

Tech Brief

intelliHR

July 2021

Company Background



Company At-a-Glance	
Headquarters	Brisbane, Queensland, AUS
Year Founded	2013
Market Focus	Mid to Large Enterprises
Customers	200 and growing rapidly
Top Key Clients	Fujitsu, Penske, DBMVircon, OSL Retail Services, Contact Energy, MyHealth, Lander & Rogers Lawyers, ARUP
Key Industry Verticals	Professional Services, Financial Services, Technology, Engineering, Healthcare, Age and Disability Care, Education, Retail, Mining, Not-for-Profit
Website	https://intellihr.com/

intelliHR offers leading edge cloud-based People Management Software-as-a-Service with advanced big data collection and analytics capabilities at its core. The platform allows organizations to maintain a real-time handle on performance, create a culture aligned with business strategy and contribute to strategic decision-making with data-driven insights. Featuring real-time analytics, best practice people management tools and workplace and compliance automation, the platform and data is accessible securely on any device.

Analyst Insights

If you follow HR trends, you've probably heard about the looming "Great Resignation" that's been inundating business media. As the global health crisis subsides, employees who stayed put during the pandemic are expected to leave in droves. In today's remote-work environment, employers must rethink how they connect and engage with their people to avoid losing their best talent to competitors. From thinking more seriously about employee sentiment, wellbeing and mental health to analyzing performance and attrition data, there are ample opportunities to drive engagement and retention.

But that's a lot of ground to cover! Fortunately, there are great tools on the market to help. With a strong focus on engagement, performance, and HR analytics, IntelliHR is a people management platform with a keen focus on team interaction, collaboration and development and a passion for analytics and insights on all the "Intelli-Moments" that matter. For instance, pulse surveys and regular pre-check-in questionnaires provide insights into employee happiness and training needs, and managers can receive weekly pulse newsletters with summarized data about their teams to keep their needs front and center. To further enhance communication, employees can request feedback on their performance and goals through the platform, which offers social-style comments and memes for fun!

When discussing performance, users can customize performance reports and even select custom dates to see results over time. In fact, flexible automation is infused throughout the platform. Data can be reported and visualized with total flexibility, and analytics intelligence can automatically deliver key insights. While the platform is loaded with best-practice workflows, an especially adaptive feature is the ability to fully configure your own processes and workflows to fit your organization as it grows.

New users often start with some of the common metrics like employee headcount or turnover, but more advanced users can dive deeper into dozens of different types of people analytics, from training costs to employee sentiment data and more. The right tools are crucial to understanding what drives employee engagement and performance. Using intelligent people analytics can mean the difference between mass employee departures and happy, devoted employees. Solutions like IntelliHR can help you retain your best people and grow your business.

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.