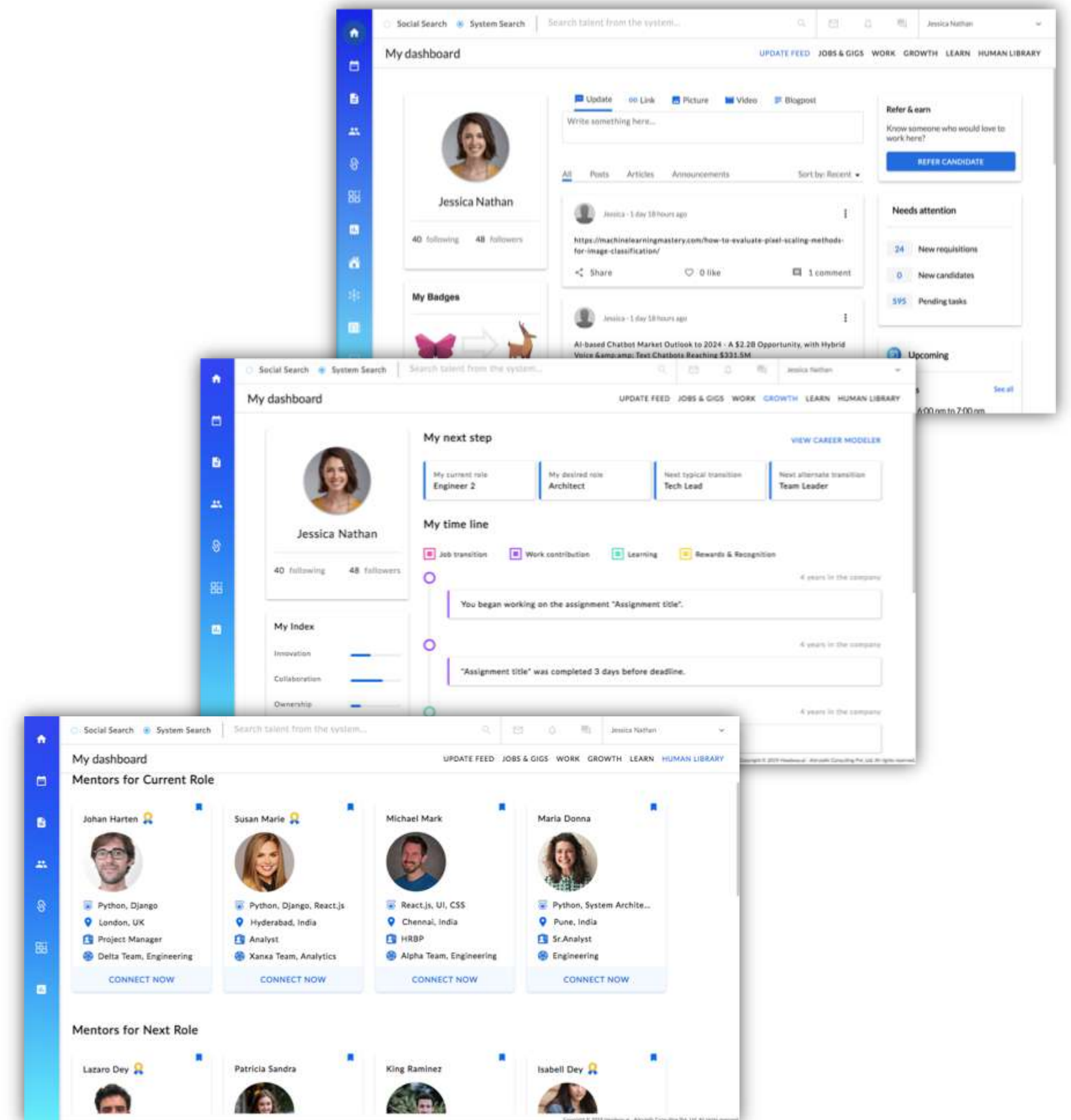
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Neo – the chatbot

IJP job reco. & pre-qualification
JIT learnings service
HR policy FAQ
Leave , travel, insurance admn
IT, Admn services for staff

Affiliate Dashboards

Jobs & Gigs for me & my buddies
Work & Performance
Growth Journal
My Learning Playbook
Human Library

Share & collaborate
Communicate
Network
In-house marketing channel

Central Feed System
Posts – pics, videos, blogs, news..
Corporate communication
Surveys & Pulse checks
Bite sized learnings

Personal Profile Showcase

About Me
360° Profile Page

Recognition
Accomplishments
Celebration

Badges
My Trophy Case
Team Leaderboard

Focused Action
Prioritization
Delivery

Top 3 Action Nudges
Upcoming Meetings
Tasks snapshot

Habit of Learning

My Learning Queue
Learning Dailies

Teaming for results
Collaboration
Networking

My Team
My Groups

Learning from people
Seeking expert advice
Micro Mentoring

Experts Corner
Connect+

Harnessing Knowledge Management
It's all about sharing, innovation & efficiency

- Sharing & mining the knowledge repository of the organization

- Hyper-personalized rendering of relevant artifacts to employees as per their role, assignments & interest

- Rating, Likes & Comments by employees boost the creator's morale & people are encouraged to share their knowledge making the internal KM pool richer

- Powerful search engine bring up all relevant types of content from various connected sources

- High level of privacy and security for classified information

- Hitchhiking & reusability of knowledge
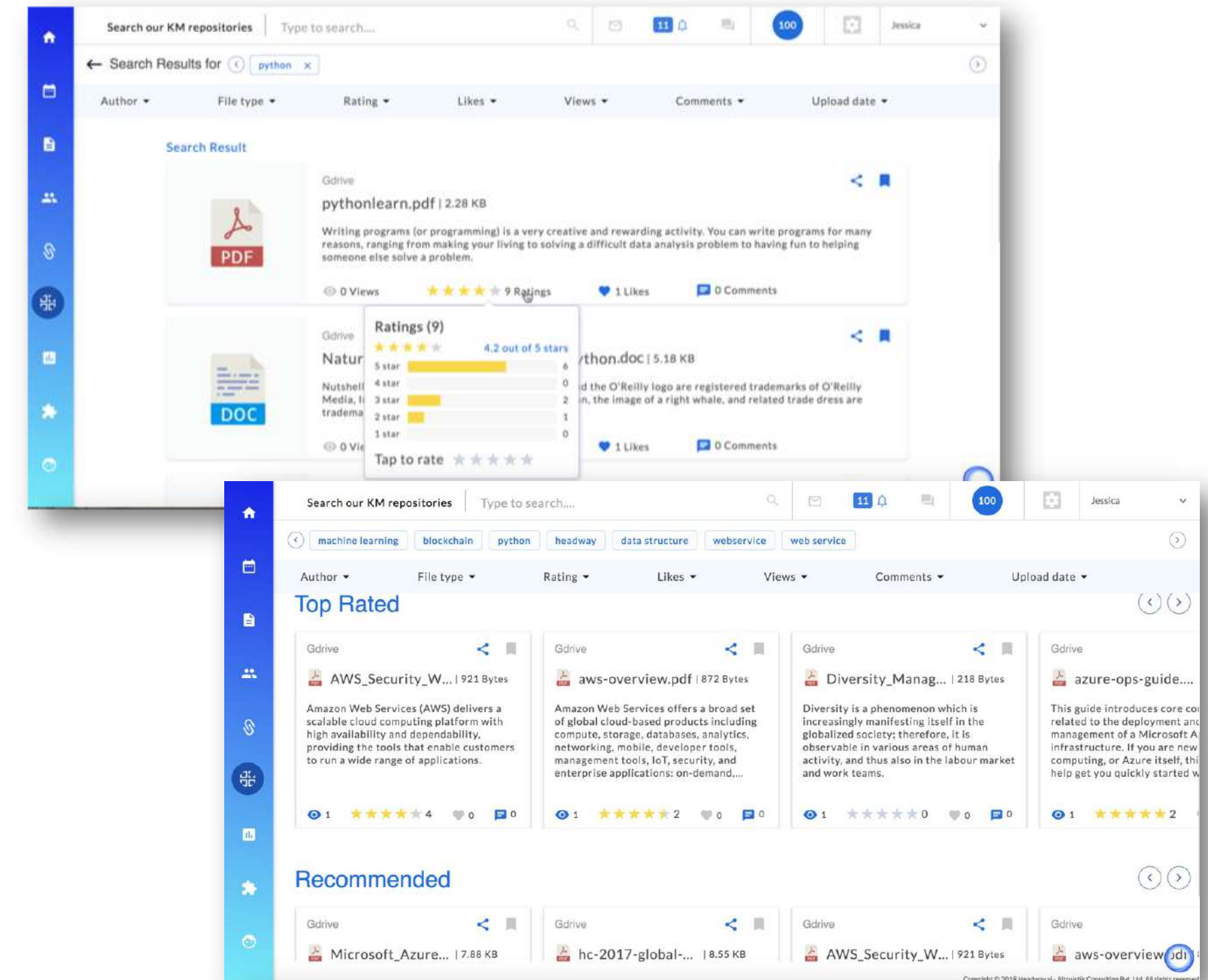
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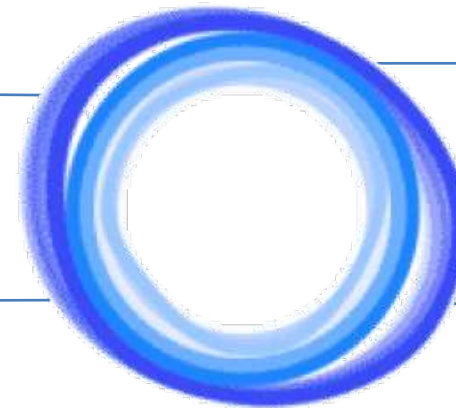
NEO HR chatbot – manages HR Helpdesk like a Pro!

- Neo is the only deep tech HR chatbot that understands the context of the query and responds like a Pro HR SME.

- Conversational UI and query resolution

- Neo directs complex queries to the HR SMEs

- Neo can book leaves on behalf of the employees and nudges managers to act

- Tailored query resolution of your organization's HR policies

- Neo can double up to become the HR champion and administer pulse & mood survey to employees to gauge their engagement levels and stickiness to the company
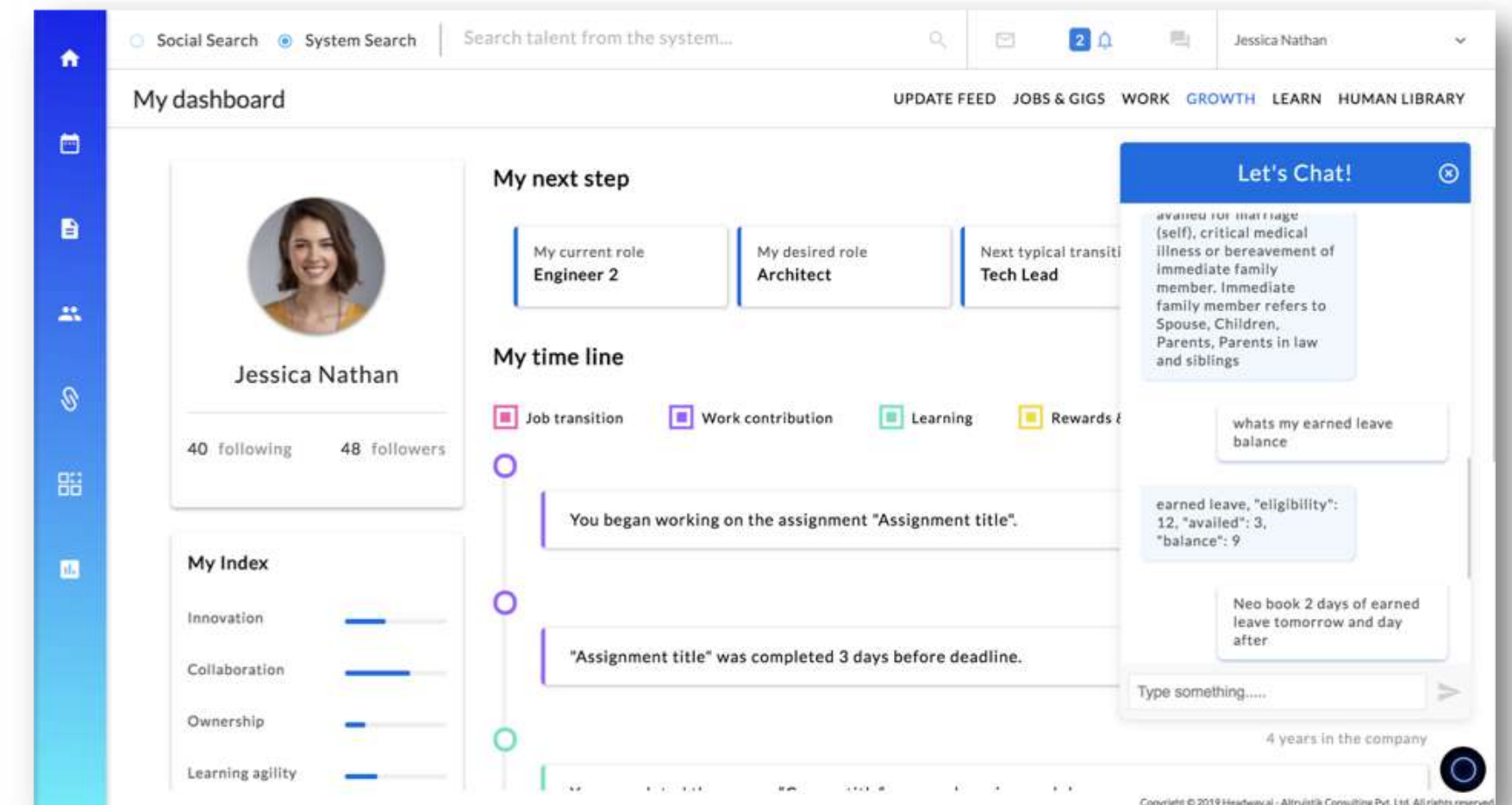
Compass : On-demand Reports and Deep Analytics

- Access process performance reports real-time to evaluate & improve daily management

- Plan for business success with strategic workforce analytics & process efficiency report

- Uncover drivers for deep candidate engagement, detect early signs of renege, analyse causes of low stickiness, take just in time actions to improve throughput

- Gain and retain your competitive edge – understand the labour market including supply and demand of skills, location, competition to make better decisions
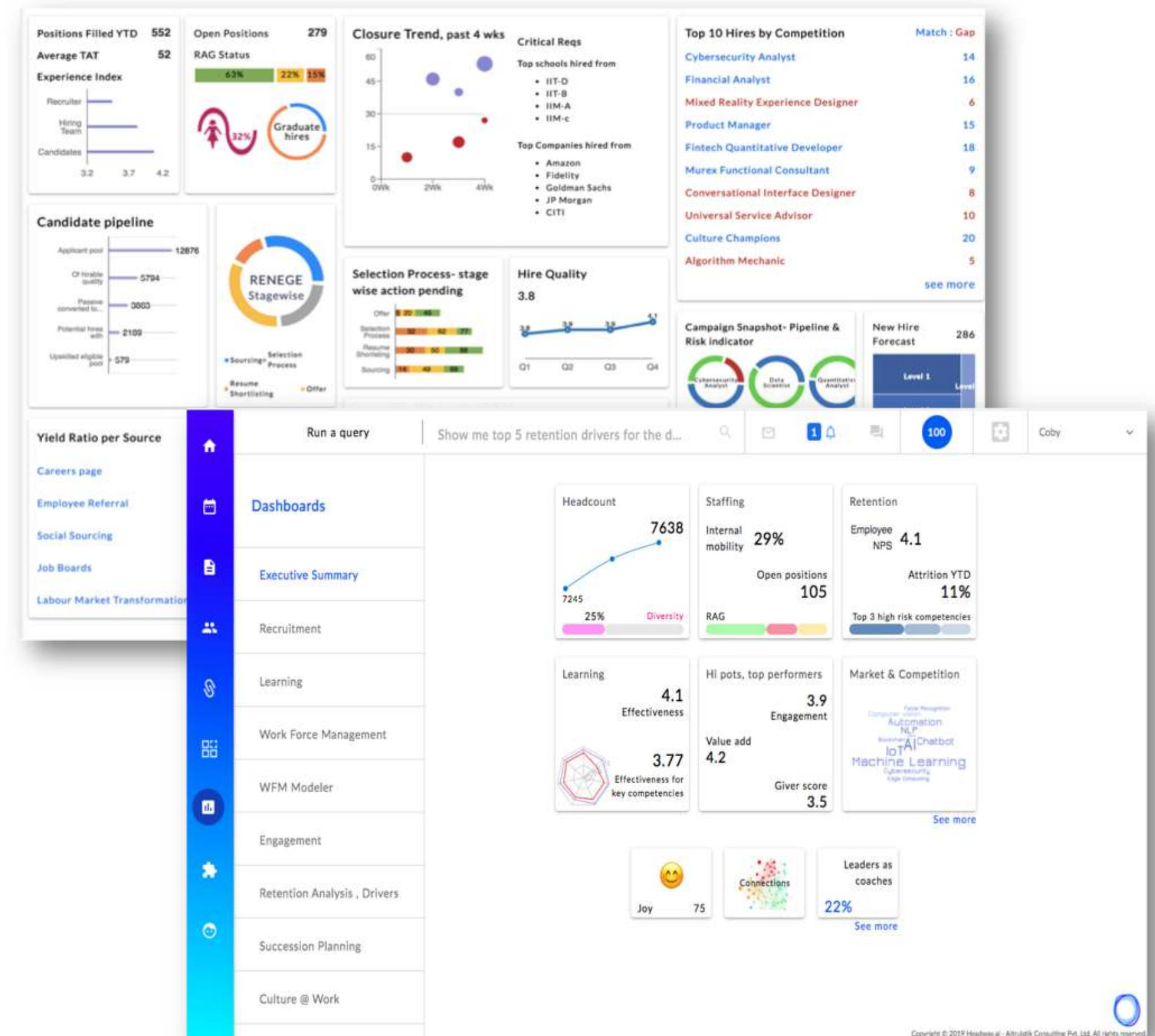
SPECIAL EDITION EXTRA!

BREAKING NEWS!

Headway.ai @HeadwayAi · Dec 3, 2018

It was fantastic connecting with the @citylordmayor & his team! Many thanks for a deep and meaningful conversation about how @HeadwayAi is blending AI & behavioural science to power the people transformation agenda of enterprises & governments.

Lord Mayor of London ✓ @citylordmayor · Oct 12, 2018

What a delight to speak to Sujata, the founder of Bengaluru startup Headway.ai, which specialises in talent analytics. Her company is based at @NASSCOMStartUps, and has huge potential. One to watch!

The CHRISTIAN SCIENCE MONITOR®

…two women are also contributing to what they hope will be a "new India." They've developed an artificial intelligence program, Headway.ai, that helps companies match employees' skills with new or evolving jobs. It also helps workers who want to transition to new careers. "I might be a techie today, but maybe my talents match my dream of becoming a chef tomorrow," says Sujata Mukhopadhyay, co-founder of the company, which has clients in India, Asia, the Middle East, and the U.S.

CONSTRUCT
BY LOWE'S INNOVATION LABS

Headway.ai is proud to partner with Lowe's (FORTUNE 50® retailer) Talent Acquisition team to turbocharge their digital hiring experience with rich interactions, deep insights & personalisation - onboarding candidates at 5X speed with 10x engagement!

Get in touch

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