



Next-generation Feedback Analytics Solutions for Enterprise



Harness the Voice of the Employee

To understand deeper and drive success at scale

Explorance feedback analytics solutions help HR leaders further assess and build capabilities organization-wide. Enabling them to collect, augment, and analyze valuable feedback data points in a centralized manner. All while supporting stakeholders' specific needs - for everyone to drive business impact.

 **Employee Experience**

 **Learning Evaluation**

 **360-degree Feedback**




| EXPLORANCE FOR HUMAN RESSOURCES | |
|---|----------------------|
| Employee Experience | Learning Evaluation |
| Employee Experience Surveys | Learning Measurement |
| AI-powered Voice of the Employee | |
| Consulting Services – Dedicated to HR and L&D analytics and measurement | |

Through its Blue, MLY, and MTM platforms, Explorance helps organizations better listen to and act on the Voice of the Employee (VoE) by allowing them to capture feedback data at every touchpoint. Discover more insights, at scale and timely, to make better data-driven decisions faster.



tion

360-degree Feedback

 metrics that matter

 mly

Leadership Development

blue

Multi-rater Review

blue

Sense & Respond to the Voice of the Employee

Continuous feedback without survey fatigue.

Employee Experience Surveys

Yield data-driven insights meant to help organizations continuously improve their implementation of superior Employee Experience. With a DE&I by design and automated feedback analytics platform, measure employee experience at every touchpoint, from candidate application to employee exit.

360-degree Feedback

Whether for leadership development or for performance assessment, reveal a compelling story about employee skills and competencies with a solution that aligns with organizational needs, and that adapts to any talent strategy, competency framework, organizational structure, and workflows.

Learning Measurement

Align learning programs with key business value-drivers and strategically deploy the appropriate evaluation plan based on your business purpose. Leveraging a vetted learning measurement methodology and the world's largest validated source of learning impact benchmarks.

AI-powered Voice of the Employee

Dive into massive amounts of unstructured employees' communications to unlock a deeper understanding of your employees' needs and expectations. All this with MLY - Explorance AI platform featuring machine learning models that were specifically built for the Employee Experience (EX) as well as for corporate Learning.

The Explorance Difference - Omnichannel Feedback

Discover the Why Behind the What

Because feedback obtained through proactive requests (direct feedback) is only as good as the questions asked, obtain additional insights by contextualizing this data with spontaneous feedback from external sites and platforms (indirect feedback). Discover employee sentiment and recommendations behind employee feedback wherever it comes from, with AI-powered VoE analytics.



Annual Performance Review



Employee Experience Surveys



Engagement Surveys



External review sites (e.g., Glassdoor)



HR Information Systems



Learning Management Systems



Accelerate HR Practices While Driving Efficiency at Scale

Second-to-none Automation

Thanks to API and deep integrations with HR, Talent, and Learning management systems, HR professionals can easily consume augmented data. Reduce workload and gain efficiency when distributing surveys and reports by setting event-triggers and dynamic multi-layered schedules.

Flexible Integration Capabilities

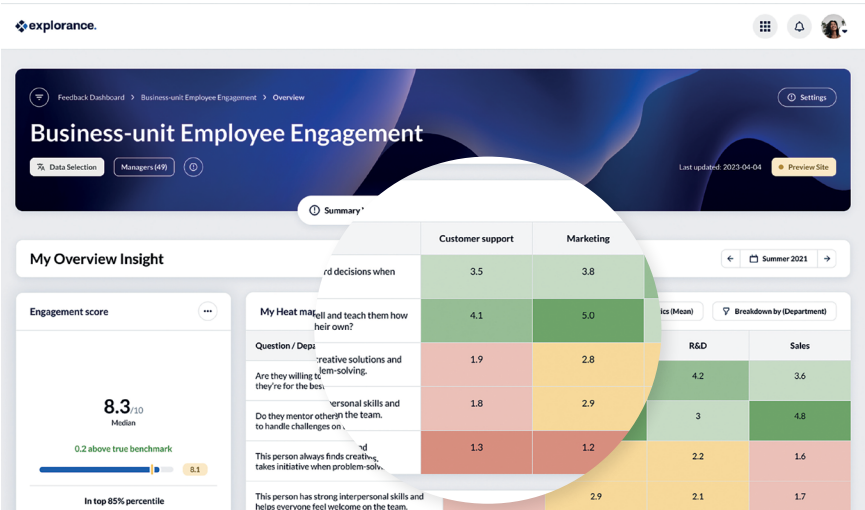
Leverage a feedback platform that aligns with any organizational structure and IT environment. Streamline the feedback process by centralizing data acquisition and reporting, while delegating parts of the feedback process to incentivize Leadership involvement.

Trusted Solutions That Scale

Tap into a solution trusted by organizations worldwide thanks to award-winning platforms built for performance, scalability, privacy, and security. Gather, analyze, and report on feedback data with solutions that scale with business needs.

Insights for All

Provide personalized dashboards and reports for easy consumption, as well as raw data access through API interoperability for the data initiates, allowing the entire organization to steer towards improved employee experience, engagement, and leadership development.





Accessibility & Compliance

Integrate with SSO to retain a single point of access, meet the highest standards for accessibility with WCAG 2.1 AA and section 508 certifications, and leverage modern security features, permissions, and GDPR compliance.

HR Analytics Consulting

The Explorance consulting team can guide and support organizations in their implementation and update of feedback strategies, measurement practices, and change management.



AI-powered Voice of the Employee



Distill data-driven actionable feedback from massive amounts of unstructured communications

Explorance MLY is an award-winning AI platform purpose-built to help HR and L&D leaders gain additional insights into their workforce by transforming unstructured communications into data-driven insights.

MLY, pronounced {mi-lee}, provides organizations with a deeper understanding of employee feedback by determining sentiment, identifying feedback patterns, and highlighting recommendations.

Deeper Employee Insights with the Only AI Platform Built for HR and L&D

With two different models, MLY categorizes hundreds of thousands of comments, reviews, and social posts into Employee Experience and corporate Learning relatable terms in just minutes.

| Categorization Models | |
|------------------------------|----------------------------|
| Employee Experience Insights | Employee Learning Insights |
| Workload | Instructor |
| Work-life balance | Class-participation |
| Job security | Learning activities |
| Work at home | Training material |
| Organization leadership | Expectations & objectives |
| Diversity | Software |

Omnichannel Listening

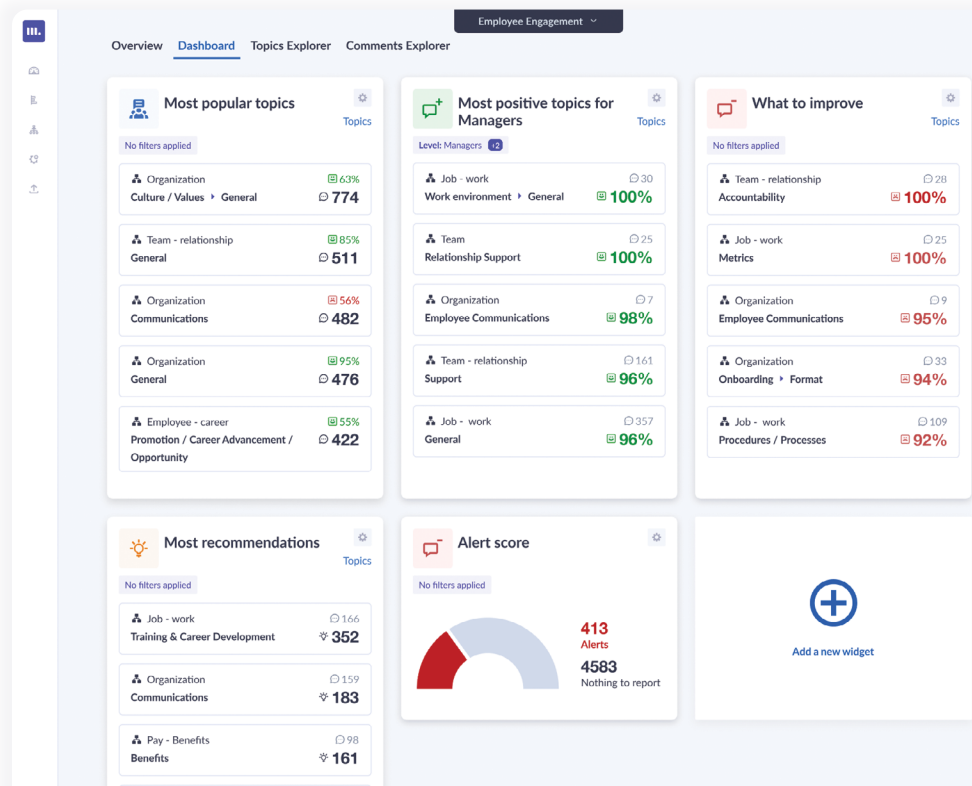
MLY is data source-agnostic – distilling actionable feedback wherever it come from, including internal evaluations, external review sites, or social media.

Bottom-Up Recommendations

Identify recommendations from employee comments within minutes, and discover actionable insights on what the organization should start or stop doing, do more or less of, or change.

Ahead of Your Needs

MLY is a Machine Learning solution modeled after domain-specific comments and has the ability to evolve and adapt to changing themes.



Integrations



Automate for Faster and Richer Insights

Explorance platforms can integrate with diverse systems within your organization – from HRIS, to talent suite, to LMS. Via Connectors and APIs.

Streamline your survey processes by using data already existing in your systems (HRIS, talent suite, LMS, etc.).

Automate organizational data enrichment by having Explorance platforms pushing feedback intelligence to your systems and data analytics suite(s).

Drive higher response rates on your survey processes as feedback collection gets in the path of employees (e.g. via integration with your LMS and SSO process).

Leverage native connectors ready to integrate with minimal IT needs

For HRIS

- Workday®
- Oracle®

For LMS

- Cornerstone®
- 10+ more

About Explorance

As the leader in feedback analytics, Explorance empowers organizations with actionable decision-making by measuring student and employee needs, expectations, skills, knowledge, and competencies. Through scalable and automated platforms including Blue, MLY, Metrics That Matter, and expert-based services, Explorance facilitates continuous improvement and accelerates the insight-to-action cycle, leading to personal growth and organizational agility.

Founded in 2003, Explorance is headquartered in Montreal with business units in Chicago, Chennai, Melbourne, Amman, and London.

Helping organizations better harness the voice of 25M+ people every day.

abbvie



Johnson & Johnson

Kellogg's



pwc





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