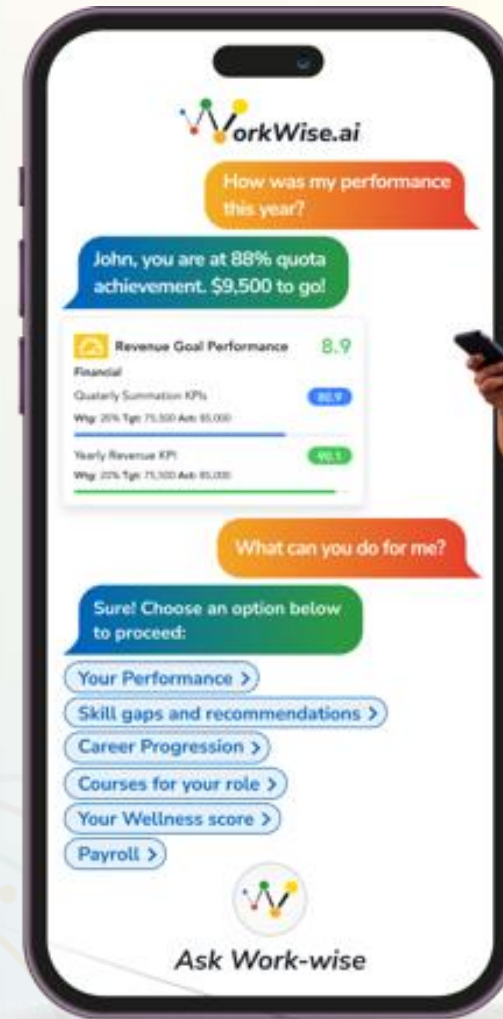


# Everyday People Experiences

Engage, Enable and Empower  
the **Hire-to-Retire** process using AI



introducing



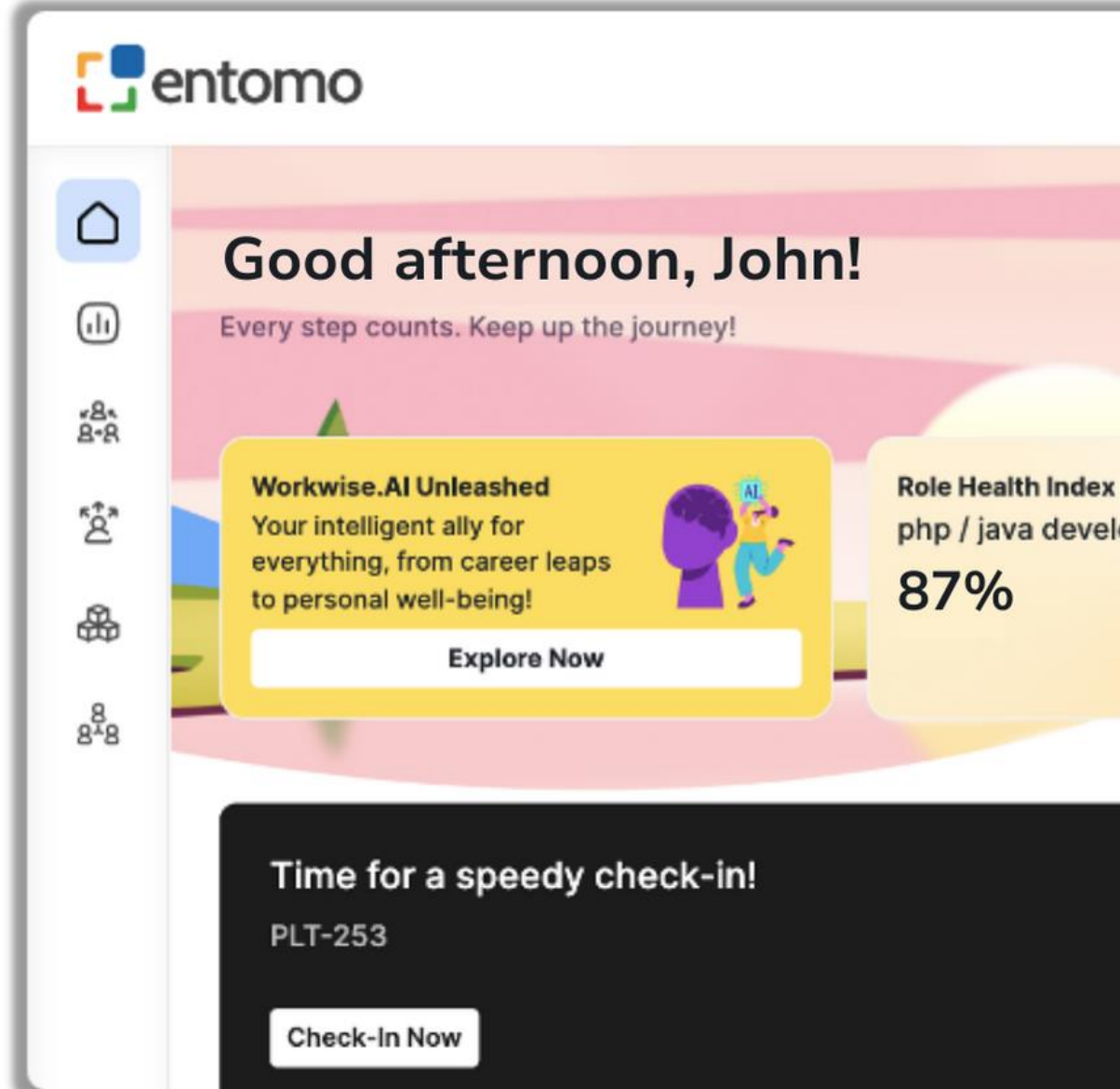
your all-new

# AI powered people experience platform

**1** powered by **GenAI**

**2** a refreshing **all-new design**  
for ease of use

**3** exciting **new features** to  
transform people experience





Use the power of **Generative AI**  
to

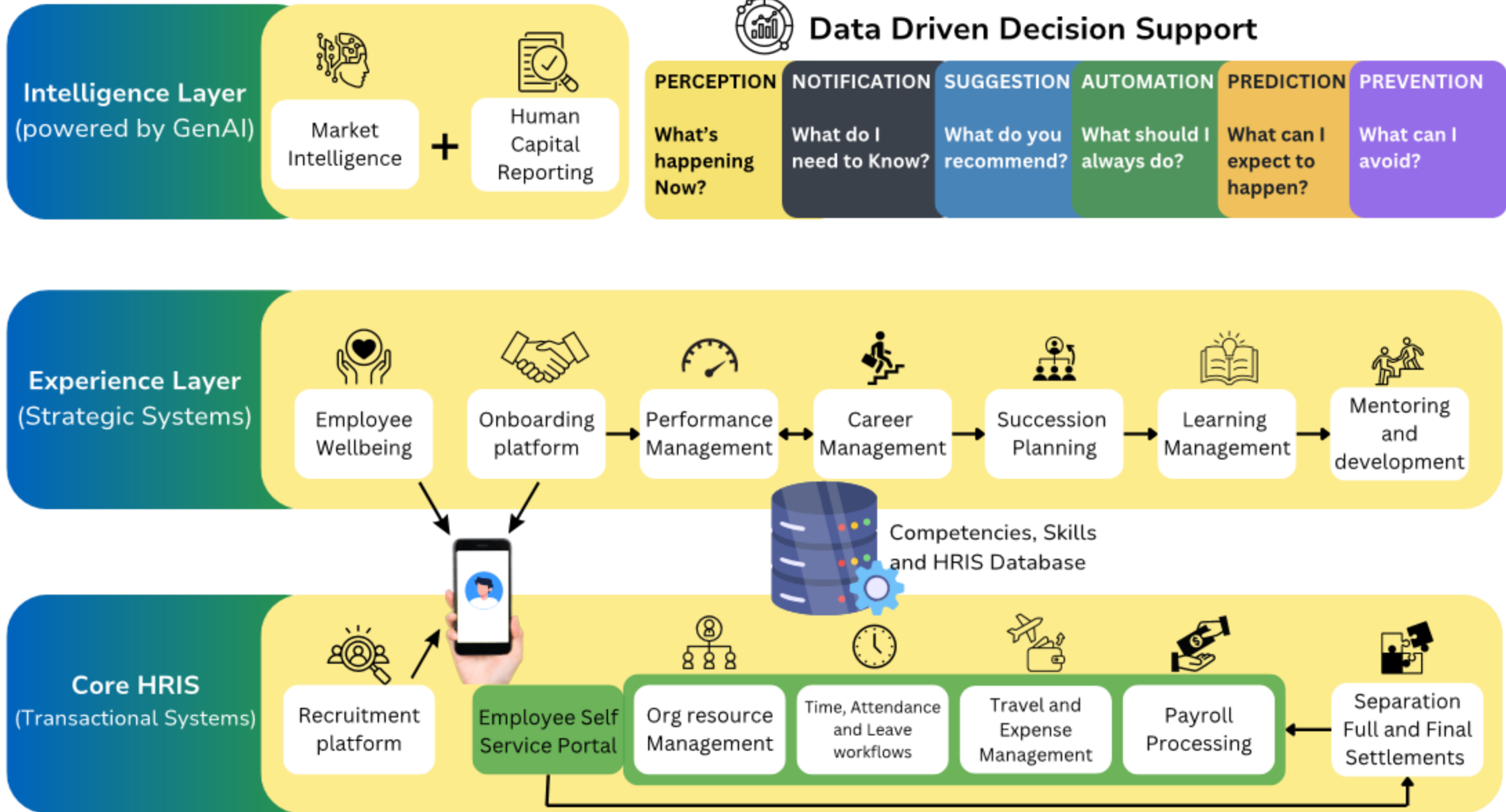
engage

enable

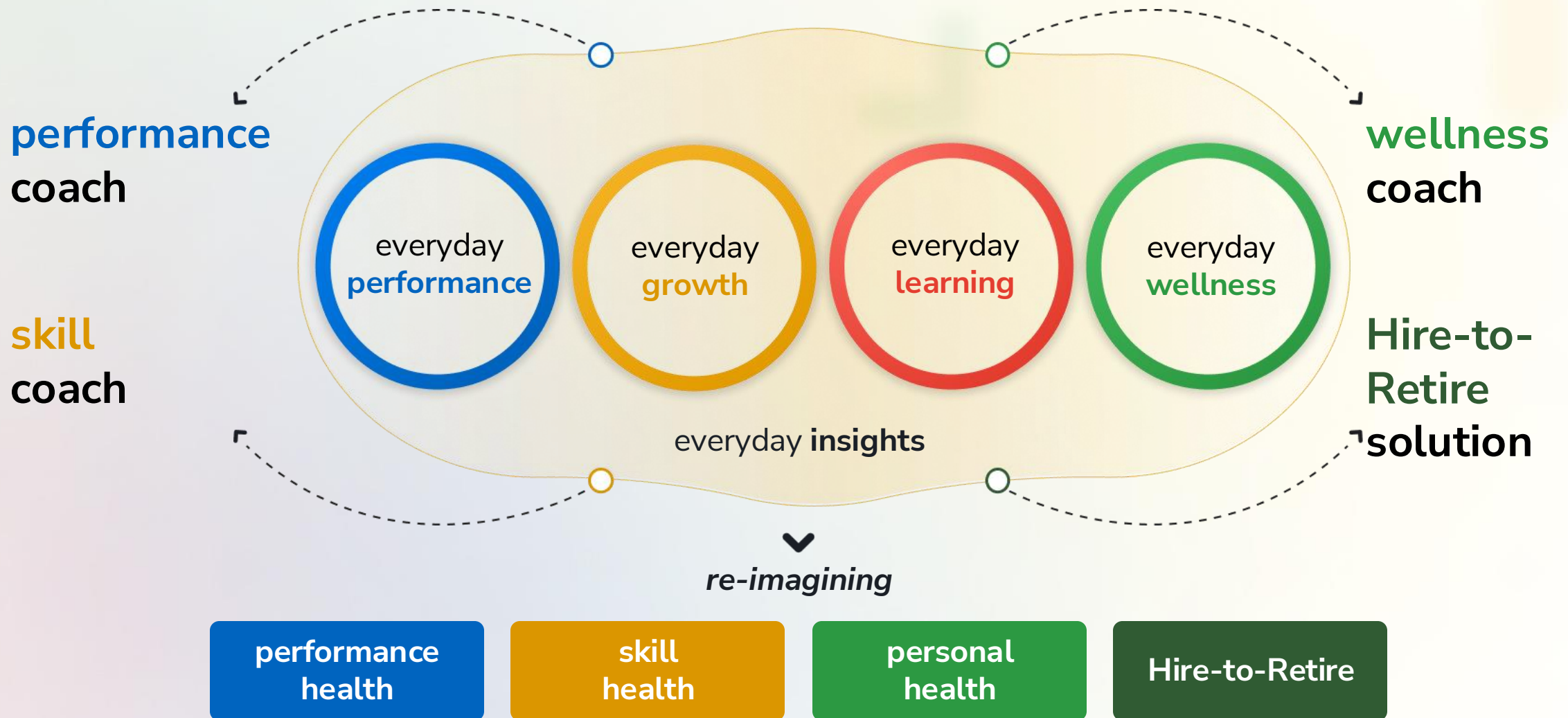
empower

your workforce from Hire to

# entomo orkWise.ai - people experience across employee lifecycle

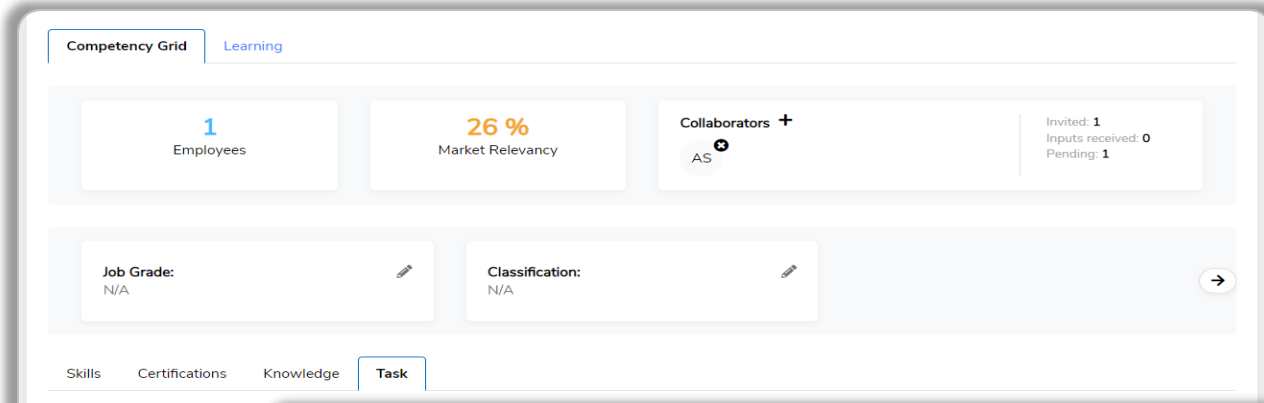


entomo orkWise unleashes **'everyday people experiences'** powered by AI



# entomo Intelligence Engine

Enhanced Knowledge Graph towards AI-driven Intelligence Engine to translate data to information, to insight, and to action.



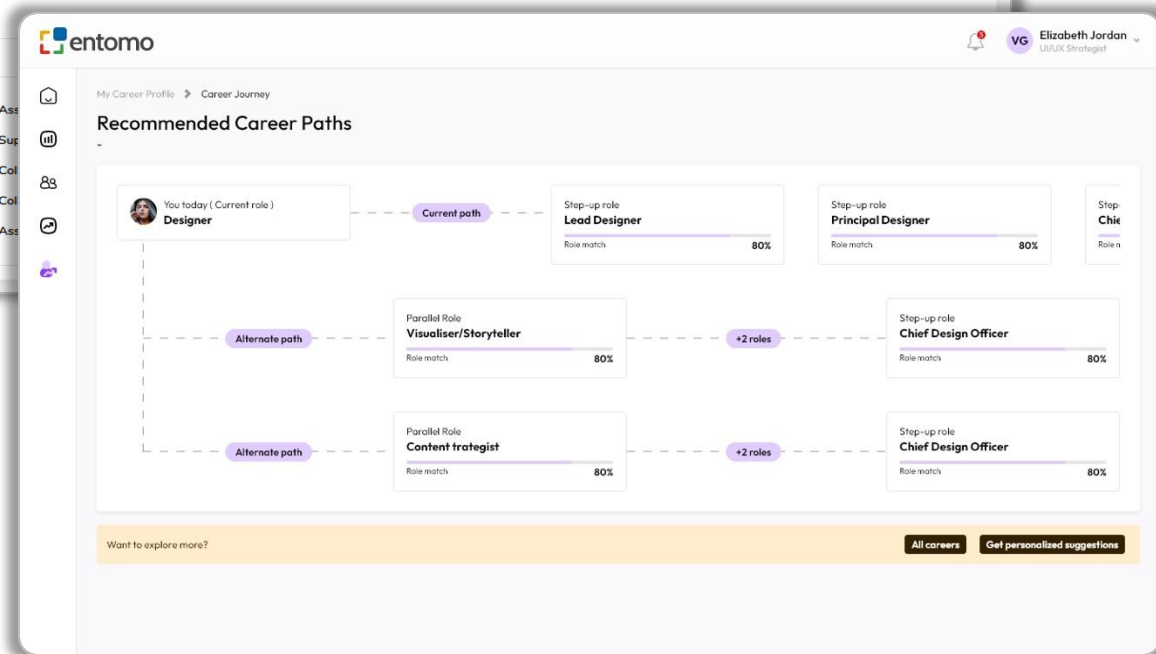
## Domain / Industry based KPI Library

Help Organization's to define SMART (quantitative / quantitative) KPI for various roles



## KPI based KSAT

Linking Roles or KPIs to Skills to Activities and Tasks, incorporating domain, industry, or geography specific intelligence.



## Competitive Intelligence

Cover the insights gathered from hiring content, like new initiatives or a market push that competitors are doing through social-media content. Competitors intelligence on salary, benefits, candidate reviews, expectations, growth plan and strategy statements, social-media post reviews, etc.



## Career Map

A roadmap of professional opportunities available to the employee within the job-family, across related job-families, or with a horizontal shift. Showing the gaps between these roles through KSATs and generates recommendations about educational qualifications, certifications and trainings to fill these gaps

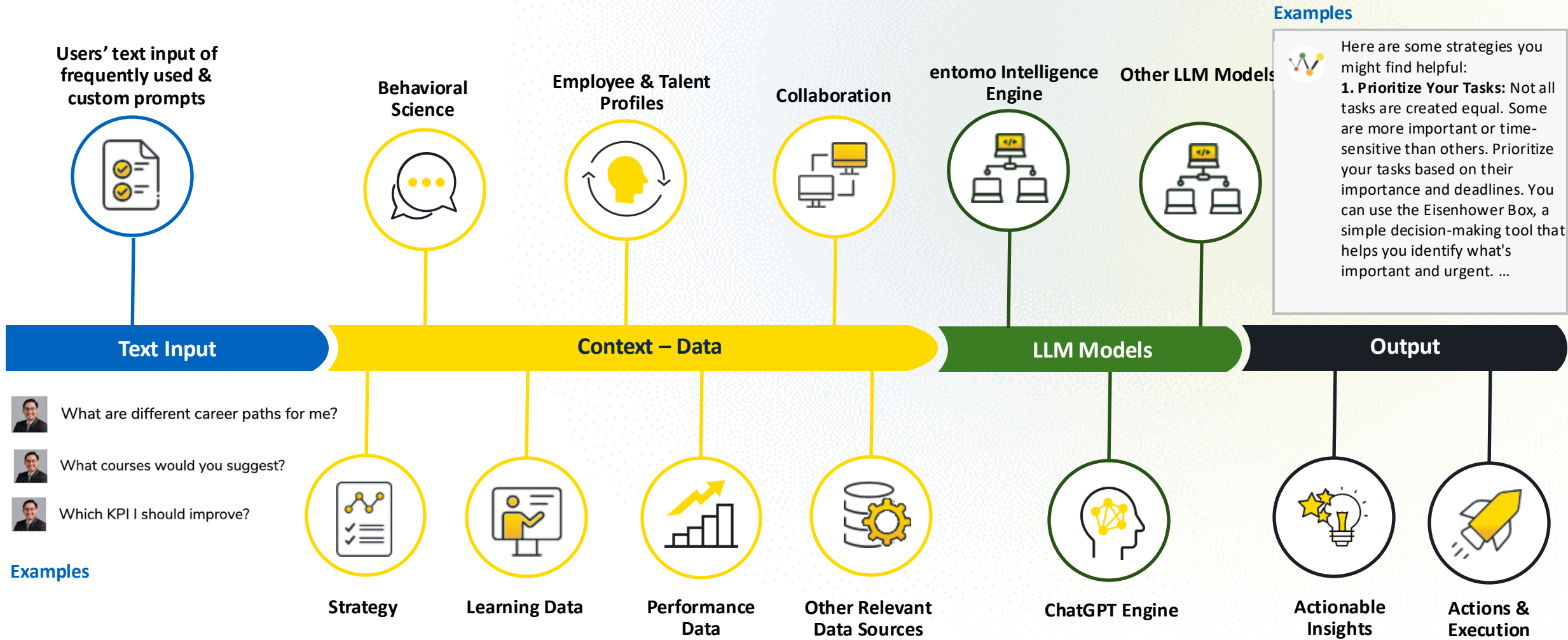
# entomo Workwise.AI

entomo Workwise.AI uses Generative AI to augment people experience

- Augmenting people experience with the power of generative AI
- AI enabled Performance Review, Personalized Learning and Career Guidance & Counselling
- Save time, effort for the HR , making them Smarter but can also make them a true enabler for business and employee
- Empower employees with continuous learning & upskilling, facilitate better collaboration & knowledge sharing, reduce repetitive or time-consuming tasks
- Increase Engagement & Personalization for employees
- Powers by various LLM Models – ChatGPT, entomo intelligence engine etc

The screenshot displays the entomo Workwise.AI user interface. At the top, the entomo logo is on the left, and the user's name 'John Parker' is on the right. The main header area features a blue background with a network diagram and the text 'Welcome Back, John Parker' and 'Enter Your Questions or Concerns Here'. Below this, there are sections for 'Upcoming Events', 'Most Relevant to You' (with tags like 'career', 'contribute', etc.), and 'Suggestions'. A chat window is open in the foreground, showing a user question: 'What skills and experiences should I emphasize for my recommended jobs?'. The AI response provides detailed advice based on the user's data, highlighting skills in construction and project management. The chat window includes a 'Send a message.' input field and a send button.

# entomo Workwise.AI



# transform people experience



with  
**everyday**  
performance

# Drive everyday performance with an intelligent, flexible individual and organizational performance management system



## Smart Goal Libraries

Get intelligent role-based **goal recommendations** from our comprehensive goal repository to Easily create and personalize goals with just one-click



## Smart Goal Alignment

Promote collective ownership and collaboration among employees by **mapping goals to organizational strategies, supervisors, and peers**, while clarifying employee contributions to team and organizational goals.



## Actionable Insights

Empower timely decision-making by democratizing information, tracking key milestones, acknowledging achievements, and delivering **automated insights with personalized nudges**.



## Generative AI for text

Use **WorkWise Generative AI** to instantly create goal descriptions, employee performance reviews based on their goals and more!

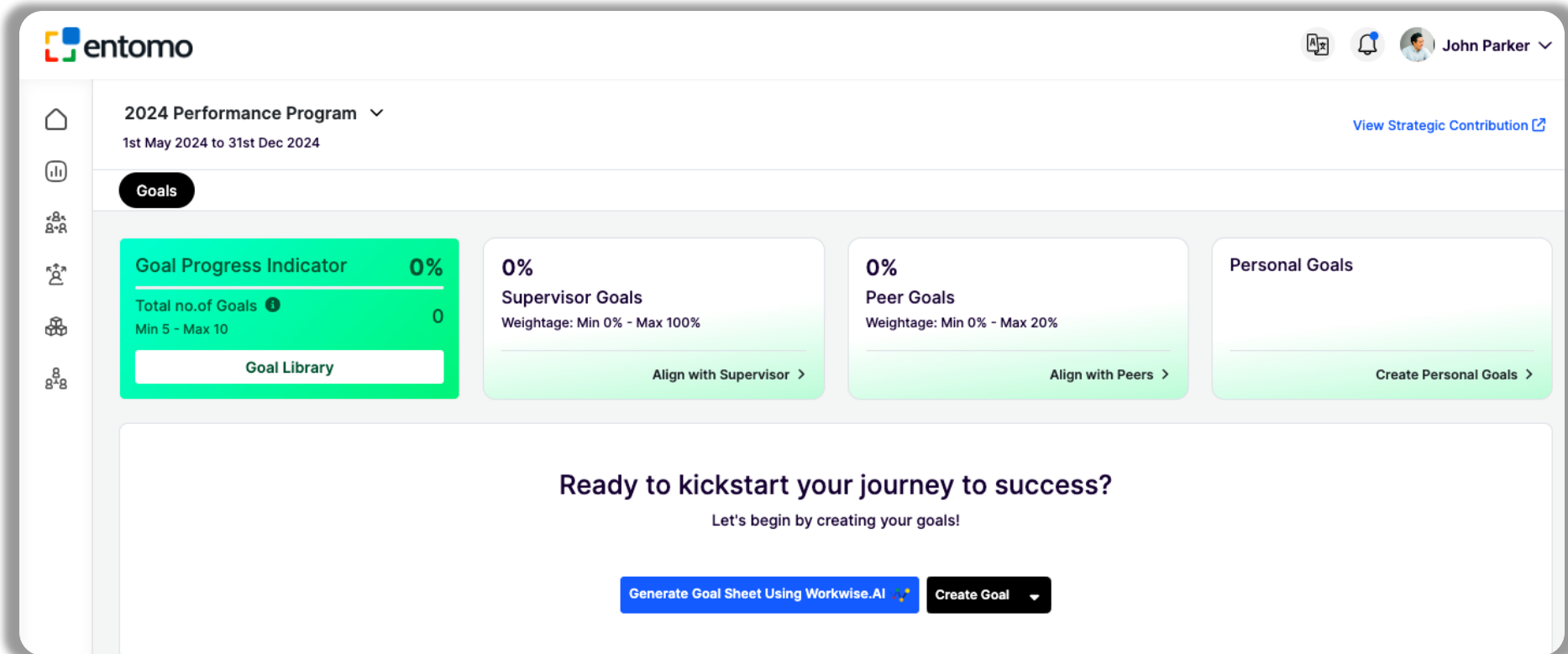
# Address top of mind employee priorities with a Always On, Anywhere, Anytime Gen AI powered digital coach

The screenshot displays the Entomo AI-powered digital coach interface. At the top left is the Entomo logo. The top right shows the user's name, John Parker, with a dropdown arrow. A navigation sidebar on the left contains icons for home, dashboard, people, profile, and other functions. The main content area features a dark blue header with a network diagram and a robot hand. Below the header, a white chat input field contains the text: "I have a PIP session with 'Thomas'. Help me coach him". Underneath the chat input, there are two sections: "Upcoming Events" and "Suggestions". The "Upcoming Events" section is titled "Most Relevant to You" and includes a row of tags: "career", "contribute", "celebrate", "care", "collaborate", "culture", "community", and "communicate". Below the tags are several question prompts in a light gray box, each with a right-pointing arrow: "What should I do to reach my dream role quickly?", "What are my primary responsibilities and what skills I should have?", "What are different career paths for me?", "I am interested in other domain. What should I do?", "Get learning recommendations for Skill Gap for Current Role, Aspired Role and Moonshot role", "Want to explore online learning platforms or courses relevant to your role? Ask me for suggestions.", and "How can professionals overcome career obstacles and navigate through career transitions?". The "Suggestions" section is titled "Suggestions" and contains a "Learning" tag and a recommendation: "Generate IDP" with the subtext "Get learning recommendations for Skill Gap for Current Role, Aspired Role and Moonshot role" and a right-pointing arrow.

# Auto Generate Goal Sheet using Workwise AI

Embrace the future of goal creation and experience the transformative power of **Workwise AI**. With our adoption of Generative AI, in the goal-creation process, organizations are spearheading a new era of efficiency and effectiveness.

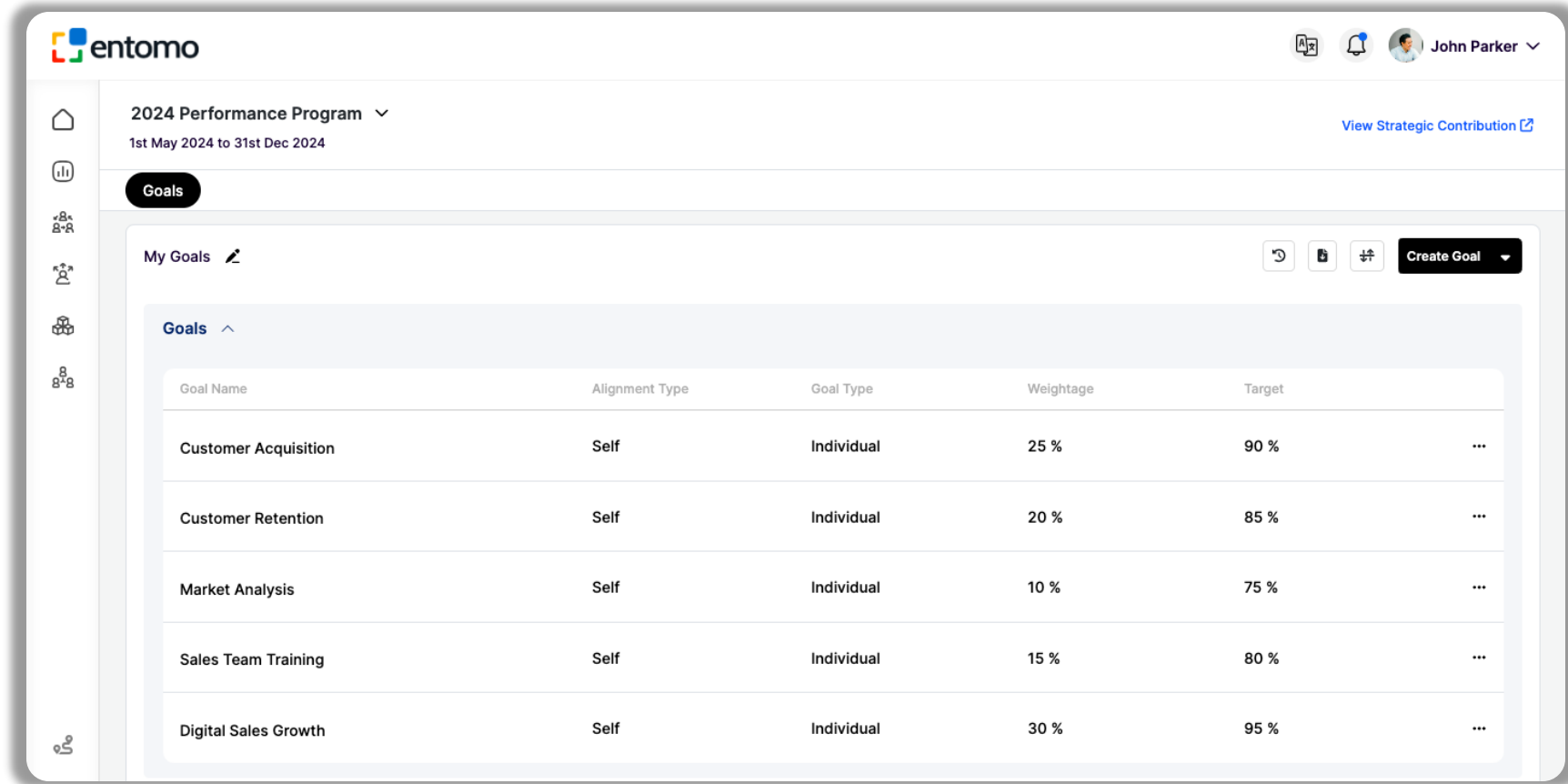
- AI-driven system automates this process with predictive crucial data points, like goal name, description
- The goal sheet can be edited later by users



The screenshot displays the 'entomo' performance management interface. At the top, the 'entomo' logo is on the left, and user information 'John Parker' is on the right. The main header shows '2024 Performance Program' with a dropdown arrow and the dates '1st May 2024 to 31st Dec 2024'. A 'Goals' tab is selected in the left sidebar. The dashboard features four goal-related cards: 1. 'Goal Progress Indicator' showing 0% progress, with a 'Total no. of Goals' of 0 (Min 5 - Max 10) and a 'Goal Library' button. 2. 'Supervisor Goals' showing 0% progress with a weightage of 'Min 0% - Max 100%' and an 'Align with Supervisor' button. 3. 'Peer Goals' showing 0% progress with a weightage of 'Min 0% - Max 20%' and an 'Align with Peers' button. 4. 'Personal Goals' with a 'Create Personal Goals' button. Below these cards, a central message asks 'Ready to kickstart your journey to success?' and 'Let's begin by creating your goals!'. At the bottom, there are two buttons: 'Generate Goal Sheet Using Workwise.AI' and 'Create Goal'.

# Role Specific Goals Recommendation By Market Intelligence

- Administrators can now define the goals basis roles in the organization by using our market intelligence in the Goal Library
- The intelligence engine fetches goals based on roles, domains (job family) and sub-domains , aligning internal functions with market demands using real-time data.
- Users can create their goal sheet from the Recommended Goals, suggested by market intelligence. The users can also view the list of relevant employees who have added the goal in the present or past performance programs



The screenshot displays the 'entomo' performance management interface. At the top, it shows the '2024 Performance Program' for the period '1st May 2024 to 31st Dec 2024'. The user 'John Parker' is logged in. The main section is titled 'My Goals' and contains a table of recommended goals.

Goal Name	Alignment Type	Goal Type	Weightage	Target	
Customer Acquisition	Self	Individual	25 %	90 %	...
Customer Retention	Self	Individual	20 %	85 %	...
Market Analysis	Self	Individual	10 %	75 %	...
Sales Team Training	Self	Individual	15 %	80 %	...
Digital Sales Growth	Self	Individual	30 %	95 %	...

# transform people experience



with  
**everyday**  
growth

# Nurture everyday growth with an invigorating platform for skill and talent development that encourages perpetual growth



**everyday  
growth**



## Career Journey

Help employees take control of their careers.

Use AI to create a future ready workforce by aligning employee careers with your business strategy and their interests and aspirations. Create a win-win for both your organization and your employees.



## Digital Profile

Use WorkWise.ai to quickly build a digital profile using your CV, add certifications, skills, and interests, and participate in assessments to showcase your skills and experience



## Skill Gap Analysis and Recommendation

Stay updated on skill and role trends, gain visibility into career growth and skill gaps, and receive personalized learning recommendations with micro-learning content



## Actionable Nudges

Gain actionable insights into your career, learning, and growth, and take the right steps at the right time with personalized nudges that propel you up the career ladder

# Digital Career and Learning Coach powered by AI

entomo

Welcome Back, John Parker

Enter Your Questions or Concerns Here

Upcoming Events

Most Relevant to You

career contribute celebrate care collaborate culture community communicate

What should I do to reach my dream role quickly? →

What are my primary responsibilities and what skills I should have? →

What are different career paths for me? →

I am interested in other domain. What should I do? →

Get learning recommendations for Skill Gap for Current Role, Aspired Role and Moonshot role →

Want to explore online learning platforms or courses relevant to your role? Ask me for suggestions. →

How can professionals overcome career obstacles and navigate through career transitions? →

What are the most effective ways to develop and showcase transferable skills to enhance career prospects for my Aspired Role and Moonshot role?

Suggestions

Learning

Generate IDP  
Get learning recommendations for Skill Gap for Current Role, Aspired Role and Moonshot role

- Augmenting people experience with the power of generative AI
- AI enabled Performance Review and Career Guidance & Counselling
- Transform HR as the true enabler for business and employee
- Empower employees with continuous upskilling, facilitate better collaboration & knowledge sharing
- Increase Engagement & Personalization for employees
- Powered by various LLM Models – entomo intelligence engine etc

What strategies can I use to handle multiple tasks and deadlines?

Based on the JSON data you provided, it seems there's no specific performance or competency scorecard data available. However, I can certainly provide some general strategies to handle multiple tasks and deadlines:

- 1. Prioritize Tasks:** Not all tasks are created equal. Some are more important or time-sensitive than others. Prioritize your tasks based on their importance and deadlines.
- 2. Time Management:** Effective time management is crucial when dealing with multiple tasks. Use tools like calendars, to-do lists, or project management apps to keep track of your tasks and deadlines.
- 3. Delegate:** If possible, delegate tasks to others. This can free up your time to focus on the most important tasks.
- 4. Break Down Large Tasks:** Large tasks can be overwhelming. Break them down into smaller, manageable tasks. This can make them seem less daunting and easier to handle.
- 5. Stay Organized:** Keep your workspace and your tasks organized. This can help you stay focused and productive.
- 6. Avoid Multitasking:** While it might seem like a good idea to juggle multiple tasks at once, research has shown that multitasking can actually decrease productivity. Instead, focus on one task at a time.
- 7. Take Breaks:** It's important to take regular breaks to avoid burnout. Short breaks can actually increase productivity and creativity.
- 8. Stay Healthy:** Regular exercise, a healthy diet, and adequate sleep can boost your energy levels and your ability to concentrate.

Remember, these are just general strategies. The best approach depends on your specific situation and personal work style.

Send a message.

← Back

# Leveraging Gen AI for Hyper-Personalizing Individual Growth in Organizations

entomo

Future Role  
Future Role

Chart your Journey to Success!  
Explore Exciting Career Opportunities

Enter your aspirational role Search

Discover your Next Role  
Select the card to access role details, or Explore your recommended path by clicking here

Role	Role Match	Open Jobs	Skills
Step up Vp Of Digital Sales	39.00%	1	16/19
Parallel Partial Digital Marketing Manager	0.00%	0	0/0
Parallel Partial Marketing Account Manager	38.00%	0	1/2

Career Planning (future roles)  
All Development Plans / View Development Plan

Goal\* Increase professional knowledge  
Description Increase professional knowledge

Roles e-commerce analyst 2d graphic designer

Mentor/Coach ajay

Created By Frank Sommers

Skills 5 Modes 4 Activities 3

Visibility Mentor

Status Not Started

Action Plans

Skills q.c. computational thinking, sense-making 0%

Mode Stretch Assignment, Online learning, Mentoring

Activity	Start Date	End Date	Status	Progress
Certification on QC	2022-08-01	2022-11-30	Not Started	0%
Mentor/Coach team members	2023-01-04	2023-01-10	Not Started	0%

## 1 Dynamic Skill Mapping

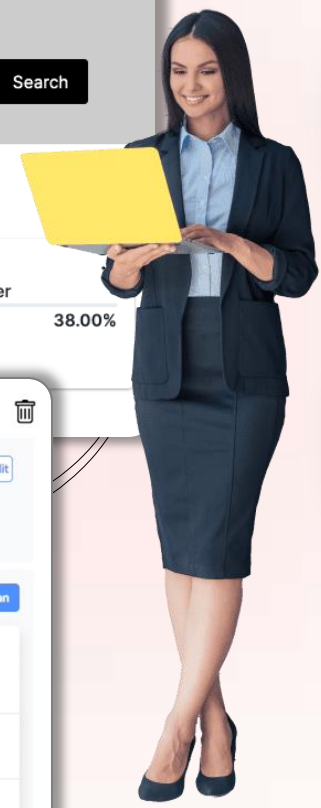
Gen AI can continuously assess and map an individual's skills, competencies, and performance against both current job requirements and future opportunities.

## 2 Predictive Career Pathing

Leveraging vast data sets and patterns, Gen AI can predict potential career trajectories based on an employee's aspirations, strengths, and organizational needs.

## 3 Real Time Feedback and Course Correction

Gen AI can offer real-time feedback based on ongoing performance metrics. This immediate insight allows for quick course corrections, ensuring that employees remain on their optimal growth trajectory.



transform **people experience**



with  
**everyday**  
**learning**

# everyday learning with an entertaining, immersive learning platform that provides concise, pertinent content



**everyday  
learning**

1

## PERSONALIZED GROWTH AND LEARNING

- Use AI to curate individualized Growth pathways and learning paths personalized with aspirations and skill gaps of employees.
- Maximize the ROI on learning spend by focusing on what matters most

2

## INTERACTIVE LEARNING

- Engage and grow your employees with a gamified Personality, Attitude and Cognitive Ability and Skill assessments.
- Help your people understand where they are at, and where they might want to get to in their skill levels

3

## INTEGRATION WITH CAREER DEVELOPMENT

- Align educational pathways with long-term career progression

4

## MICRO-LEARNING

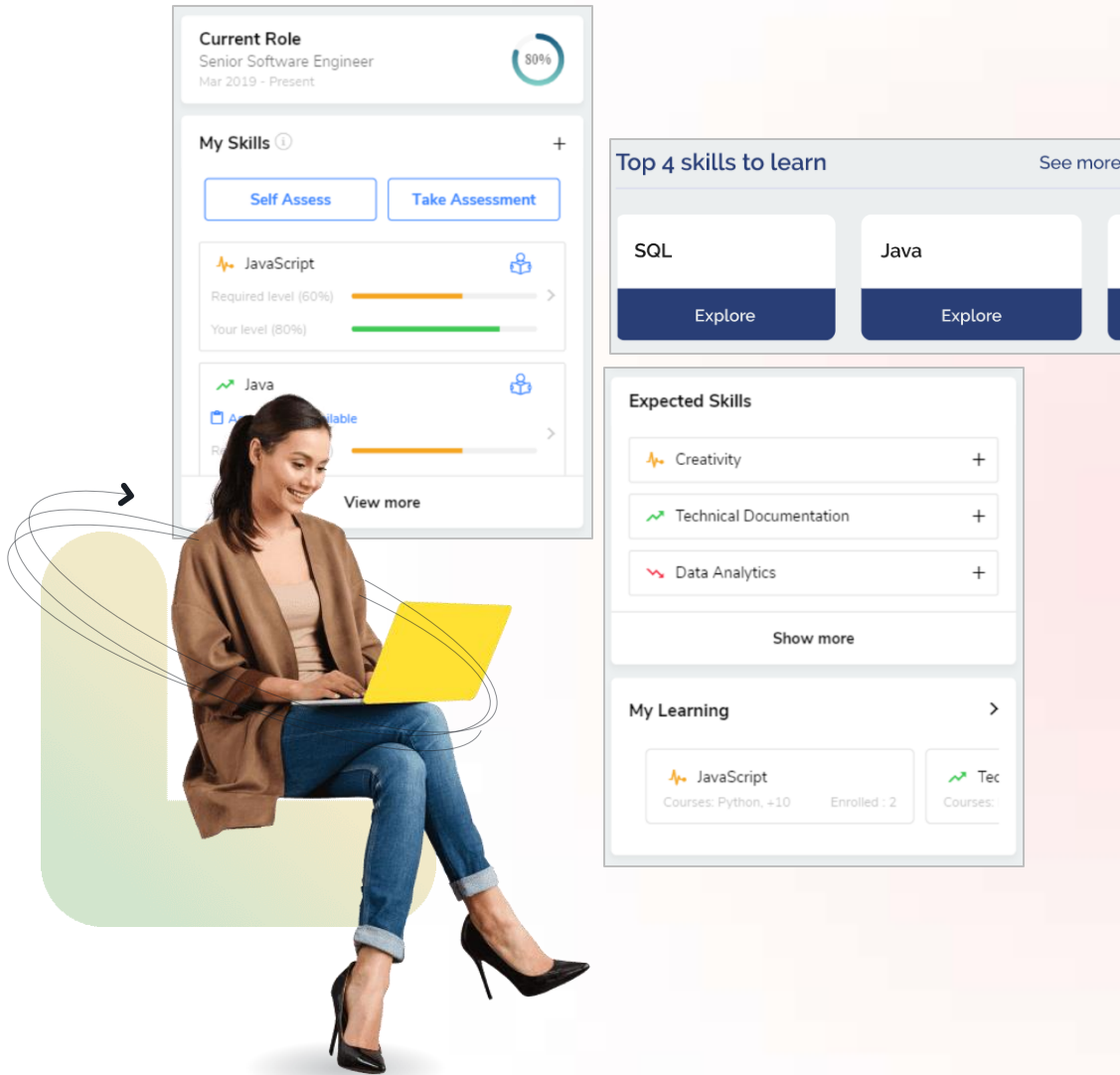
- Enhance skills and performance efficiently through personalized on demand short pieces of content.

5

## ENABLE CONTINUOUS LEARNING

- Personalize Individual development plans to aspirations and skill gaps of employees.
- Have your employees take charge of their development by providing them the tools to do so.

# Leveraging Gen AI for Fostering Continuous Learning Culture in Organizations



## 1 Adaptive Learning Pathways

*By harnessing the power of data analytics and AI-driven insights, organizations can design learning pathways that adapt to individual needs and career aspirations.*

## 2 Predictive Skill Gap Analysis

*Using pattern recognition and predictive analytics, Gen AI can anticipate future skill demands and identify potential gaps in the workforce.*

## 3 Embedding Learning into Workflow

*Application of Gen AI in Learning Experience Platform allows for the integration of micro-learning experiences directly into the workflow.*

# augment people experience



with  
**everyday**  
insights

# Get Everyday insights with a robust and personalized people analytics and intelligence



### Enable Data-driven Decisions

Unlock actionable insights into employee performance, talent growth, and learning with entomo's everyday insights, empowering your organization to make data-driven decisions that drive success.



### Real-Time Performance

Stay ahead with real-time analytics and personalized recommendations from entomo's everyday insights, ensuring your team is ready to excel.

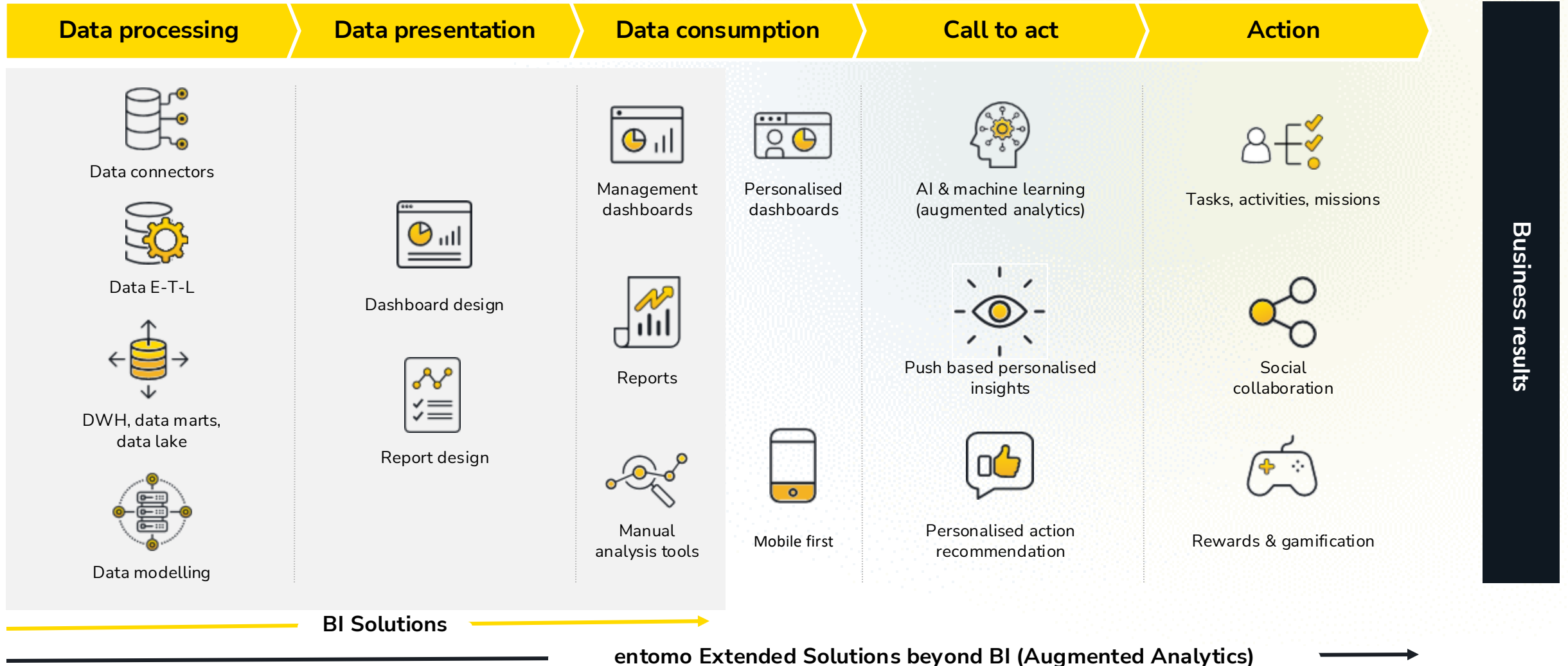


### Optimized growth

Transform your workforce with entomo's everyday insights, providing the critical data and tailored nudges needed to nurture growth and foster continuous improvement.

everyday insights:

# augmented analytics to deliver results



# everyday wellness



- 1 Personalized wellness coach
- 2 Personalized Health surveys
- 3 Health announcements and screening
- 4 Health facility tracker
- 5 AI powered wellness interventions

# everyday ease from hire to retire with an Integrated AI powered **Super App**

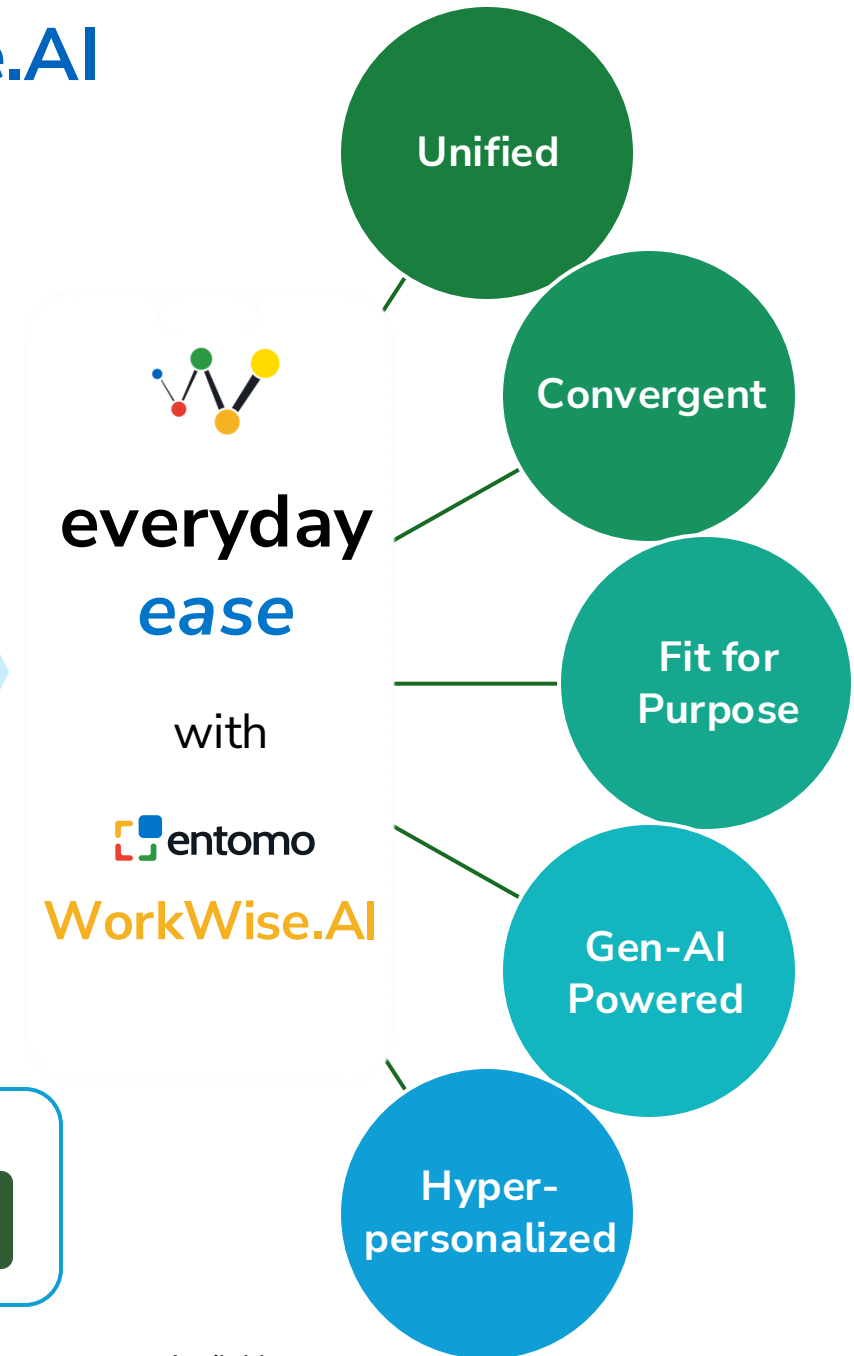
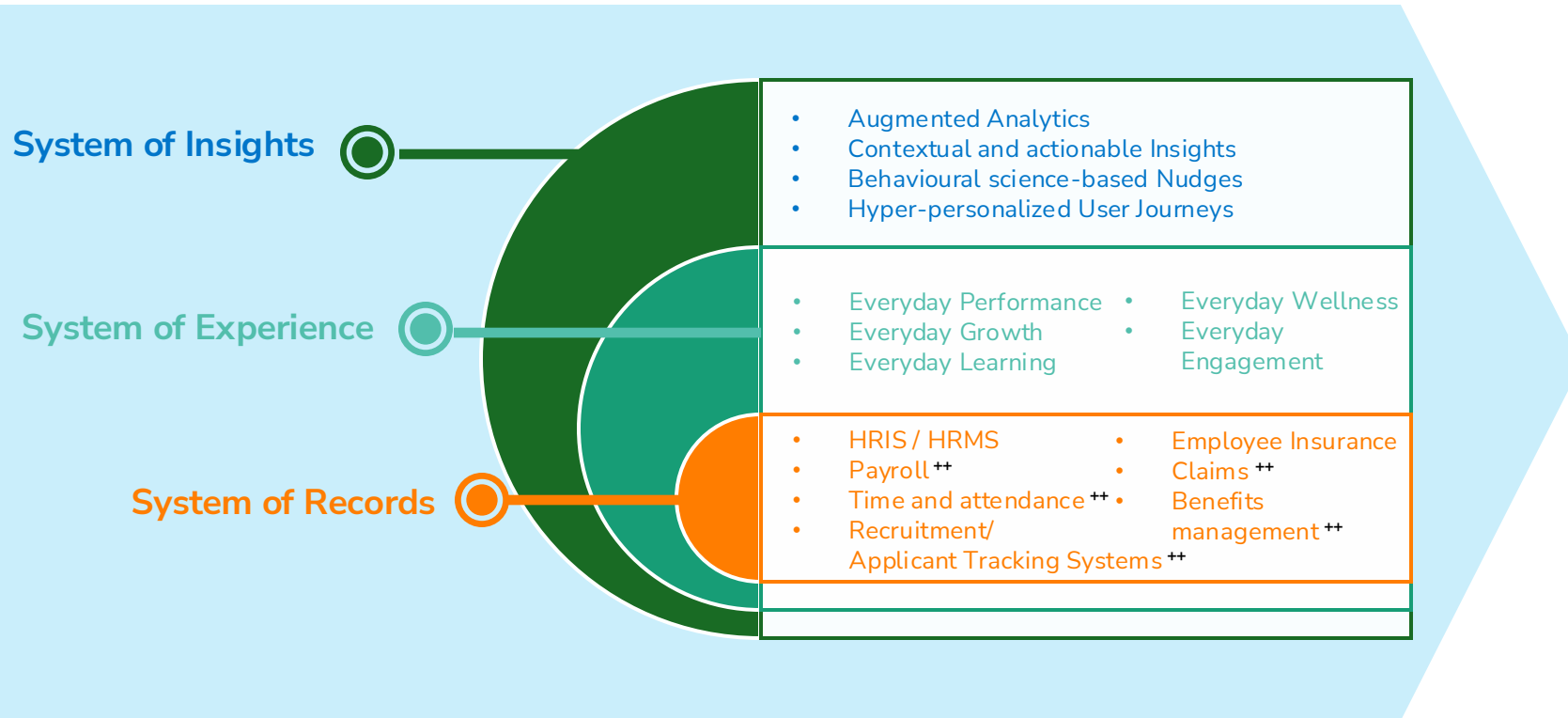


Talent Acquisition	Onboarding	Employee Self service	Time Tracking & Attendance
Expense Management	Performance, Talent & Learning Management	Offboarding	Dashboard & Analytics
Human Resource Management	Leave Management	Financial planning and Literacy	Payroll Visibility


Enable salary insights to managers and leaders to make hiring and fitment decisions

# enable **everyday ease** with entomo WorkWise.AI

- an all-in-one integrated AI-powered people experience super app



# performance transformation case studies



**Global Pharma Company**

**CHALLENGES FACED**

- Change in Performance Management Framework
- Insufficient out-of-the-box solution
- Required better Strategic alignment
- Need for Change Management

**SOLUTIONS DELIVERED**

- Strategically aligned Scorecards
- Scorecard Dashboard
- 24/7 Access Performance Check-In
- Personalized 360 Feedback Program
- Mobile Access

**IMPACT CREATED**

- 60% implementation time saved
- 1 month implementation
- 10k employees, 36 geographies
- 97k+ qualitative goals
- 98% uptime



**Government (Ministry of Finance)**

**CHALLENGES FACED**


- Needed comprehensive Performance management
- Needed to have strategically aligned KPIs
- Standard and Ad-hoc KPIs

**SOLUTIONS DELIVERED**

- Enhanced Performance Management system
- Continuous Feedback feature

**IMPACT CREATED**

- Significant increase in Performance & Productivity
- Quicker actionable rectifications
- Timely adjustments to enhance performance
- All employees have clear goals & expectations
- Clarity for individuals, teams & organization



**A Large Conglomerate**

**CHALLENGES FACED**


- Needed comprehensive Goal Setting process
- Needed a Performance Management system
- Manual Data processing and reporting
- Disconnect in collaboration
- Unable to set optimal KPIs and goals

**SOLUTIONS DELIVERED**

- Enhanced Performance Management system
- Goal setting and alignment

**IMPACT CREATED**

- Attrition dropped from 7% to 3%
- Improved user adoption (utilisation rate of 95%)
- 18.2X growth in average application logins
- > 95% of employees published their scorecards in a year



**Fortune 500 global financial service provider**

**CHALLENGES FACED**

- Needed a comprehensive Performance Management system
- Wanted to improve agent productivity
- Report generation and analytics


**SOLUTIONS DELIVERED**

- Enhanced Performance Management system focused on improving agent performance and productivity


**IMPACT CREATED**

- 255% ROI in 3 years
- \$1.9 M benefits PV
- \$1.4 M NPV
- <6 months payback

# Skill transformation case studies




Indonesian conglomerate




**CHALLENGES FACED**

- Heavy investment in learning assets
- Struggling with employee uptake
- Localization requirement (Bahasa Indonesia)



**SOLUTIONS DELIVERED**

- Digital Coach
- Personalized career recommendations
- Personalized skill gap analysis
- AI-driven learning platform



**IMPACT CREATED**

- Keeping employees abreast of evolving and obsolete skills seamlessly
- Increase in Employee Engagement
- Increase in Learning ROI




Global Digital Transformation Market Leader




**CHALLENGES FACED**

- 12-level career hierarchy causing confusion
- Needed Job role and Career ladder clarity
- Needed to bring in innovative culture
- Wanted to instill accountability and excellence




**SOLUTIONS DELIVERED**

- Discovery Workshop for Employee Perceptions & Expectations
- Role architecture revamp
- People practices alignment to new role structure
- Change enablement for the new org structure




**IMPACT CREATED**

- Revamped Role Architecture
- Future-ready career landscape
- People Practice Alignment
- Change enablement




Global IT & Research Services organisation




**CHALLENGES FACED**

- Rising employee attrition
- Unsustainable long-term retention measures
- Talent poaching



**SOLUTIONS DELIVERED**

- Predictive attrition model for 11k employees
- Dashboard for HR & Managers to take corrective actions
- Proactive triggers & prescriptive insights



**IMPACT CREATED**

- 80%+ accuracy employee attrition model
- 80+ internal/external parameters for seasonal & situational predictions
- Contextual, timely insights on high-risk attrition



NTUC LearningHub Singapore



**CHALLENGES FACED**

- Wanted to create a platform for Singapore's workforces to use that can help them upskill and reskill to become tomorrow ready



**SOLUTIONS DELIVERED**

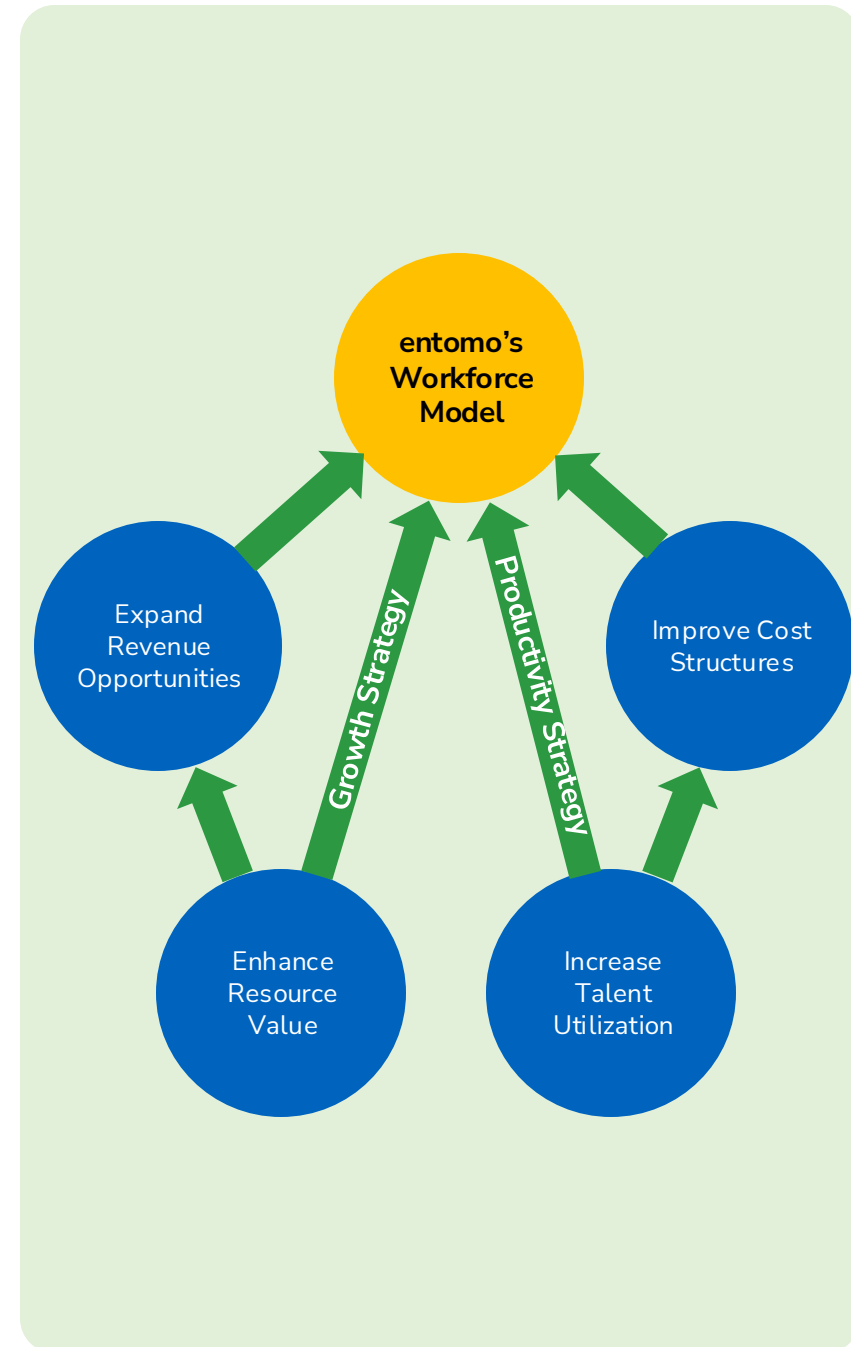
- Enable highly personalized individual development
- Hyper personalized Job recommendations
- Skill gap analyzer
- Online and in-person training courses



**IMPACT CREATED**

- Access to 40000+ subscribers
- 160+ employees
- 100,000+ jobs
- Experiences enabled for 5 groups / use cases

in essence,  
entomo people experience  
**maximizes**  
**profit-per-employee**



# clients worldwide and growing



# entomo is a leader in several categories on G2.com

G2.com is world's top business software review and comparison website



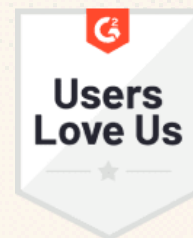
voted world's best in Winter 2023 G2 awards



#1 in Strategic Planning



#3 in Career Management



#1 in Performance Management (Asia)



#6 in Objective & Key Results (OKR)



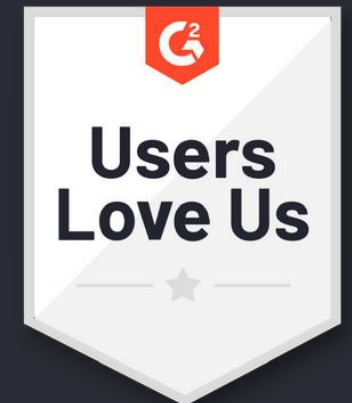
# entomo is recognised as a Category Leader on G2.com for

- Strategic Planning
- Performance Management
- Objectives and Key Results
- Career Management Software

G2.com is world's top business software review and comparison website



voted a 'leader' in Spring 2023 G2 awards



# our users reviews on G2 platform



"Great app for Performance Management"



"An intelligent Platform for managing employee performance."



"Useful system , the team was helpful and professional"



"Excellent and customer friendly tool, loaded with great features."



"User friendly performance management system"



"One of the best platforms to enable employee performance management."



"Great product for workforce performance optimization!"

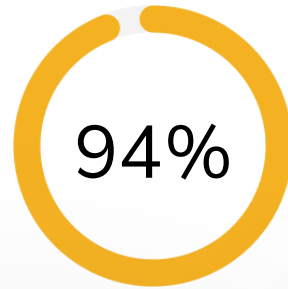


"Friendly support and professional advices provided"

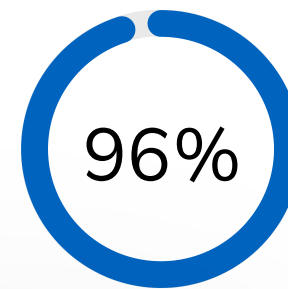
# entomo is a leader in multiple attributes across categories on G2



Likelihood to Recommend  
Tied: #1



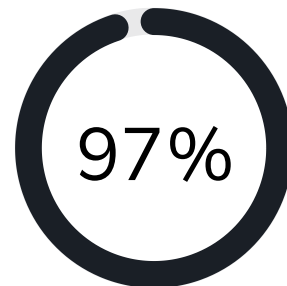
Ease of Admin  
#1



Quality of Support  
#1



Meets Requirements  
Tied: #1



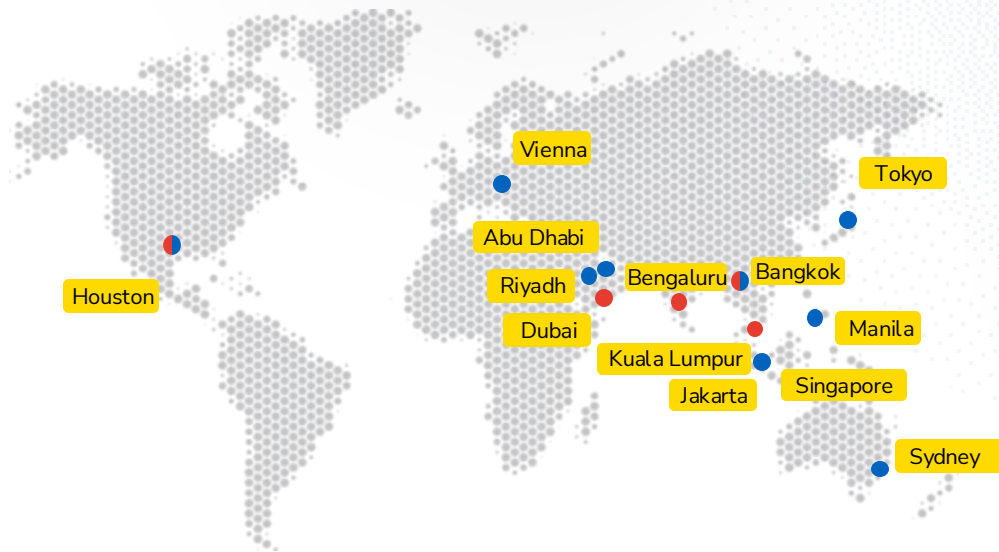
Ease of Doing Business With  
#2

# powering 30 Mn+ users

the people experience platform built for the digital world of work



Founded in  
2010

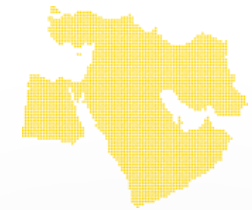


● operations hub    ● sales/consulting offices

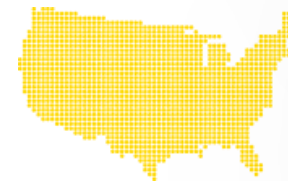
# regional headquarters 13 geographies



Asia Pacific  
Singapore



Middle east  
Dubai



United States  
Houston



Europe  
Vienna

## Innovation and R&D Center



**Kuala Lumpur**  
Unit 27-13, Level 27, Q Sentral  
Jalan Stesen Sentral 2,  
50470, Kuala Lumpur,  
Malaysia  
Tel: +603 2276 0055



**Bangalore**  
13th Cross, Sampige Road  
4th Floor, #218 JP Royale,  
Malleshwaram, Bengaluru,  
Karnataka 560003  
Tel: +91 807 127 9515

# awards and accolades



why entomo?

it's not about surviving –

**it's about thriving and flourishing**

The concept of entomo is inspired by entomology – the study of insects. The modestly sized wonders of nature – are the epitome of survival, adaptation and evolution.

'entomo' partners with leading enterprises to imbibe these traits to become true enterprises of tomorrow.

For more information

 [info@entomo.co](mailto:info@entomo.co)

 [www.entomo.co](http://www.entomo.co)

 [entomo video](#)