

Tech Brief

ChartHop

March 2021

Company Background



Company At-a-Glance	
Headquarters	New York, NY
Year Founded	2018
Market Focus	Options for organizations of all sizes
Customers	Confidential
Top Key Clients	Better.com, Peloton, BetterCloud, Rémy Cointreau, Starburst
Key Industry Verticals	All
Website	https://www.charthop.com/

ChartHop is an organizational management platform that centralizes and visualizes the people data that leaders need to effectively manage their organization, including location, gender, salary, stock grants, job history and more. This is accomplished through seamless integrations with existing people systems. Built to replace manual HR tasks and empower leaders to make data-driven decisions, ChartHop also gives every employee visibility into how they fit into the organization's goals, making cross-functional collaboration easier, and provides leaders with a platform to collaborate and iterate on plans for their future.

Analyst Insights

The concept of organizational agility - the ability to anticipate, adapt to, and react swiftly and decisively to change - has been part of the business lexicon for decades, but there's nothing like a global health and economic crisis to force employers to face the agility imperative in today's market. And among the various factors that influence organizational agility, data is key. In fact, studies have shown that leading, agile organizations are more than 3 times as likely than their lagging counterparts to ensure their employees have access to relevant, insightful, accurate and timely data, allowing them to make the best decisions for the organization.

The challenge is that data is often housed in multiple applications, making it hard to get a sense of the "real" truth and make complex decisions, especially in enterprise firms. Our research on organizational agility shows that as the number of HR tools increases, the data about what's happening gets more unclear.

ChartHop addresses these issues by integrating data from all your existing systems into their platform, allowing you to visualize all your people data in one centralized place, and providing insights that previously would have required hours of gathering and analyzing data in spreadsheets. The platform allows all of your employees to have access to only the data you specify, such as org charts and employee profiles, and ensures that everyone is working off the same information. Other functionality includes employee engagement surveys, people analytics, compensation and headcount planning and more.

Two features that look particularly powerful are the Scenario Planning tool, which allows you to propose changes and make data-informed decisions for high-impact areas like staffing, promotions, and compensation and the Time Travel tool, which helps you visualize changes over time - past, present, and future.

To remain competitive and agile in today's business environment, organizations need quick and easy access to their key data and metrics. Solutions like ChartHop can help you act on the data (versus gather it!) and glean timely insights to make the best decisions for your organization.

Ben Eubanks
Chief Research Officer

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 Chief Research Officer 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.

He hosts [HR Tech Talks](#), a livestream show on LinkedIn and YouTube featuring a variety of vendors from across the HR technology industry. In addition, he founded and operates [upstartHR.com](#), a community serving HR leaders that has reached more than one million readers since its inception.