

Tech Brief

Gloat

March 2021

Company Background



Company At-a-Glance	
Headquarters	New York, NY
Year Founded	2015
Market Focus	Primarily Fortune 500 Companies
Customers	Confidential
Top Key Clients	Unilever, Schneider Electric, Seagate, Nestle, Walmart, Pepsico, Standard Chartered, ADP, HSBC
Key Industry Verticals	All
Website	https://www.gloat.com/

Gloat is the first-ever Internal Talent Marketplace, used by the world's leading enterprises. Their platform helps enterprises democratize career development, unlock skills, and future-proof their workforces, by utilizing a powerful AI engine and relying on years of experience and implementation. Gloat enables enterprises to utilize the hidden potential of talent throughout the organization by matching people to internal career opportunities that are right for them and provide mission-critical organizational agility, visibility, and insights.

Analyst Insights

According to Gallup research, the primary reasons people leave a company are to develop their skills and leverage their strengths. Without opportunities to learn and grow, employees will begin to feel stagnant, resulting in burnout and low engagement. In addition to the risk of turnover of disengaged employees, employers also must contend with a competitive, rapidly changing marketplace and uncertainty about whether their people have the skills they need to succeed now and in the future.

With the help of Gloat, innovative HR and Talent leaders are tackling these challenges head on by adopting an internal “gig economy” approach that connects employees with work and development opportunities that match their skills and aspirations. Considered a pioneer in its field, Gloat has developed a two-way, flexible, and agile internal talent marketplace, using AI technology, that gives employers real-time visibility into the skills and talents of their workforce, enabling them to deliver talent quickly to where it’s needed.

Employees are able to communicate what they can do and what they want to do and have greater insight into growth opportunities across the organization, breaking down silos, democratizing talent development and empowering employees to have more control over their careers. Opportunities may take multiple forms, such as special projects, short-term gig work, full-time openings, mentorships, volunteer opportunities, job swaps and learning experiences. Gloat makes self-service user adoption and experience a priority; its algorithm is constantly learning and evolving as more people use the platform over time, leading to continual improvement.

Internal talent marketplaces are growing in popularity as enterprise leaders seek to fulfill their business needs and keep employees engaged and skilled. If employers want to raise the bar on their talent strategy by empowering people to take charge of their career growth, solutions like Gloat are a great place to start.

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.