

**Scalable  
workforce agility  
amidst economic  
uncertainty**

# Economic uncertainty forces global enterprises to **adapt and innovate**



Learn more and book a demo at [www.gloat.com](http://www.gloat.com)

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The current market headwinds are disrupting businesses of all sizes at an unprecedented pace. This new situation requires executives to ensure the wellbeing of their employees, rapidly adapt to changing workforce conditions, and continue to support their customers and partners, all while navigating uncertain short- and long-term economic conditions.

Numerous industries and companies around the world are seeing significant pressure on their revenue, with many businesses already having come to a complete halt.

As a result, leadership teams have to make a number of difficult decisions to help guide their organizations through these challenging economic times.

## Hiring slowdown

Many organizations are experiencing budget reductions and limiting—or altogether freezing—all external recruiting efforts in order to limit the growth in headcount as they adapt to the new business conditions.

## Headcount reduction

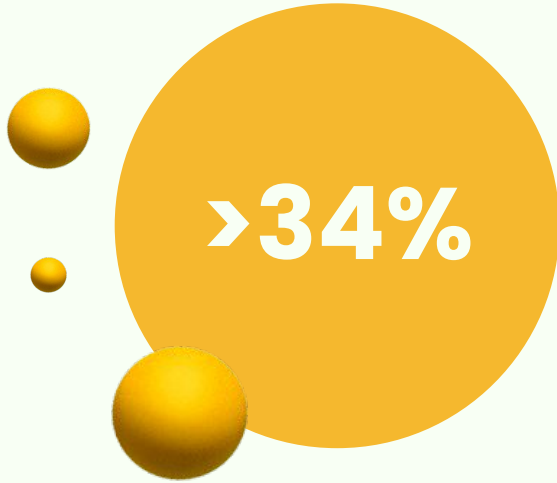
Companies most affected by the current economic uncertainty have either already announced or are in stages of planning significant headcount reductions.

## Decrease in third-party contractors

Enterprises around the world are having to save costs by eliminating the use of third-party contractors and freelance contributors..

## Re-allocation of internal resources

Organizations are looking to optimize resource allocation by shifting internal resources away from struggling parts of the business to higher growth areas.



**of Fortune 500 companies rely  
on third-party contractors**

## Workforce utilization is key

The rapid pace of economic disruption is putting pressure on HR and business leaders to act fast in executing these decisions. However, optimizing a global workforce in a large scale organization requires contending with both making these changes, and simultaneously ensuring the business continues to operate and develop forward.

This forces companies to make strategic decisions regarding what changes to make, while ensuring they utilize the remaining internal talent to its fullest potential in order to compensate for capacity and productivity loss from reduced budgets or resources.

Workforce agility and mobility in a company of tens of thousands to hundreds of thousands employees requires clear visibility and insight into the skills and capabilities of the workforce, as well as the ability to dynamically reallocate talent across the organization.

# Workforce opportunities in times of economic uncertainty



- **Gain instant visibility into skillsets available across functions and geographies**

Mapping, prioritizing and unlocking in-house skills is critical for businesses to quickly re-assign or re-balance talent

- **Reallocate talent at speed with internal mobility**

Align existing workers to high-priority roles and projects. Quickly identifying and assigning people to higher growth areas of the business while optimizing areas that might be siloed or struggling.

- **Manage and utilize a remote and global workforce**

Global organizations have talent in various areas, each affected differently by external conditions. Engaging, allocating and tracking the utilization of remote talent is key for efficient utilization of the workforce.

- **Unlock innovation through cross-functional agility**

Reducing silos and barriers allows for cross-functional teams and diverse combinations of skills to come together with the purpose of responding to unique challenges.

- **Embrace project-based work as the driver of organizational agility**

Leverage untapped in-house skills to transform the workforce and continue to deliver and execute when responding to a quickly changing environment

- **Access in-house skills instead of hiring third-party workers**

Unlock internal capacity through part-time projects to compensate for a lack of external resources and budget. Internal hires cost less, are able to fill critical roles without recruiting or contractor budget, and require less onboarding and training to get up-to-speed.

- **Develop new organizational skills**

The rapidly changing environment brings up many challenges, but it also creates new business opportunities for those who can respond fast; it's critical to enable agile ways of work and develop new skills and capabilities among existing employees so that they're able to address the markets' changing needs.



# Customer spotlight: Unilever


Unilever, the consumer-goods giant, implemented an AI-powered talent marketplace that matches employee profiles and aspirations to on-demand business projects and gigs. Each employee is allowed to take 10-20% in capacity to work on part-time projects.

## Example


A brand manager has identified a need for a low-calorie premium ice cream in the local market, but didn't have resources or budget to hire new talent. The manager opened up a project on the platform and within 2 weeks was able to assign 5 global team members from the UK, North America, India and Turkey. The team was able to develop a new ice cream brand and release it to the market within 3 months.





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A photograph of a modern glass skyscraper with the Unilever logo and name on the facade. The logo is a blue 'U' with intricate patterns inside, and the name 'Unilever' is written in a blue script font.


 Unilever

**Industry:**  Consumer Packaged Goods

**Company size:**  149,000

## Unilever developed a future-fit workforce

 **Over 650,000** unlocked hours and 41% improvement in overall productivity

 **70%** of assignments are cross-functional

# Customer spotlight: Schneider Electric

Gloat's platform enabled Schneider Electric to optimize their talent utilization via full-time internal talent mobility, as well as part-time project assignments. The company mandated internal hiring; all open, full-time positions are automatically pulled into the Gloat platform, and are matched via the AI to relevant internal employees based on Schneider Electric's policies and needs. In addition, they're focused on unlocking internal capacity via assigning talent to part-time projects to reduce third party budgets.

## Example

A business unit at Schneider Electric identified a gap in resources to fulfill their business goals, requiring a new role and a new hire. Due to budgetary constraints, the hiring manager could not hire a full-time resource for that role, and decided to split this full time role into 5 different part-time experiences which she filled via the platform with 5 existing resources from other teams and functions in the business.



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**Industry:**  
Energy and Mining



**Company size:**  
130,000

## Schneider Electric increased employee retention

**\$15M**



savings in enhanced productivity and  
reduced recruiting expenses



**81%**

of employees would recommend Gloat



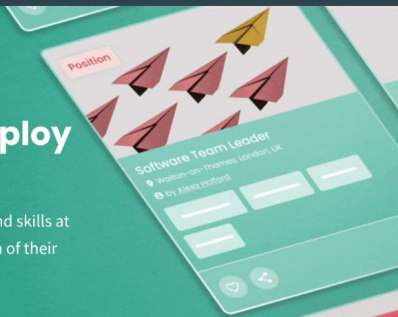
# Gloat's Workforce Agility Platform

## Talent Marketplace

TALENT MARKETPLACE

### Develop and deploy your people

Break down silos, reallocate talent and skills at scale, and put employees at the helm of their careers.



## Workforce Intelligence

WORKFORCE INTELLIGENCE

### Design a future-fit workforce

Build a skills-based organization with the insights and tools you need for strategic workforce planning and critical talent decision-making.



Gloat's AI-driven Workforce Agility and Talent Marketplace platform has become an essential tool for allowing large organizations to move talent within the company, reallocate staff as needed, gain visibility and insight into skills, and even proactively match employees with internal part-time projects – all of which are crucial in this time of economic uncertainty. Gloat's AI-based solution automatically matches internal talent with the organization's needs to quickly unlock capacity, drive internal mobility, provide visibility into skills, and optimize workforce utilization.



The world's  
largest  
employers are  
counting on Gloat

Unilever

Schneider  
Electric

Walmart

Nestlé

mastercard.

MetLife

HSBC

SEAGATE

standard  
chartered

NOVARTIS

PEPSICO

بنك أبوظبي الأول  
FAB  
First Abu Dhabi Bank

TATA

Flipkart



gloat

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# Expand teams with access to in-house skills

Gloat equips organizations with the visibility needed to find the right people for all types of vacancies - in a fraction of the time usually needed within their internal talent pool.

“

**Gloat helps us to create a Unilever that is agile, with frictionless access to skills and talent.**



Jeroen Wels, Former EVP HR, Unilever

*Unilever*

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The screenshot shows two panels from the Gloat interface. The left panel is a project listing for 'Digital Solutions - New Methodologies' with a 'Project' tag and code icons. The right panel is a candidate profile for Sevan Tatev, a B2B Account Manager, showing her top skills: HCM, ATS, Project management, and Management methodologies. Both panels include interaction icons like heart, share, and thumbs up/down.

The screenshot displays a list of candidates for a 'Project Manager' position. The list is filtered to show a 'Shortlist' of six candidates. Each candidate card includes a profile picture, name, title, and a status indicator (e.g., 'Applied & Discovered' or 'Applied'). The candidates are Michelle Mory (Customer Success Manager), Ravi Mukesh (Technical Account Manager), Preecha Klahan (Senior DevOps Engineer), and three instances of Ratre Suriya (R&D Associate).

# Reallocate talent at speed with internal mobility

Gloat empowers organizations with the insight and visibility needed to find the right people for any opening at scale, remarkably reducing staffing time.

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**We realized we needed to lift and shift our resources to a new area of business to grow. We weren't going to lay anyone off or reduce the workforce. Instead, we decided to grow new operations from within.**



Patricia Frost, Chief Human Resources Officer, Seagate



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# Dynamically Staff and Manage Global Teams

Embrace agility within the organization by staffing and dynamically allocating talent across multiple teams to projects or tasks.

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**The leader in the market is Gloat. The goal of Gloat is not just to help people find good work, it's to democratize the entire workplace using AI to help people find the best possible work for the skills they have and the skills needed by the business.**



Josh Bersin, Global Analyst

**joshbersin**

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# Increase remote networking and collaboration

Unearth a wealth of knowledge and build direct connections across hierarchies, bringing people together and strengthening your company. Gloat matches individuals across your organization based on skills and experience, building meaningful connections and spreading valuable knowledge and information throughout your business.



**Gloat helps us break bureaucracy and silos, and makes the process of applying for career experiences more democratic, more self-service and more agile.**



Mislem Sabag, People Services Lead, Walmart



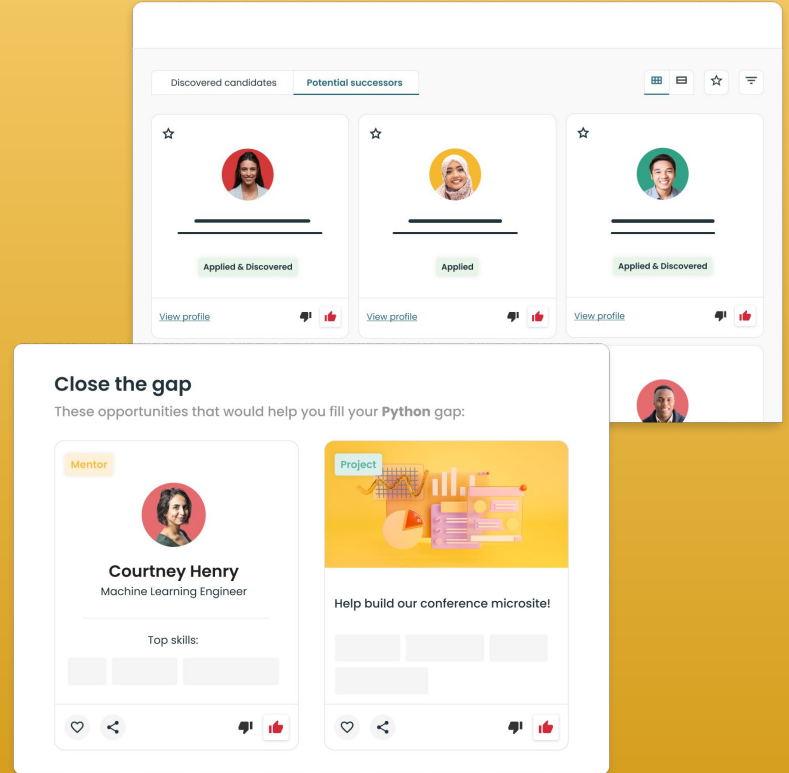
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The screenshot displays the Gloat interface. At the top, a pink "Connection" button is visible. Below it is a profile for Venetia Demi, a Senior Product Analyst, with a circular profile picture and a "Remote" location tag. Underneath her name, it says "8 sessions". Below this is a section for "Top skills:" with three empty grey boxes. At the bottom of the profile card are heart and share icons. To the right, another profile card for Alexa Holford, an Enterprise Solutions Specialist, is shown. Below her name is a section titled "Your skills compared to Alexa's" featuring a radar chart with two overlapping areas: a green one for the user and a yellow one for Alexa. At the bottom of this section is a dark blue button that says "Ask Alexa to mentor you".

# Source and nurture succession at scale

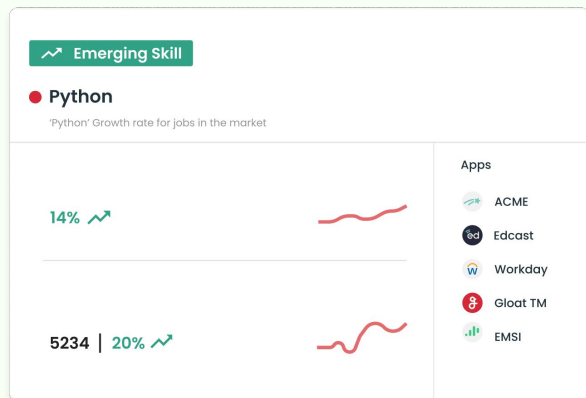
Gloat future-proofs organizations with an AI-powered succession management. Our succession offering enables companies to make data-driven talent decisions and unlock their workforce's potential.

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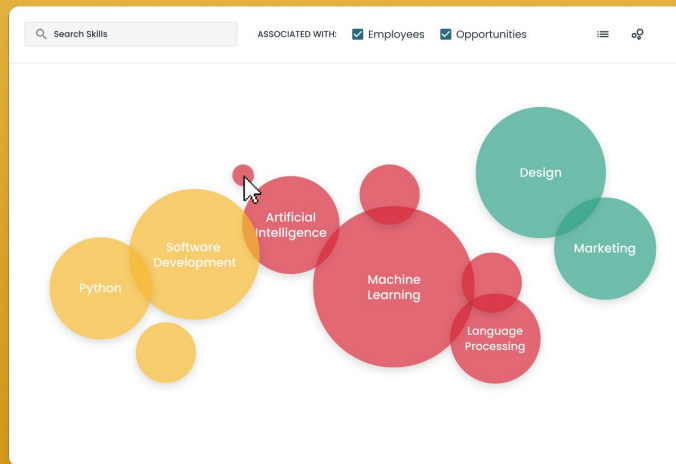
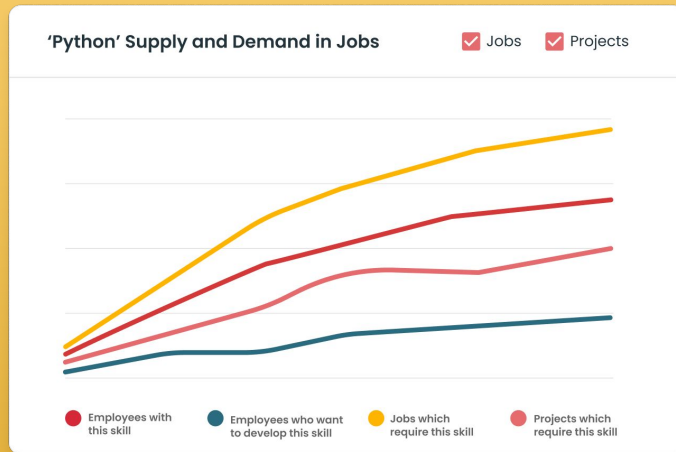
# Increase visibility on in-house skills

Gloat helps organizations gain instant visibility into the skillsets they have available across organizational functions and geographies. The platform's AI-powered, self-evolving ontology engine is used to map, prioritize and visualize in-house skills and experiences.



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Supply & Demand Related Skills Apps Opportunities






“

Now is the time to get on with it—and fast.  
We have to shed our administrative history; automate ourselves faster; reskill our own internal teams; and reorganize ourselves into agile organizations.



**Josh Bersin**  
Global Analyst



Learn more and book a demo at  
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