

## Tech Brief

### Alleo

January 2022

#### Company Background

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Company At-a-Glance	
Headquarters	Carmel, Indiana
Year Founded	2019
Market Focus	Midsize to Large Enterprises
Customers	10,000+ users
Top Key Clients	Confidential
Key Industry Verticals	Professional Services, Financial Services, Government, Technology, Education
Website	<a href="https://withAlleo.com">withAlleo.com</a>

Alleo enables hybrid and virtual meeting participants to get more work done synchronously during the meeting diminishing after meeting asynchronous work. Meeting participants in Alleo seamlessly work contributing and collaborating, sharing documents and multimedia assets simultaneously in lieu of one at a time, and adding to and editing in digital records.

Alleo is a persistent digital video work environment managing the shared documents and multimedia for participants to meet again in whenever, wherever and from any device to further collaborate, contribute and to get more work done virtually.

## Analyst Insights

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Work, increasingly, is asynchronous.

Cal Newport, researcher and author of the (amazing) book Deep Work, talks about the pains of email and messaging applications, pointing out how asynchronous work is actually overwhelming our ability to get work done. His suggestion? Better, targeted bursts of synchronous (synchronized) work.

We may think we're solving that problem. There's no shortage of Zooms, Teams, and other meetings happening right at this exact moment, but just how many of those meeting participants could honestly say they are actually getting work done?

Many meetings are an exercise in futility. Poor planning, poor execution, and a consistent lack of improvement all lead to a disinterested and discouraged workforce. Maybe that's a bit harsh, but most of us have had those days full of back-to-back sessions where nothing ever seemed to actually get done.

That's why my time with the Alleo team testing out their solution was so darn fun. I was able to interact live with the hosts of the session in a variety of ways that goes far beyond the typical virtual meeting:

- The host could lead the session and force me to “follow” their path through a demonstration or explanation
- I could share my own screen at the same time as another attendee, comparing notes in real time
- All participants were able to add, edit, or delete sticky notes at the same time, giving us options to collaborate without being bottlenecked by a single notetaker
- Any of the session participants could also attach video or other content to the space, provide ratings, or vote on simple polls without having to sign out or log back in with different accounts or privileges

The hardest part about the whole experience?

Describing it to someone else. I honestly think it's one of the closest moments I've come to recreating some of the best elements of in-person meetings (with the addition of some real-time tools to make some elements even better).

With applications and use cases for training/learning, sales, presentations, and more, I'm excited about what the Alleo team is building and where they are headed next.

*Ben Eubanks*  
*Chief Research Officer*

## About Lighthouse Research & Advisory

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[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.