



AI-powered Voice of the Employee

Transform employee open-ended comments and reviews into actionable insights.

Meet Explorance MLY

Explorance MLY, the award-winning AI platform, helps organizations better understand the Voice of the Employee by analyzing open-ended comments in surveys, reviews from external websites, and social media posts.

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

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

Specifically trained with a large amount of employee comments, Explorance has created the only Feedback Analytics solution that specifically caters to the employee journey, tying results with business priorities.

Explorance MLY algorithms categorize qualitative feedback into employee Experience and Learning & Development terms, allowing to dig deeper into employee sentiment within the management and HR space. With self-learning algorithms and continuous data training, this solution easily adapts to changing leadership themes.

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

More Insights Wherever Feedback Comes From

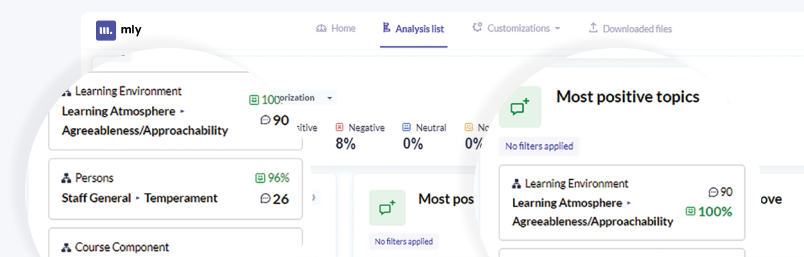
Explorance MLY is a feedback source-agnostic solution that allows organizations to harness collective intelligence wherever it comes from. It has the capability to integrate into already existing HR tech platforms by leveraging its API, or by consuming spreadsheets in an online dashboard for ad hoc analysis.

Companies can leverage internal and external data to further understand their employee experience and learning, by analyzing feedback from:

- 1 Annual performance reviews
- 2 Engagement surveys
- 3 External review sites (e.g., Glassdoor, Indeed)
- 4 Learning and Development platforms

Beyond Insights: Dive into Crowdsourced Recommendations

Explorance MLY is a purpose-built employee feedback analytics solution that also identifies recommendations from comments. With its ability to analyze qualitative feedback at scale, it effectively provides leaders with timely and actionable recommendations that focus on what the organization should start or stop doing, do more or less of, or change.



Explorance MLY - Key Highlights

Omnichannel Listening

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

No One-size-fits-all Machine Learning

MLY provides machine learning models that were specifically built for Human Resources and Learning & Development

Insights For All

Dive into feedback analytics and identify trends with intuitive dashboards, accessible to all audiences, directly from MLY self-service analytics portal.

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.

Ready For The Future

Add topic-specific sentiment analysis and insights to strategic planning by leveraging the API and automating the analysis within an evaluation process.

Human Connection At Scale

Save time with MLY and transform thousands of comments, reviews, and social posts into actionable feedback in minutes.

How Explorance MLY Dives into a Single Comment

When a comment is analyzed, Machine Learning algorithms scan the content and dissect its different sections. All Explorance MLY Models are trained to identify and highlight the following:

- 1 Sentiment polarity (positive or negative)
- 2 Where it belongs (categories)
- 3 If it includes actionable insight (recommendations)

Comment Breakdown Example

"I enjoy the changes and think they are in the right direction.
I do think we need to encourage people to speak up about
their thoughts a bit more. When companies get too far into a
positive loop they never really get real feedback. This survey
is a good effort to measure that."

Organization / Change

Organization / Strategy, Strategic direction

Organization / Communications

- 1 The first sentence indicates positive sentiment around organizational direction and change.
- 2 The second sentence suggests a recommendation for the organization to consider.
- 3 The third sentence speaks to risks about organizational communications.
- 4 The last sentence positions a positive affirmation towards the previous statement surrounding organizational risk.
- 5 The Explorance MLY model (Employee Experience Insights) categorized this comment into 3 key topics.

