

## Case Study: 2020 HR Tech Awards

Each year, technology companies across HR, talent, and learning apply for the HR Tech Awards to demonstrate the value they bring to their clients and to the broader industry. These case studies represent a sampling of the capabilities from the award winners in our program.

[Learn more about the HR Tech Awards.](#)

<b>Company Name:</b>	Visier Inc.
<b>Website URL:</b>	www.visier.com
<b>Insert Logo (JPG/PNG):</b>	
<b>Key Customers:</b>	Fortune 2000 enterprise customers
<b>Category:</b>	Talent Management: Best Analytics, Measurement and Business Impact Solution

## About The Company

Founded by technology industry veterans responsible for growing billion-dollar technology companies, Visier is a well-funded, rapidly growing technology company that has developed a unique analytics solution used by blue chip companies to solve their most pressing workforce challenges.

Visier was founded by John Schwarz, former CEO of Business Objects and member of the SAP Executive Board and Ryan Wong, his former Chief Technical Architect at Business Objects to reinvent the business intelligence industry, starting with a focus on people analytics. Over the past five years, Visier has achieved a compound annual growth rate of 120%, and has surpassed \$125 million in subscription sales. Today, Visier solutions are used in more than 50 countries, providing insights into millions of employees. Customers include large enterprise organizations, including Electronic Arts, S&P Global, Bank of New York Mellon, Novo Nordisk, Bosch, Genentech, Paypal, Bridgestone, and LinkedIn, to name a few. A SaaS

company, Visier has significant annual recurring revenue, in addition to new contract revenue. Visier is recognized by industry analysts as having a leading product for people analytics, which competes and wins consistently against large, established tech companies SAP, Oracle, and Workday.

## Problems The Technology Solves

Visier People® creates a unified picture of your workforce with a complete analytics and planning solution designed to bring you insight into your employee experience and organizational effectiveness. Starting with the right questions, Visier People enables HR and business leaders with fast, clear insight to guide you in driving better business outcomes. Part of your BI ecosystem and your HR technology stack, Visier People encompasses a breadth of solutions, providing you with thousands of best practice questions intuitively organized by topic to bring clarity to your business.

Visier Cloud is the enabling technology of Visier Solutions including Visier People, the market leading analytic application for workforce intelligence with over 5,000 customers. Visier Cloud technology automates trusted data stories through the use of augmented analytics. Visier Cloud provides a common analytic model for all Visier customers to support secure information access and transparency. Visier Cloud enables built-in best practices which customers use within analytic applications today for employee experience and organizational productivity use cases including retention, workforce planning, talent acquisition, learning & development, and diversity & inclusion.

## Client Case Study

<https://www.visier.com/customer-stories/healthcare-define-optimal-nurse-staffing-levels/>

## About Lighthouse Research & Advisory

[Lighthouse Research & Advisory](#) is a modern, independent analyst firm dedicated to setting the standard for excellence in talent, learning, and HR with practical research and a hands-on approach. By providing compelling research and actionable insights, our team enables HR, learning, and talent leaders to deliver more value to the business. Our research examines competitive practices, cutting-edge technologies, and innovative strategies.

Ben Eubanks is the Principal Analyst at Lighthouse, providing insights for today's talent leaders and vendor partners. He works with practitioners from areas across the HCM spectrum, delivering high-quality research, insights, and advisory services to enable better business performance. His book, [Artificial Intelligence for HR](#), was published in 2018.

Prior to joining Lighthouse, Ben worked as a researcher, writer, and speaker for nearly more than 10 years, focusing on learning, talent acquisition, and talent management. During his tenure as a researcher, he has published more than 1,000 reports, case studies, and articles in addition to providing advisory services to executives from some of the largest and most respected organizations in the world.

He also has hands-on experience working as an HR executive, leading both strategic and tactical talent practices and giving his research a distinctly practical perspective. Ben has interviewed business leaders from notable organizations such as Southwest Airlines, IBM, H&R Block, McDonald's, AARP, and AlliedUniversal in his role as the host of [We're Only Human](#), a podcast focused on the intersection of people, technology, and the workplace. In addition, he founded and operates [upstartHR.com](#), a community serving HR leaders that has reached more than one million readers since its inception.