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HR TECHNOLOGY SPECIAL

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JULY - 2014

Most HR executives of today see HR transformation as the vehicle they can use to re-align their organizations onto the right business path and deliver services in an efficient, effective, and compliant manner. As people and talent issues are widely recognized as critical to business success in good and bad economic times, business issues related to workforce management, retention, organization restructuring, and employee engagement have increasingly become executive committee's top priorities. HR Leaders who are at the forefront of embracing change, are being asked to ensure that their priorities, organization, resources, and budgets are aligned with the business goals, bringing new approaches to optimize their talent by adopting the right technology.

Globalization, talent constraints, and new technology pose significant opportunities for material change in HR, according to new research from KPMG LLP, which found rising skepticism in the executive suite about the overall effectiveness of today's HR function. A large number of innovative HR leaders are adopting a new breed of HR solutions that leverage disruptive technologies such as real-time talent analytics and Big Data management, Gamification, Cloud, Mobile tools and more, thereby bringing new approaches to streamline their business process spanning the employee life cycle: hiring and onboarding, personnel and benefits administration, compensation, payroll, compliance,

performance management, succession planning, and career development. By investing in HRM strategies and technologies, companies are realizing new ways to drive business value in employee-facing processes and improving acquisition and retention of key talent while rationalizing fragmented systems that are increasingly difficult to maintain. To simplify and help HRs navigate the technology solutions landscape, CIO Review presents "20 Most Promising HR Technology Solution Providers 2014".

A distinguished panel comprising of CEOs, CIOs, VCs, HRs, analysts including CIO Review editorial board has decided the top HR Technology Solution Providers in the U.S., and in the process of selection, we have analyzed the company's offerings, core competency, news/press releases, client testimonials, milestones and other recognitions. The companies featured provide an outlook on how their products work in the real world, so that you can gain a comprehensive understanding of what HR management technologies are available, which are right for you, and how they shape up against the competition. We believe this information will help you to market your company in a much more effective manner.

We present to you CIO Review's 20 Most Promising HR Technology Solution Providers 2014.



Company
Propositions

Description

Provides a variety of solutions that help organizations manage the entire lifecycle of their employee coaching and talent development

Key Person
Frank Russell,
CEO

Website

www.propositions.com

Propositions Talent Transformation in the Cloud

“I am convinced that nothing we do is more important than hiring and developing people. At the end of the day, you bet on people, not on strategies”—a timeless quote made by Lawrence Bossidy, an industry veteran and author who definitely left his footprints on the sands of time. The biggest challenge organizations are facing is, they don’t have enough qualified and experienced people to step up and assume leadership positions. On the forefront of this challenge, Propositions helps organizations find, develop, retain, and transition talent in unique and cost effective ways. As a serial entrepreneur, having started three other companies in the Human Resource space, Frank Russell’s extensive experience in the HR technology field helps him create some of the most innovative solutions for organizations. “At Propositions, we provide a variety of tools at every phase of an employee’s lifecycle within an organization—talent acquisition, development, retention, and transition,” says Frank Russell, CEO, Propositions.

Headquartered in Urbandale, IA, Propositions offers software applications and services that allow organizations to manage their entire talent lifecycle. Propositions combines these products with world-class mentors and coaches to provide a complete solution set.

Propositions’ new flagship product, MentorString is a cloud-based application that combines a virtual mentoring platform along with a social collaboration capability. The software comes with a robust set of tools that allow organizations to develop their coaching and mentoring capability and help people collaborate within an organization

between those who have information and those who need it. “Our system helps in identifying the strengths of people in the organization. MentorString makes information available to every employee in the organization, which in turn opens up and creates ‘democratized’ coaching and mentoring. This literally lets people share and record knowledge virtually,” says Russell.

The company differentiates itself from its competition because its engagement rates are much higher. “Some systems create a lot of ‘lurkers’ and not a lot of real ‘workers’, says Russell. Because MentorString is used to help employees grow and advance within an organization, they are much more likely to want to actively participate and use the application. “Sometimes it would take years for senior level executives to know about and recognize some of their high potential talent. But with the virtual and social capabilities of MentorString an employee can rapidly become a significant contributor and potentially be recognized throughout the organization,” adds Russell.

“Our new software system, MentorString helps organizations leverage the latest virtual and mobile technologies to solve some of their toughest challenges regarding employee growth and development,”

The company has an impressive list of clients consisting of Fortune 500 companies and government agencies. For instance, Propositions is working with a large technical company who has a workforce of 85,000 employees. The company has sales people, technicians, and customer service reps in the field who get asked tough questions they can’t answer. Using traditional social collaboration tools won’t help, because the employees have to post general queries and may get dozens of responses that may or may not be correct. With the help of Propositions’ MentorString the reps can identify the one or two experts who have the knowledge and experience to answer the questions correctly, then reach out virtually to get the help they need.

Moving forward, Propositions plans to grow rapidly as a cloud-based software provider and improve its product offerings. “We will continue to combine the power of advanced technology with an international network of leadership and career experts in order to achieve the desired goal,” asserts Russell. [CR](#)



Frank Russell,
CEO