



## Powering data-driven decision making for HR and business leaders

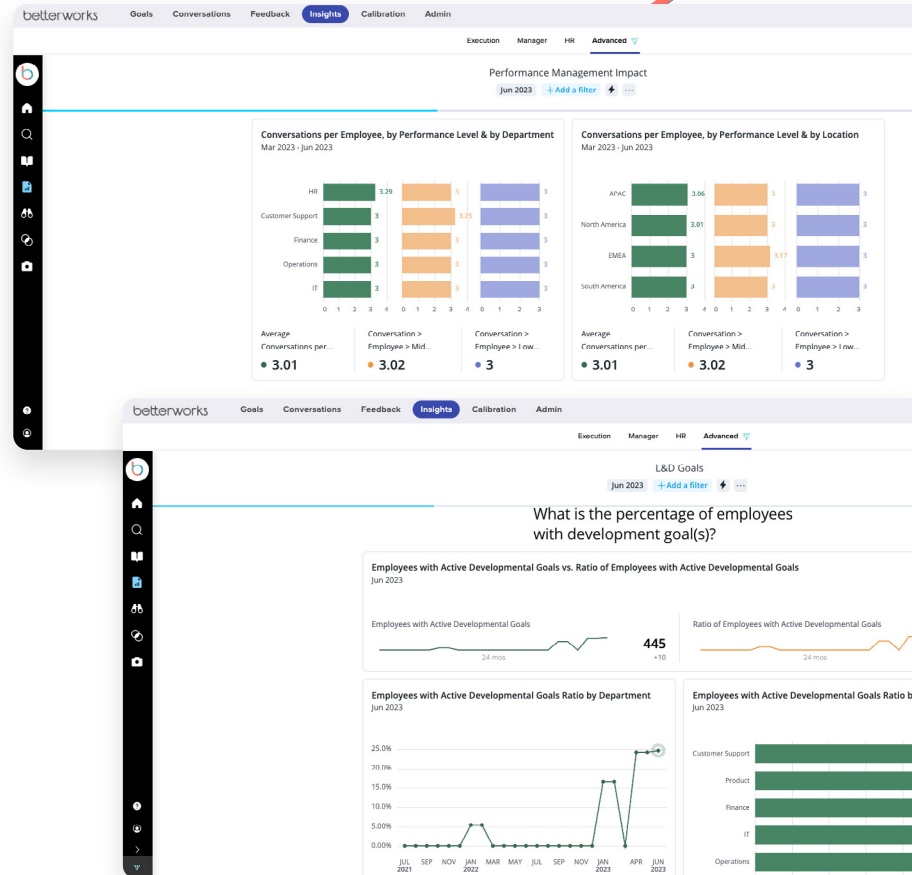
With most people analytics tools today focused on basic and transactional metrics, it can be challenging for HR leaders to ask and answer the questions that inform strategic talent investments. That's where Betterworks Advanced Analytics comes in — providing deep insights that allows HR leaders to support their employees and their businesses reach their growth and development targets.

- ✓ **Understand** what drives employee success
- ✓ **Develop** targeted strategies
- ✓ **Improve** performance, engagement, and organizational outcomes

## Connect Strategy to Outcomes

Powered by Visier's embedded technology framework, Betterworks Advanced Analytics brings together and cross-correlates rich data from the Betterworks platform — including employee goals, feedback, performance ratings, and demographic data — into intuitive dashboards.

The insights are presented in the form of a visual data story that follows a narrative structure starting with the business question and presenting the answer in the form of a dashboard.



# Key Capabilities

## Data Storytelling

Betterworks Advanced Analytics guides users to the right questions and context, so they can make better, more responsible decisions.

## Data Cross-Correlation

Bringing together performance, engagement, and employee growth data, HR leaders can make astute connections and uncover hidden patterns.

# Gain actionable insights across a range of topics with Betterworks Advanced Analytics

## Employee Performance

Identify the factors that enable or inhibit employee performance and engagement. The insights guide the creation of HR programs that encourage the behaviors that seem to contribute to higher performance.

## Diversity, Equity, Inclusion, & Belonging

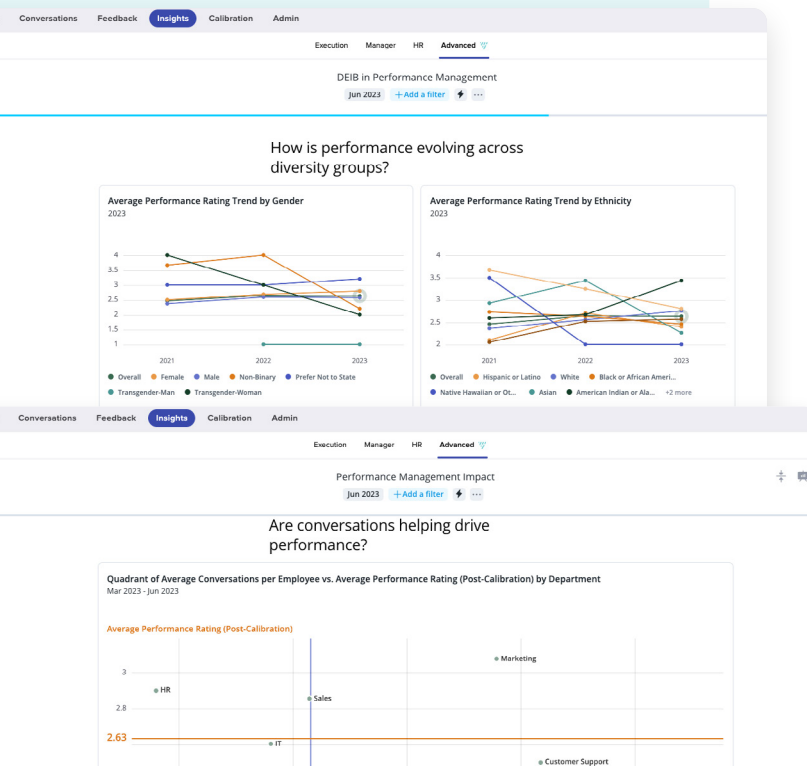
Investigate potential causes for significant performance disparities among demographic groups and identify where to focus DEIB efforts. It is the first step to providing all employees an equitable opportunity to advance their career and impact the business..

## Learning & Development

Uncover the impact of training programs on employee performance. Help ensure the organization's learning initiatives are on track to drive value for the business, and its people.

## Talent Pathways

Help your leaders understand internal job movement and career growth trajectory, and identify which jobs naturally develop into others.



Don't settle for transactional people analytics. **Translate data into insights that will make work significantly better for the employees, their managers, and the business.**

To learn more about Betterworks Advanced Analytics, [get in touch](#).



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