

# Smarter Solutions: Talent Development & Retention

## A Path to Better Employer-Employee Relationships

Employers are embracing technology to improve employee development and retention, and make their organizations more attractive to future employees.

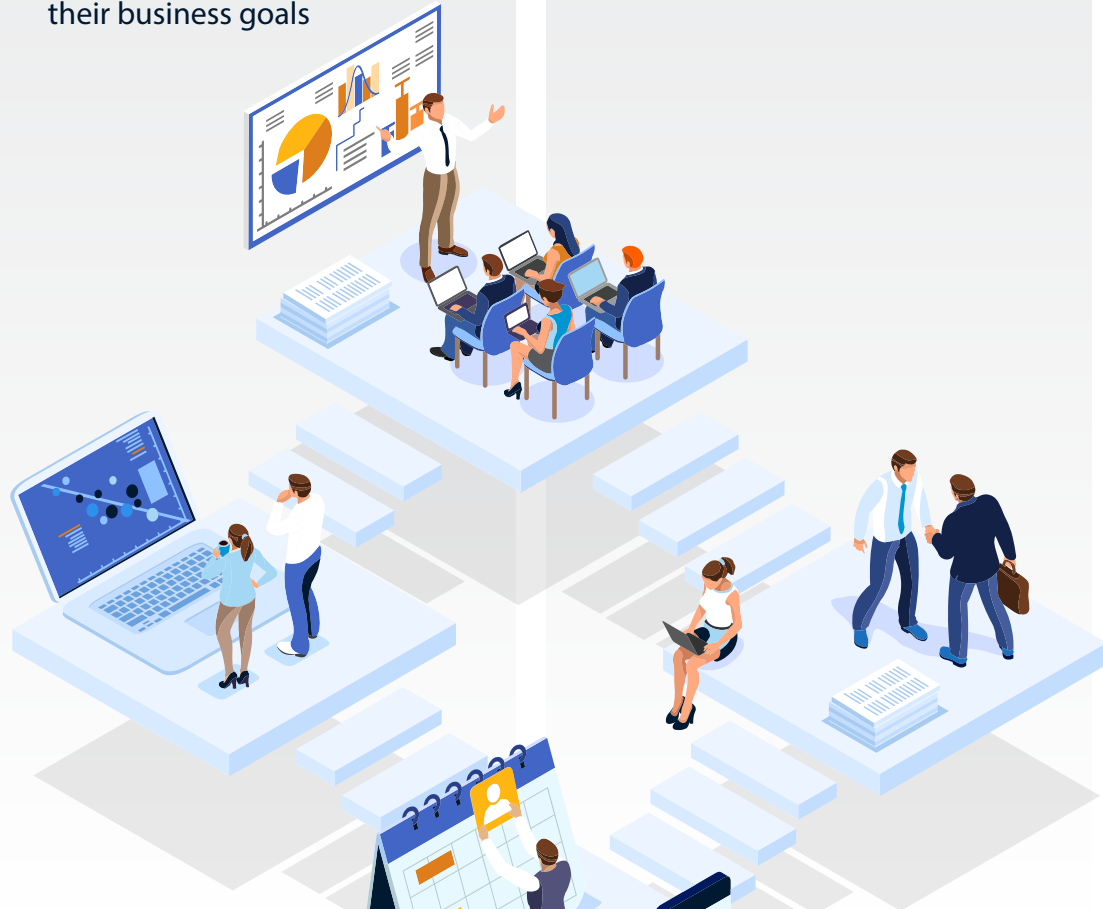
Among 1,000 HR decision-makers:

**95%**

say increasing their organization's investment in such technology innovations would help them achieve their business goals

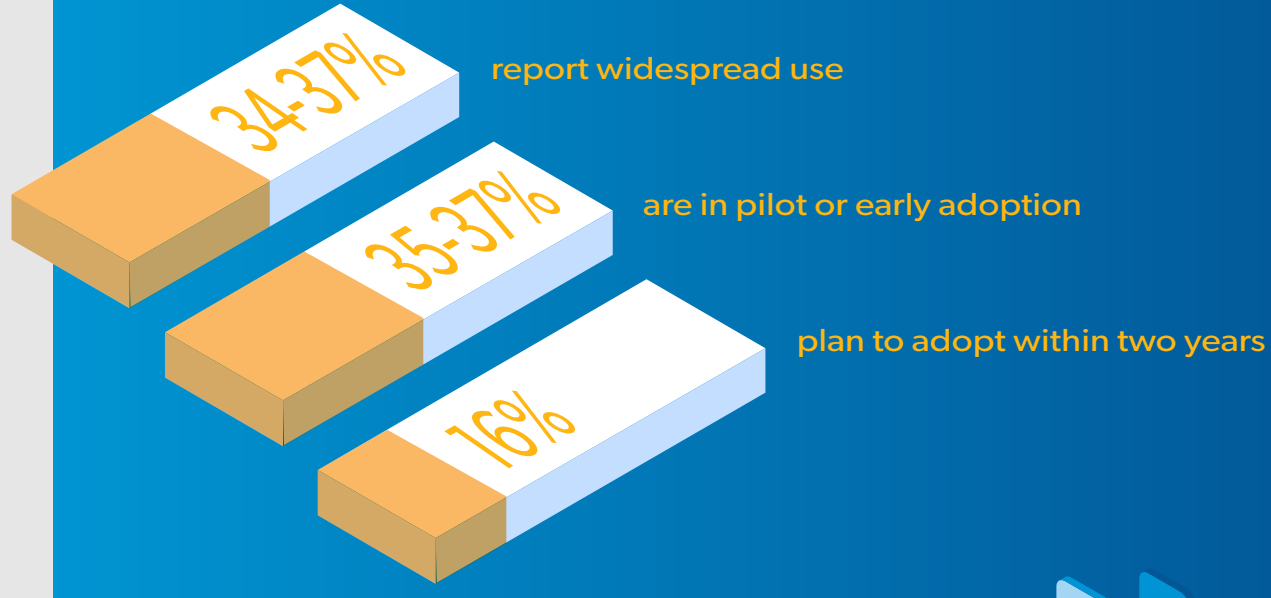
**85%**

anticipate increased spending on these technology tools in the next two years



## Employers Adopt Advanced Solutions to Boost the Employee Experience

Among HR decision-makers surveyed about their use of innovations that influence employee development and retention:



## Innovation at Work

### Microlearning

Quick bursts of learning put employees in control. Microlearning:

- Delivers easily digestible information via short, digital video modules
- Achieves a single, practical outcome through focused training
- May include gamified content for a compelling user experience

### Learning Experience Platforms

As a modern enhancement of the traditional learning management system, the learning experience platform:

- Regularly curates content from corporate courses, social media, and the internet
- Lets workers upskill as soon as a need for new knowledge emerges
- Encourages repeat use due to its dynamic nature

### Employee Assistants

Productivity assistants are AI chatbot productivity tools. These automated, virtual assistants:

- Understand requests and respond with near immediate results
- Handle scheduling, logistics, file searches, and document generation
- Anticipate user needs in a complex world of enterprise data and systems

### Employee Engagement Platforms

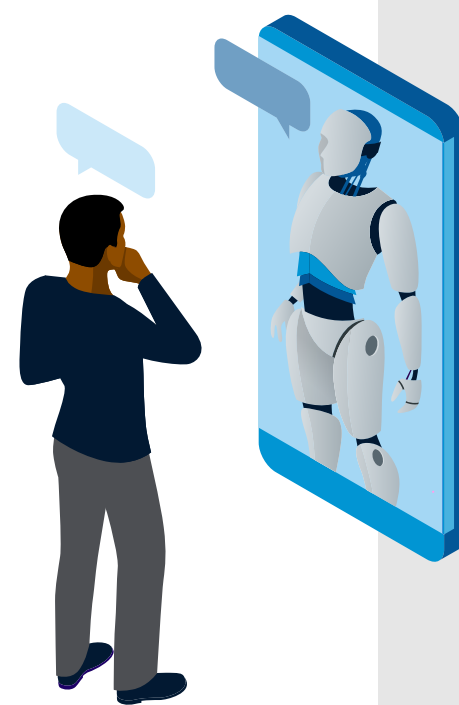
Today's tools enable recognition, by leaders, managers, or peers. These platforms:

- Ensure employees align to goals, recognize peers, and know others see their appreciation
- Promote easy access through cloud technology and social capability
- Provide analytics and reporting to reveal levels of engagement and activity

### Flight-Risk Analytics

Turning employee data and predictive analytics into actionable insights, flight-risk analytics:

- Capitalize on the vast volume of data generated by an employee's activity
- Apply machine learning algorithms to identify drivers of voluntary turnover
- Track engagement, pinpointing areas of improvement to boost retention



## Download the Report

Learn how development and retention tools can give workers and employers the tools to succeed and build great relationships. Download "Smart Power: A Glance at Evolving Talent Technologies" today.

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