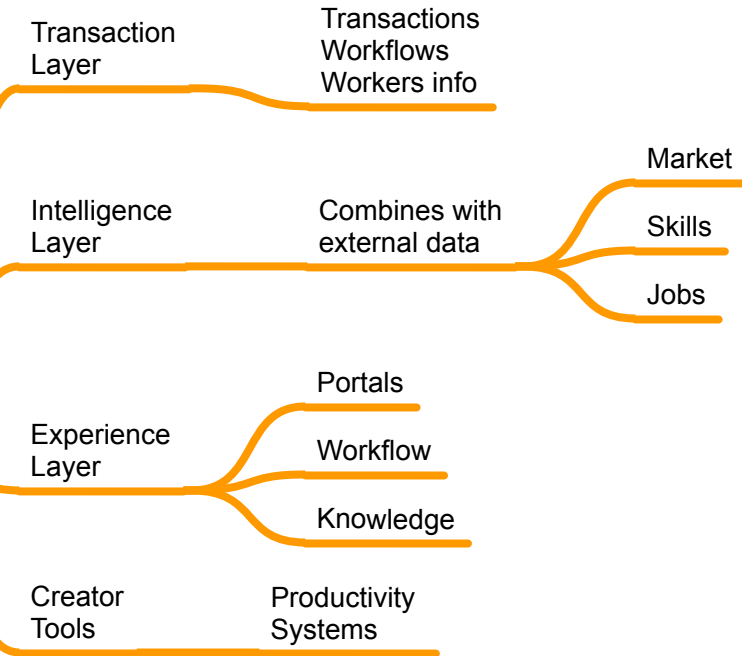
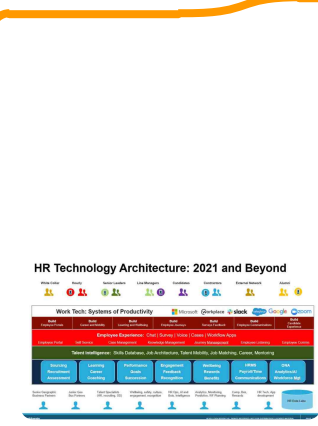


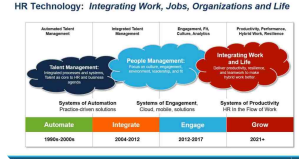
10 new truths about HR tech market
 Josh Bersin
<https://joanclotet.com>

1. Employee Experience takes over

Pandemic accelerated Engaging Supporting Caring



2. ERP redefined



Learning Career Wellbeing
 Analytics Performance Mgmt EX layer



3. Skills Taxonomies & Intelligence Platforms

Skills Engines Skills Inference Talent Intelligence

4. Recruiting & Internal mobility

Sourcing internal and external candidates Talent marketplace
 Sourcing, Recruiting, Mobility, Skills ontology

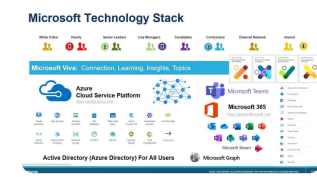
5. Learning in the Work of flow

Increasing user demand Microlearning
 Self-authored resources
 Virtual Reality growing
 High demand por capability Academies

TikTok / IG / Snapchat / Twitter
 Facebook / Reddit 7 Pinterest

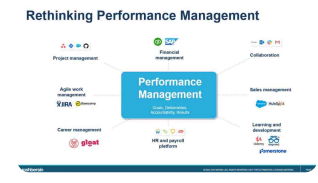
10. The Creator Economy

All HR Tech platforms are becoming Creator Systems
 Workflows, Journeys, Scheduling, Content Development
 Build vs Configure & Deploy



9. Microsoft changes HR Tech for ever

Viva / LinkedIn / Teams
 EX / Collaboration / Portal / Learning



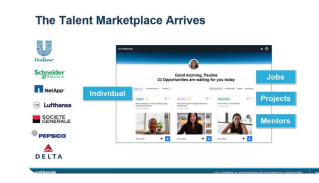
8. Performance, talent & Learning converge

Performance Projects
 Rewards Development



7. Employee listening explodes

Crowdsourcng Surveys
 Website Analysis Video/Audio Analysis



6. Talent Marketplace new category

Internal Gig work Internal mobility
 Mentoring / Coaching Marketplace based