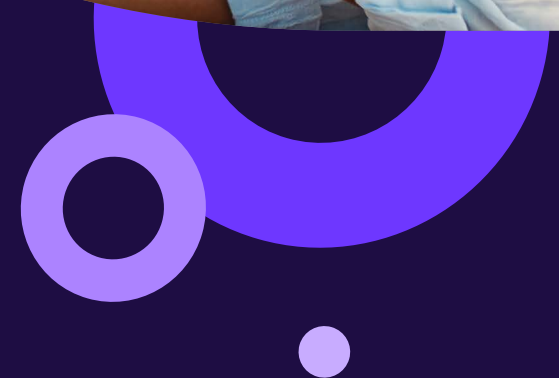




FOR ESTABLISHED COMPANIES

The Ultimate HR Tech Buyer's Guide

How to bring in the right technology to
build a best-in-class People program



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Why We're Here: The Value of HR Tech

People are the most important part of any company. And **people data may just be the most underutilized resource.**

The status quo – an obstacle course of platforms, data sources, and spreadsheets – simply won't cut it anymore.

It's time to give People teams a single, real-time picture of data for use across headcount planning, compensation management, performance management, DEI programs, and more. And it needs to be easily accessible and highly visual to power informed decisions.

It all comes down to having the right HR technology in place. Organized and

integrated in the right way. And accessible to the right people.

So what exactly does that look like? And how can you best approach the process to set your team up for success?

You've come to the right place. This guide will break down everything you need to know to find the best HR technology for your organization. We'll explore the types of solutions to consider, how to evaluate contenders, and who to include in your conversations.

Building Your HR Tech Stack: What to Consider for a Best-in-Class People Program

To start, there are a few important foundational elements to consider:

01 Keep your eyes on the bigger picture

We know People teams need to leave the “data wrangling” job behind. But actually doing so is often easier said than done when the majority of work lives in disparate point solutions and spreadsheets.

As new needs – and, with them, new technology – come about, you always need to keep the bigger picture in mind. [Ensuring all of your data is well-integrated](#) is the first step, because without that connection, data wrangling will always trump insights and analysis when it comes down to tradeoffs given time and priorities.

And it’s not just about wrangling the data – it’s also about growing over time. What happens when your organization outgrows your current HRIS if the rest of your platforms don’t integrate well with other solutions? Or when you expand to a new geography and need to account for different payroll systems and other international requirements? The list of questions like these goes on, and it all underscores the need for solutions that make it easy to share your data across systems.

02 Don't underestimate the power of system fatigue

System fatigue goes hand-in-hand with keeping your eyes on the bigger picture. And it's a very real challenge. As companies grow, more and more systems get added, and the more in play, the less frequently most of them get used. After all, how much time can you really spend on five different platforms each week?

As a result, it's essential to consider whether you really need yet another point solution, especially if there's a single option that can satisfy multiple needs. One of the common predicaments here is that highly specialized point solutions often go very deep into solving a specific problem. Meanwhile, a solution that solves multiple problems might not have all those bells and whistles. But if it still satisfies your need, will get used more regularly, and allows for more context in everything you do, it can actually end up being significantly more valuable for your team. It's a textbook case of $1+1=3$.

03 Bring the right people into the conversation

HR technology is core to how your organization operates. As a result, having the right people in the room is everything. Who is "right" will differ depending on the solution (and we'll address that in this guide), but at the highest level remember that these decisions impact more than just your People people. Particularly when data is involved.

For most organizations, achieving the maximum bottom line requires the CEO, finance leader, and HR leader to work in lockstep. **This is what HBR calls "the G3."** The CEO sets the goals and milestones for what your organization wants to achieve, the finance leader controls the budget and expenses to get there, and the HR leader ensures the right people are in place to execute and deliver on that vision.

Often, this means that both HR leaders and finance leaders need to be involved in HR technology conversations from the beginning. Not only does having the right people in the room help arrive at a decision faster and account for future needs based on growth, but it can also help ensure the business case – and therefore the need for budget – is exceedingly clear. And that just makes everyone's lives easier.

With that settled, let's dive right in.

FOUNDATIONAL SOLUTIONS:

The HR Tech Starter Pack

First, we have a set of three core foundational solutions that every business, of every type and every size, absolutely needs in place. These are the non-negotiables to satisfy the most basic needs of any HR program.

- **Payroll/Professional Employer Org (PEO)**
- **Benefits Admin**
- **Applicant Tracking System (ATS)**



01 Payroll/Professional Employer Org (PEO)

People need to get paid, and that's where a payroll/PEO system comes into play. It's the very first HR technology every company needs to establish. Both payroll and PEO solutions handle wage processing, calculate taxes and other deductions, track paid leave, and allow employees to view pay stubs and set up direct deposits. The difference comes in when you move beyond payroll administration: a PEO also provides compliance support and potentially additional HR services, like benefits. In doing so, the PEO shares and manages many legal liabilities for employee relationships. A payroll system does not take on those additional services or liabilities.

Regardless of which route you go, depending on your company's needs payroll can get a lot more complicated. For instance, you may also integrate your payroll/PEO system with a solution that tracks time and attendance. You may need to differentiate between salaried vs. hourly employees and full-time employees vs. contractors. And if you have employees in multiple countries, that adds yet another layer of complexity and will likely require a Global Employer of Record (EOR) system, which supports team members outside the US. All of these considerations will impact which solution is right for you.

02 Benefits Admin

Benefits are an essential part of total compensation, and so is having technology to support different benefit plans and provide employees with access to that information. Some benefits admins go beyond the technology, offering a broker that provides a mix of services and software. On the backend, a benefits admin solution should support enrollment, Affordable Care Act reporting, and COBRA administration. On the front end, it should allow employees to update life events for changes in coverage and view their carrier information. Beyond health insurance, a benefits admin should also support ancillary benefits like mental health, fertility, family planning, and gym stipends, to name a few.

03 Applicant Tracking System (ATS)

Recruiting is core to any growing organization, and all of the information and processes around hiring can get complicated, fast. That's where an ATS comes into play, hosting job requisitions and applications, introducing workflows to move candidates through the recruiting pipeline, storing interview feedback, and allowing for collaboration throughout the entire process. If you're hiring at scale, an ATS is a must. The ability to track data, source candidates across channels, bring in multiple reviewers, add structure to the hiring process with clear tasks and roles, create branded and mobile accessible job listings, and integrate with complementary tools like those for background checks are all important considerations to keep in mind as you look for an ATS solution.

CORE SOLUTIONS:

The Building Blocks for Growth

Next, we have seven core solutions that are truly the building blocks for growth. They are particularly important to consider as your organization continues to seek new and better ways to support a growing – and often distributed – employee base. Whether you're thinking about how to remove silos between People, Finance, and Recruiting systems, gain visibility into headcount and DEI metrics, introduce strategies to boost employee retention, improve internal communications, enable real-time reporting to board members, or anything else, these core solutions are well-positioned to help. The result? Better day to day operations so you can sleep better night after night.

- **Org Chart**
- **Employee Tools**
- **Headcount Planning**
- **Compensation Management**
- **Performance Management**
- **Employee Engagement**
- **Diversity, Equity, and Inclusion**





Org Chart

WHAT TO LOOK FOR

A dynamic org chart that integrates with your HRIS will always be up to date. That means no more rushing to create an org chart in PowerPoint before that big board meeting. It means a real-time view of what your company actually looks like as people join, leave, and move around within roles. An org chart that ties into workforce planning can even account for open roles.

Importantly, the best org charts go deeper than names and faces in boxes. They bring in employee profiles and historical data to provide context. Context like when someone joined (or departed or moved teams or got promoted), where they're located, what they're working on, and what their goals are. They can even include more personal details that help people get to know each other better and, therefore, work together more smoothly. Details as meaningful as how people like to communicate or as personal as their hobbies.

Finally, the ability to overlay different data points is a true game-changer. Imagine pulling up your org chart and applying a lens for tenure, performance rating, eNPS, or ethnicity. In a single image, you could quickly see trends across teams that would be difficult to capture otherwise – and that's how a picture really is worth a thousand words (or spreadsheet rows).

WHY IT MATTERS

An automatically updated org chart can save your team hours of time. [For InVision](#), this capability resulted in \$60,000 in savings annually.

A dynamic and accessible org chart also matters to more than just your People team. One that includes profiles as well allows everyone in the company to learn about their coworkers and foster both a professional and a personal community. It makes it easy for everyone to identify who's who, where they sit in the organization, and what types of questions they might be able to help answer.

“

It means a real-time view of what your company actually looks like as people join, leave, and move around within roles.

QUESTIONS TO ASK

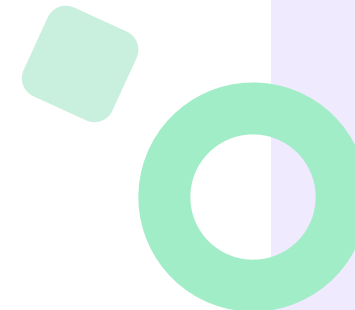
Does the org chart update automatically?	Any fast-growing organization knows the pain of having to add a box or upload a new sheet on a weekly basis.
Who has access to the org chart?	Giving everyone in your company access to the org chart helps promote connection and transparency.
Can we provide secure access to the data?	Access controls make it easy to confirm that individuals can see certain data while keeping sensitive information private.
Can we visualize data points on the org chart?	The ability to overlay various data points makes it easy to visually pinpoint trends across teams.
Can we see the org chart at any point in time?	This provides insight into company growth and changes over time that can inform future org design.
Can we visualize future plans on the org chart?	Modeling directly on the org chart allows you to visualize the impact of plans like opening new roles or potential departures.

WHO TO INCLUDE

People leader, People Ops team members, People Business Partners, Employee Experience team members

SUMMARY

- ✔ Integrate with your HRIS with automatic updates for a real time view of your company
- ✔ Provide context and foster community with detailed employee profiles
- ✔ Overlay different data points to see trends across teams
- ✔ Save time and money





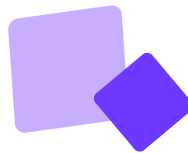
Employee Tools

WHAT TO LOOK FOR

Imagine giving employees more visibility into the organization, better access to their personal information, and a way to recognize others' achievements and milestones, wrapped in a centralized hub that's easy for admins to run and employees to access.

Think of it like a personalized dashboard of company happenings: A place where everyone can see what the team looks like, when new people are starting, where everyone is located on a map, record information for their 1:1s with managers, track their goals, check on their total compensation (including base and variable pay, plus equity), and more – all together, neatly organized.

These types of employee tools can help at every level, too. With these details, managers can easily access data about their direct reports to have more meaningful conversations and better participate in processes like headcount planning and compensation reviews.



WHY IT MATTERS

The more far flung your workforce, the more you need to keep everyone connected in a single place. Whether your team is in one timezone or five, this level of organizational transparency can lead to a happier, more motivated workforce. At the same time, the ability to celebrate employees helps people feel appreciated for their hard work and a job well done, supporting higher engagement and retention.

There's enormous benefits for your People team too. Creating a single, easily accessible place where employees can access all of their information from compensation to performance reviews can significantly reduce the daily barrage of questions People Ops teams inevitably face. For the small, but mighty People team at [Even Financial](#), these ad hoc requests took up more than 25% of their time. Introducing an employee hub for self-serve data turned that around, giving them hours of time back to focus on strategic growth.

Meanwhile, automating tasks throughout the employee lifecycle from onboarding to anniversaries and birthdays can significantly reduce manual workflows to save even more time.

QUESTIONS TO ASK

Can employees easily connect with one another digitally?

Tools like a map with everyone's location and shout outs for team members make connection possible, even in a remote setting.

How many places will employees need to go to access their data?

The fewer the better. Let's keep it simple.

Can we provide secure access to the data?

Access controls make it easy to confirm that individuals can see certain data while keeping sensitive information private.

How much time will People Ops team members need to spend updating data?

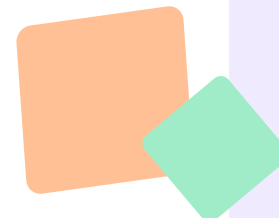
One place that keeps everything connected sends this number way down. Make it your goal to stop copying and pasting.

WHO TO INCLUDE

People leader, People Ops team members, Employee Experience team members

SUMMARY

- ✔ Give employees more visibility into org structure
- ✔ Empower employees to easily access their personal information
- ✔ Provide a central place to record information, like individual goals and employee-manager 1:1 notes
- ✔ Automate tasks throughout employee lifecycle, such as onboarding and celebrations for milestones





Headcount Planning

WHAT TO LOOK FOR

You can go crazy looking at spreadsheets and trying to track different scenarios for structuring a team, or you can... not do that. In fact, nothing beats the ability to collaborate visually on headcount plans within the org chart.

A truly user-friendly solution will allow you to drag and drop people around a sandbox org chart so you can easily visualize different plans. With that visualization, you should be able to quickly pinpoint issues (like a manager with too many direct reports) and even layer in filters so that you can plan based on context like performance ratings and tenure. The best platforms will also streamline collaboration by allowing people to leave comments on those scenarios and annotate changes to provide more context.

Finally, your finance team will want a solution that can tie it all together to identify how planned headcount and promotions translate to cost in terms of base and variable compensation.



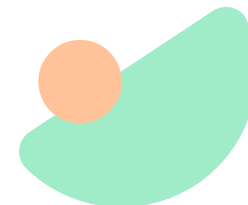
... nothing beats the ability to collaborate visually on headcount plans within the org chart.

WHY IT MATTERS

Without the right solution in place, most People teams end up planning to plan. It's a weeks-long effort to get everything in order just to begin the planning process – which is another exercise in data wrangling in and of itself.

Having your data neatly organized and ready to go means you can jump into planning mode at any time, no pre-planning required. [Just ask Starburst Data](#), who turned an exercise that previously cost tens of thousands of dollars in time spent gathering and building spreadsheets into an efficient process with clear workflows and responsibilities that actually reduced their need for additional headcount.

Critically, the ability to move past spreadsheets and actually visualize what you're planning makes it possible to bring context to everything you do. It means you can back up your most difficult headcount decisions with data (and even the not so difficult decisions, too). To top it off, built-in collaboration saves time previously spent on meetings and emails so you can devote more effort to actually taking action. Or a well-deserved break.



QUESTIONS TO ASK

What types of planning can we do?

Look for a sandbox environment that can model various workforce changes – headcount planning, succession planning, promotions, etc.

Can we collaborate securely?

Protect sensitive data with the ability to manage access levels and share only the relevant details.

Can we track costs in real time as we make changes?

Stay aligned by giving your finance team a real time view into changes as you add or remove jobs or promote employees.

Can we combine departmental plans for a big picture view?

Make sure it's easy to combine scenarios from different leaders for their departments for a clear, aggregated view of your entire organization.

How do changes get approved?

Prioritize easy workflows that allow for consistency and visibility.

Can we automatically push new roles to our ATS?

Trust us, your talent acquisition team will thank you.

WHO TO INCLUDE

CEO, People leader, People Business Partners, Talent acquisition team members, Finance leader, FP&A team members

SUMMARY

- ✓ Visualize headcount plans within the org chart
- ✓ Use a sandbox org chart to create various different potential scenarios
- ✓ Overlay key data points onto the org chart for more informed headcount decisions
- ✓ Measure planned headcount against compensation
- ✓ Streamline collaboration with clear workflows



Compensation Management

WHAT TO LOOK FOR

What if all your compensation data – including payroll, equity, and benefits – lived in a single place? And what if you could protect this sensitive information by replacing the insecure practice of emailing spreadsheets with controlled access to a platform? Now we're talking.

The most valuable compensation management solutions can do all that and more. They enable you to analyze compensation data based on factors like gender and ethnicity to identify any biased practices. They can also empower managers to participate in compensation reviews by providing clear guidelines and benchmarks for raise recommendations, all viewed alongside performance review data. And they integrate seamlessly into workforce planning so your finance team can understand the impact of different scenarios on costs.

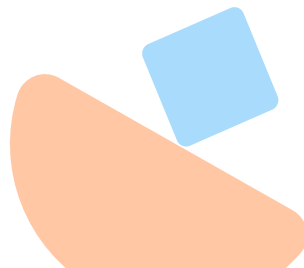
WHY IT MATTERS

It's time to stop overcompensating for complicated processes. Compensation is typically every organization's single biggest budget item. It's too important – and too complex – to handle in spreadsheets and a tangle of point solutions.

That's because there's a lot to balance when it comes to compensation: You don't want to underpay because you have to be competitive enough to attract and retain top talent, but you also don't want to overpay. At the same time, you have to consider the equity of your pay practices to avoid any differences in pay based on factors like gender or ethnicity.

Plus, compensation planning is often a distributed effort across leaders who need to think about what individuals should earn and how that ladders up to total cost. Understanding that big picture and navigating approvals can get very challenging, very quickly.

This level of analysis, detail, and collaboration gets lost too easily when passing around different versions of spreadsheets – not to mention the lack of security. On the flip side, many point solutions don't have enough context to bring in data like gender or ethnicity to analyze pay equity or data like recent performance reviews to provide guidelines for raises.



QUESTIONS TO ASK

Can we provide access in a secure, controlled way?

Share what you want and keep the rest private. Granular access controls empower managers to participate in the planning process.

How can we reduce errors in compensation planning?

Look for a solution that can manage the end-to-end process and support collaboration so you can avoid the inevitable copy/paste errors.

Can we visualize all salary and equity in a single place?

Empower everyone to understand the full picture of compensation by viewing base and variable salary alongside equity.

What other data can we see alongside compensation?

Save your team the headache of managing dozens of point solutions by putting compensation management in context.

WHO TO INCLUDE

Finance leader, CEO, People leader, People Ops leader and any team members focused on total rewards, Talent acquisition leader and any team members who help set salary ranges for new roles and extend offers

SUMMARY

- ✓ Unify compensation data into a centralized, secure platform
- ✓ Streamline compensation reviews based on clear guidelines
- ✓ Analyze compensation data based on factors like gender and ethnicity to identify any biased practices
- ✓ Integrate seamlessly into workforce planning to understand the impact of growth on costs



Performance Management

WHAT TO LOOK FOR

You need an easy way to keep a pulse on your team's performance and provide employees with the opportunity to give feedback. And all of this needs to happen often. And it should erase the negative stigma traditionally associated with performance management. And you need access to overlay that data into planning and analysis. Should we keep going?

In all seriousness, there are more strategies and solutions for performance management than even the most seasoned People leaders among us can keep tabs on. So how do you know where to start? Think about the bigger picture of performance management. All the data you work so hard to collect doesn't actually do you much good if it sits in a vacuum. Look for a solution that allows you to use that data to provide context for everything from headcount planning to employee engagement.

You also need to make participation easy for everyone – whether that's submitting formal performance reviews, tracking goals, keeping tabs on 1:1 conversations, or anything else. Employees should be able to easily input details and track historical information to see their progress. The same goes for managers. It should all be in one place, with regular reminders and sensitivity controls, so that everyone can participate easily and without worry.

WHY IT MATTERS

A fully integrated performance management solution can make your data as three-dimensional as the people behind it.

Consider the possibilities: You could look at how managers rate their confidence in new hires at the beginning vs. performance scores over time to (1) compare actual performance to initial confidence and (2) track each manager's ability to quantify performance. Perhaps the latter will highlight managers who need more training on how to hire effectively. Or you could look at employee net promoter score (eNPS) by performance rating to understand engagement among high performers and ensure you work proactively to retain those A-players. [For Truework's People team](#), this type of analysis helps plan for retention and maintain a strong company culture.

Of course the data you have to power those analyses is only as good as the data your people put into the system. That makes it essential to introduce a performance management platform and processes that people actually want to use. Because the clunkier the system, the less likely people will be to engage when they have to – let alone when they just want to record progress for their manager or check in on historical data for a refresher.

QUESTIONS TO ASK

Is the data immediately accessible?

Empower managers by making data available to view and run analytics on as soon as it's submitted.

What options do we have to build forms?

Rely on pre-established, best practice forms when you can. But look for the flexibility to tailor the process to your organization or even different teams as your needs evolve.

How easy is it to lead true continuous performance management?

Connect 1:1 forms and goals with 360 feedback and manager reviews for true continuous performance management.

Can we bring performance data into other reports?

Overlay performance data with DEI, engagement, department, or turnover data to truly understand your team and identify trends.

WHO TO INCLUDE

People leader, People Business Partners, CEO

SUMMARY

- ✔ Introduce a centralized place to monitor and track team performance
- ✔ Empower employees to easily view goals, share progress updates, and review performance history
- ✔ Provide managers with easily accessible information so they can better manage their teams
- ✔ Overlay performance data with key metrics like DEI and engagement to identify and act on trends



Employee Engagement

WHAT TO LOOK FOR

A place where your People Ops team can go to consistently measure and report on employee engagement is everything. It can make all the difference in not only recommending ways to improve the employee experience, but also taking action on those ideas.

To start, you need a solution that makes it easy to collect data in any way, at any time – that way your team can keep a pulse on employee sentiment and get feedback about specific questions. Look for a solution that's highly configurable so your People team and managers can collect data that's most relevant.

From there, you need the ability to take the results, turn them around, and look at them from different angles to truly understand the story behind the data. The best solutions will allow you to compare that data to results from previous surveys to see progression over time and will automatically pull in demographic data about respondents like age, tenure, ethnicity, gender, and so on so that you don't have to replicate that each time. They'll also offer granular access controls so that you can share a single report with different groups without worrying about exposing sensitive information.

WHY IT MATTERS

The ability to issue surveys quickly and easily analyze the data allows you to spot gaps in your workforce so you can take action before it's too late. That can make all the difference given that [the cost of losing an employee equals 1.5-2x their annual salary](#). For example, if you notice one team consistently has weak results on a pulse survey quarter over quarter, you can address it with that team's manager. Or if you find people in underrepresented groups are generally less happy with the work environment, you can invest in your DEI initiatives.

Beyond that ease of use, there are typically two schools of thought on employee engagement data: Protecting anonymity by limiting the ability to dig deep into data for smaller groups vs. prioritizing transparency with every data point to give leaders insight into what's going on at the individual level.

The catch about the first approach is that if you know enough about analyzing data and who the people are, you can typically break past the anonymity. The second approach – as long as you are upfront with individuals about what's visible and how the data will be used – allows you to dig in without any pretense, identify issues, and then directly raise challenges with individuals to arrive at a resolution. With a strong culture of trust, that second approach is infinitely more powerful.

QUESTIONS TO ASK

Can we access employee survey responses alongside other data?

More context = more insight. And that's how you can make your decision-makers decidedly more decisive.

How can we take action on employee survey responses?

Reporting on responses in a dashboard offers great visibility, but be sure not to conflate visibility with action.

Can we ask demographic survey questions?

Understanding everything from self-reported ethnicity to food allergies is important to planning efforts big and small.

What options do we have to build forms?

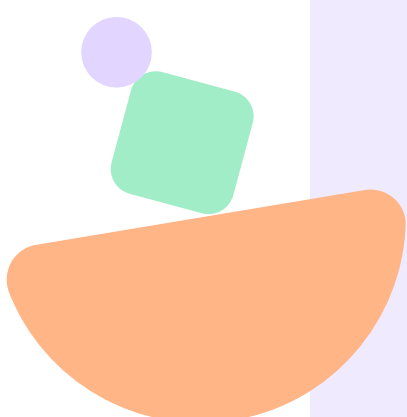
Ensure you have the flexibility to tailor the process to your organization or even different teams to maximize value.

WHO TO INCLUDE

People leader, CEO, People Ops team members

SUMMARY

- ✔ Easily collect data from employees in any way at any time
- ✔ Keep a pulse on employee sentiment and ask for regular feedback
- ✔ Visualize and analyze engagement data to identify trends and take action
- ✔ Gain real time visibility into organizational health to spot gaps before it's too late





Diversity, Equity, and Inclusion

WHAT TO LOOK FOR

It's time to deliver real progress on DEI initiatives. Doing so requires setting clear, measurable goals. Measuring progress toward those goals requires data.

Specifically, you need a solution that can house all of your demographic data and enable your leadership team and anyone dedicated to DEI to view that data in context across the entire employee lifecycle. That way, you can dig deep into trends that would be hard to uncover otherwise. For instance, you might look at performance ratings across gender or ethnicity. The same goes for promotions, attrition, and anything else you can think of.

Rounding that out with granular access controls means you can share progress on DEI goals with the entire organization without worrying about exposing this sensitive information. It's transparency at its finest.

WHY IT MATTERS

Having all your people data, including DEI, in one place empowers your team to take ownership over these all-important goals. Not only can visualizing this DEI data in the context of things like pay, performance, and tenure help uncover issues quickly, but it can also help you drill deeper into any different cross-section of data points. Consider how much you could learn if you could look at individual manager performance ratings with a DEI lens or attrition by both team and gender.

This comprehensive view can help you level up the DEI conversation in your organization. And if it's woven into a solution that people already use, it becomes the easiest way to make sure DEI initiatives stay top of mind for everyone in a leadership role. [At Ripple](#), the ability to view and collect DEI data in this way has allowed the leadership team to be agile and hands-on in advancing the company's efforts.

QUESTIONS TO ASK

Can we collect data and analyze in one place?

A single solution that can collect DEI data and bring in data from other systems for analysis allows for a more complete picture.

How easily can we track progress toward DEI goals?

Prioritize real time access to data that you can easily visualize in reports and dashboards – no PhD or V-lookups required.

Can we share this data with our company safely?

Access controls make it easy to confirm that individuals can see certain data while keeping sensitive information private.

Can we bring DEI data into other reports?

Overlay DEI data with engagement, performance, department, or turnover data to truly understand your team and identify trends.

Can we export data and visuals?

Make sure it's easy to bring key data and visuals into other forums, like board decks and executive presentations.

WHO TO INCLUDE

People leader, DEI team members, People Business Partners, CEO

SUMMARY

- ✔ Centralize, collect, and report on employee demographic data
- ✔ Visualize progress toward DEI goals over time with reports and dashboards
- ✔ Weave DEI into the fabric of your organization by overlaying data into key processes like headcount planning
- ✔ Encourage transparency with granular access controls that make sharing possible

It's Never Too Early to Set Your Team Up for Success

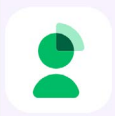
No matter what stage of growth, it's always a good time to get your HR practices in order. In fact, the sooner you can establish good processes for your People team and your employees, the better off you'll be. That work can help accelerate future growth and provide the framework you'll need to make decisions and support employees throughout the inevitable changes your company will continue to experience.

Of course, it's essential to find the solutions that can grow and evolve alongside your company. You need a program that can work for your company as it stands today and for where you're heading in the next few years. Otherwise you'll be ripping and replacing every year, and that's not fun for anyone. This is where always keeping that bigger picture in mind comes into play.

With that in mind, look for solutions and partners that are flexible enough to grow with you. This should apply to not just the solutions themselves, but also how they interact with each other, because you will inevitably have to make some changes and additions to the technology you use. That stability for growth over time can go a long way toward freeing your team's time to focus on what matters most: Your people.

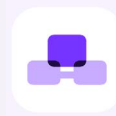
Talk to ChartHop

Seamlessly consolidate all your people data with a platform that empowers everyone to make better decisions.



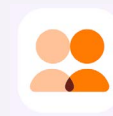
People Analytics

Automatically bring all your people data into one place that's easy for everyone to access, view, and act on.



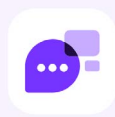
Org Charts

Visualize your people across any dimension with automatically updated, data-rich org charts.



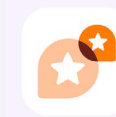
Headcount Planning

Model, forecast, and execute on different growth scenarios with a highly visual and collaborative process.



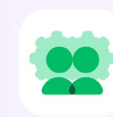
Surveys and Feedback

Effectively measure employee sentiment and engagement using simple form builders.



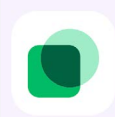
Performance Reviews

Tailor performance reviews and connect feedback to all of your people data and processes.



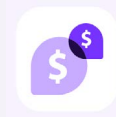
Employee Tools

Foster connection with rich profiles that include personal interests, name pronunciations, gender pronouns, and more.



Compensation Reviews

Empower managers with clear guidelines and benchmarks directly within the salary review flow.



Manager Tools

Give your managers everything they need to monitor performance through access to profiles, compensation, and performance data.



Integrations

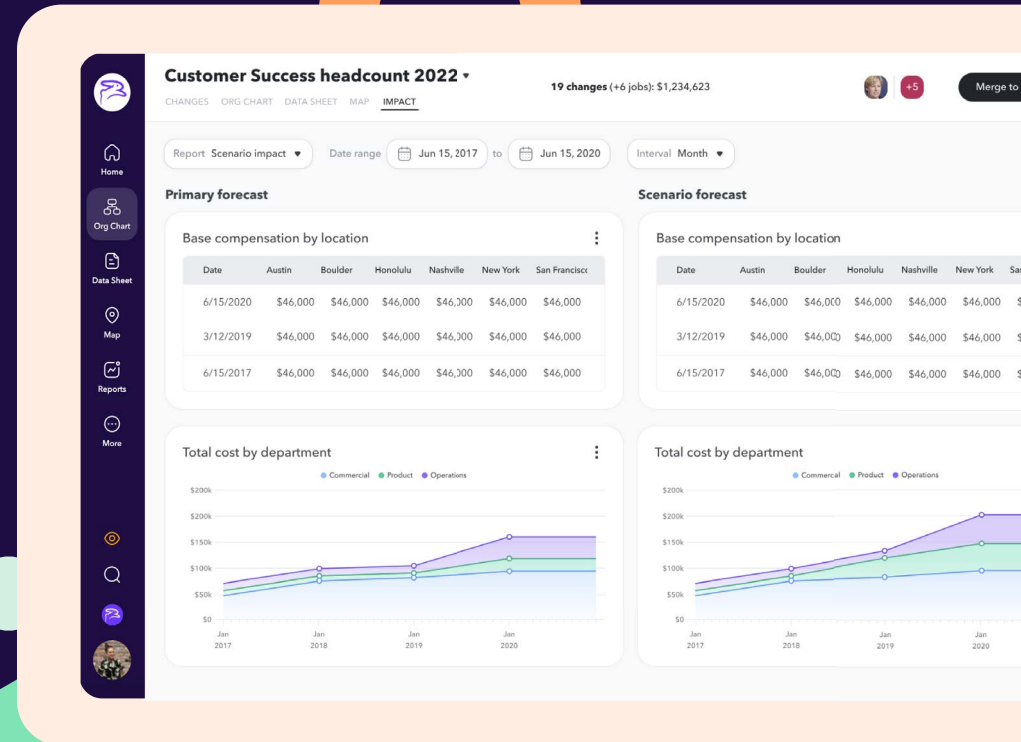
Easily connect third party apps and tools to ChartHop for comprehensive people analytics.



Ready to get started?

Discover how ChartHop can help your team build a best-in-class HR tech stack and position your team for long term growth.

REQUEST A DEMO



TO LEARN MORE

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