



The right skill, in
the right place,
at the right time.

Quite simply.

neobrain.io





THE UNAVOIDABLE DIGITALIZATION OF HR MISSIONS

HR is facing unprecedented, new, challenges

83%

companies do not feel confident of accompanying the evolution of their employees and their organization.





Neobrain facilitates the transformation of companies



Reveal hidden talents and align the company's skills with its challenges



AN ENGAGING EXPERIENCE TO REINFORCE THE ADHESION OF YOUR EMPLOYEES

Neobrain serves 3 personas to boost skills and improve talent management



EMPLOYEES

take ownership of their skills and visualize where they can contribute the most.



MANAGERS

Have the right tools to evaluate and develop their teams.

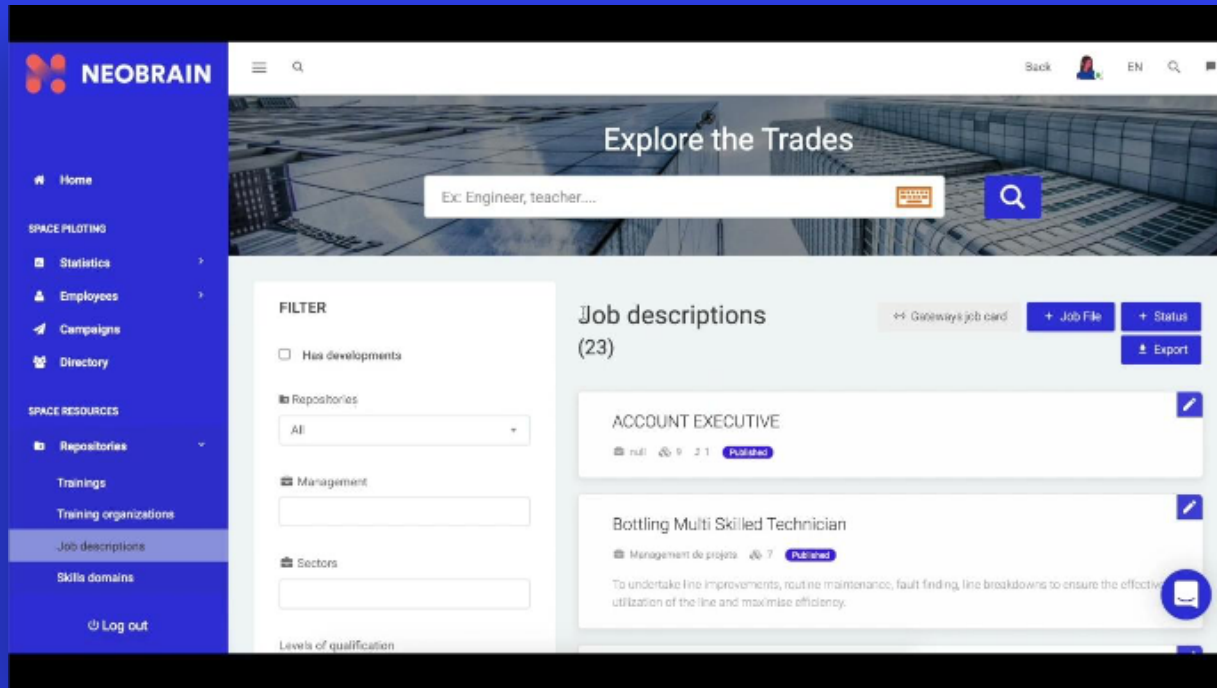


RH

Ensures a good alignment between skills and the company's challenges.

DEMO

Neobrain platform demo



All-in-one suite

From skills assessment to actual employee mobility with deep enterprise configuration in 6 languages

Engaging experience

Best-in-class UX with high quality support and services & multi-devices availability made for employees, HRs & managers



Powerful AI



Trained ML model with a 5-peoples dedicated team. Tried & tested solution with real life success stories




NEOBRAIN

4 modules
to move forward
according to your
priorities



4 MODULES TO MOVE FORWARD ACCORDING TO YOUR PRIORITIES

The Neobrain suite covers all talent management scope




Neobrain's must-have

NEOBRAIN SKILLS

Anticipate the evolution of skills and map available resources


- ✔ Job and Skills Framework
- ✔ Skills mapping
- ✔ Tests & Assessments
- ✔ Strategic Workforce Planning



NEOBRAIN TALENTS

Simplify the management of managers and local HR


- ✔ Interviews & Performance
- ✔ People review & Succession Plan
- ✔ High Potential
- ✔ 360 Feedback
- ✔ Engagement Survey



NEOBRAIN MOBILITY

Put the right person in the right place at the right time

- ✔ Profils & Jobs Matching
- ✔ Career Planner
- ✔ Talent Marketplace



NEOBRAIN UPSKILLING

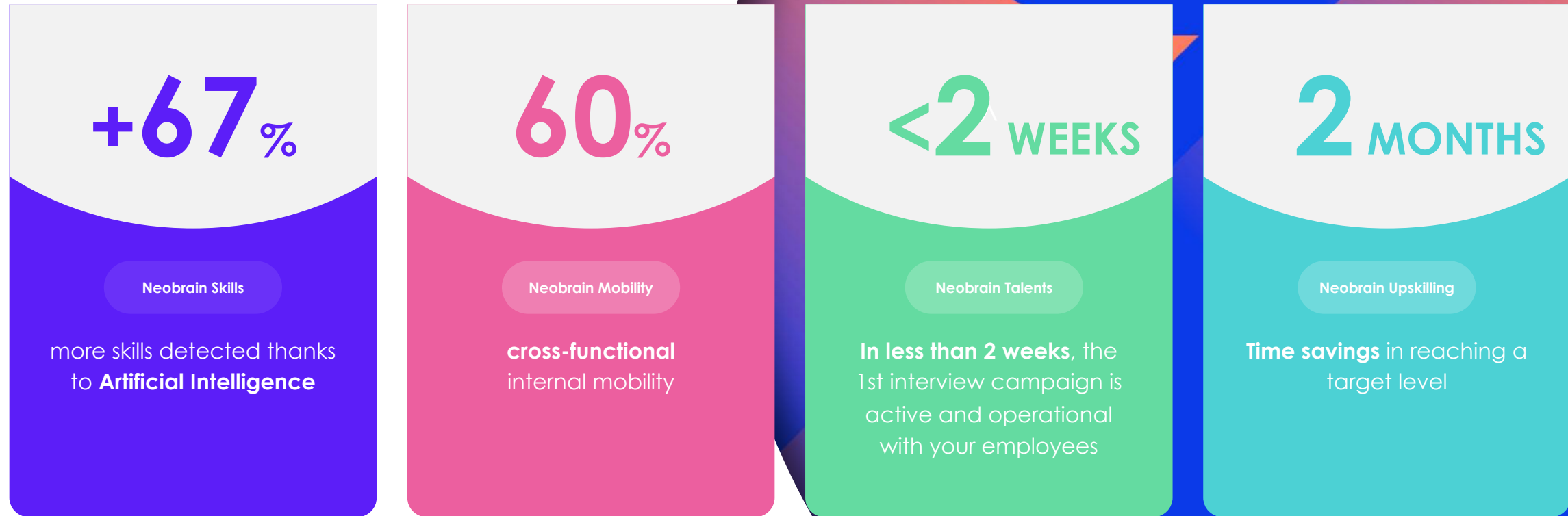
Anticipate tomorrow's needs by developing skills today

- ✔ Profils & Training matching
- ✔ Development plan
- ✔ Coaching journey



4 MODULES RO MOVE FORWARD ACCORDING TO YOUR PRIORITIES

Recent deployments yielded unparalleled return on investments.





Some Neobrain Client Success Stories



GROUPE RENAULT

“Capitalize on our internal skills by amplifying cross-functional mobility”

CONTEXT

To support the transformation of its IT functions, Renault has opted for a combination of enhanced mobility support and an intuitive digital platform. The program was then extended to six other business units.

OUR MISSION

Carry out a **skills mapping**

Creation of **dynamic career paths in 21 days**

Proposing to each employee the appropriate **offers open** to internal mobility (Workday)

Suggestions for **relevant training**



60%
of transverse
mobilities

71
de Net
Promoter Score

68%
of successful
mobilities

SKILLS

- Job and Skills framework
- Skills Mapping
- Tests & Assessments
- Strategic Workforce Planning

TALENTS

- Interviews & Performance Objectives
- People Reviews & Succession Plan
- High Potential Management
- 360° Feedback
- Engagement Surveys

UPSKILLING

- Profile & Training matching
- Coaching Journey*
- Development goal

MOBILITY

- Profile & Job matching
- Career planner
- Talent Marketplace
- Outplacement
- Applicant Tracking System



“Support for the diversification of the RODEZ site with a talent marketplace”

CONTEXT

Following the drop in diesel engine production, BOSCH has equipped itself with the Neobrain platform to map the skills of its teams, strengthen the employability of their employees and facilitate the staffing of new diversification projects.

OUR MISSION

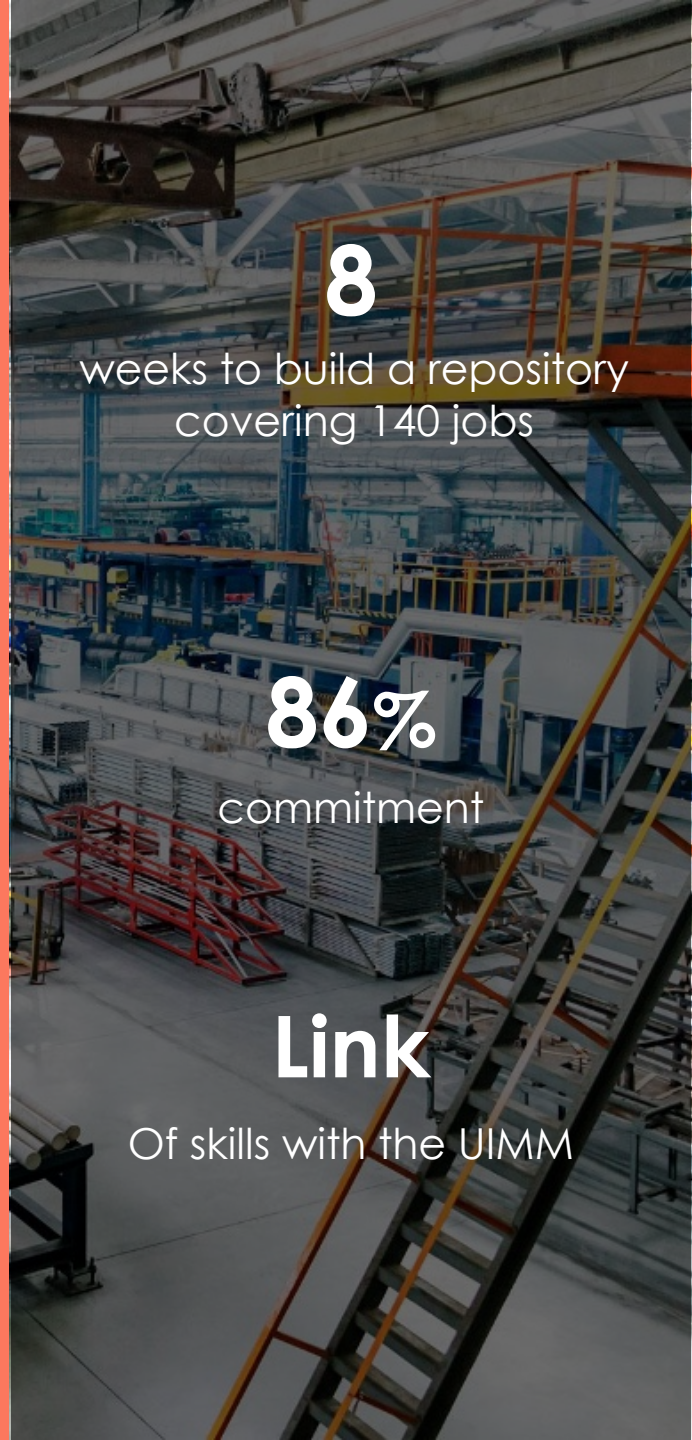
Cultural **diagnosis**

Evaluation of managerial profiles

Deployment of **upskilling plans**

Skills mapping

Exchange of missions / projets



8

weeks to build a repository covering 140 jobs

86%

commitment

Link

Of skills with the UIMM

SKILLS

Job and Skills framework

Skills Mapping

Tests & Assessments

Strategic Workforce Planning

TALENTS

Interviews & Performance

Objectives

People Reviews & Succession Plan

High Potential

Management

360° Feedback

Engagement Surveys

UPSKILLING

Profile & Training matching

Coaching Journey*

Development goal

MOBILITY

Profile & Job matching

Career planner

Talent Marketplace

Applicant Tracking System



NEOBRAIN

Talent management suite anticipating and facilitating human capital challenges

“Attracting and retaining talent are the pillars of our strategy.

By choosing Neobrain, we give our employees more visibility on their skills and competencies in order to establish an individualized development plan.”

Nathalie Liegault,
L&D Manager Edenred France



80+
CUSTOMERS

300k+
USERS

2018
FOUNDED

+2.2
YOY

80+
PEOPLE
2/3 IN R&D

2 offices
PARIS
& LISBONNE



Moët Hennessy



sage



sodexo*



promod



MINISTÈRE
DU TRAVAIL,
DE L'EMPLOI
ET DE L'INSERTION
Liberté
Égalité
Fraternité

Neobrain...

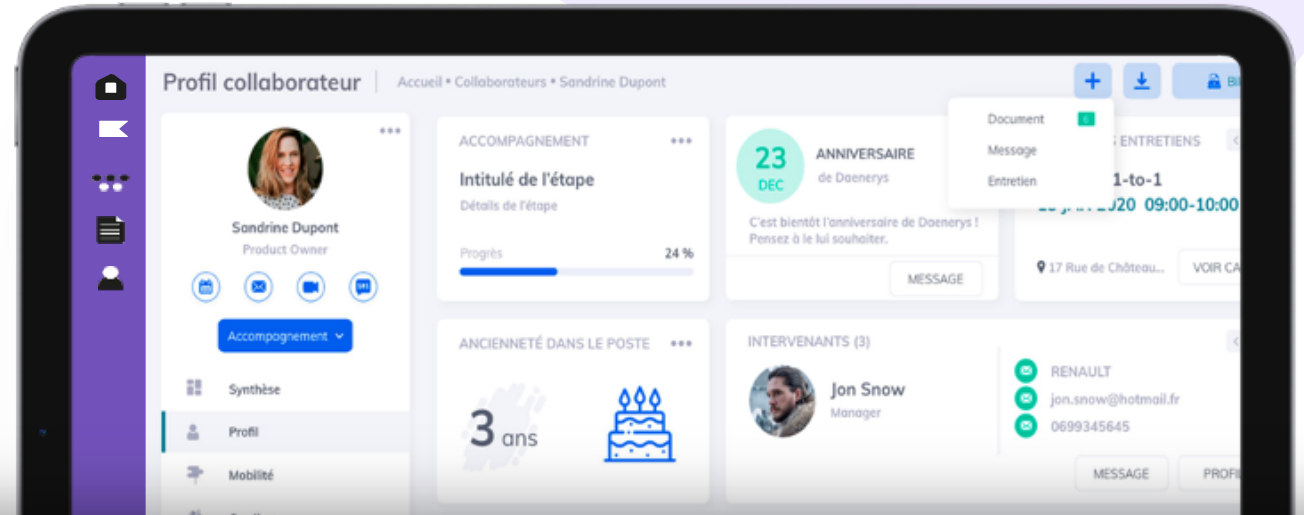
- ✓ Puts the **he right skill, in the right place, at the right time.**
- ✓ Keeps businesses competitive by **reducing employee turnover and increasing retention**
- ✓ Achieves this by **putting employees in control** of their careers (and giving them the right tools)



Appendix



Anticipate the evolution of skills and map available resources



JOB AND SKILLS FRAMEWORK

Up-to-date database of **72,000 skills** & **26,000 associated jobs**.

Continuously updated taking into account **market trends**.

TESTS & ASSESSMENTS

Enabling companies to access & create engaging **tests to evaluate employees' skills**.

Improve AI-based Skills Mapping.

SKILLS MAPPING

Global overview of **available skills** within an organization.

Clients import employees' information & **Neobrain AI attribute related skills**.

STRATEGIC WORKFORCE PLANNING

Piloting HR with predictive analyses:

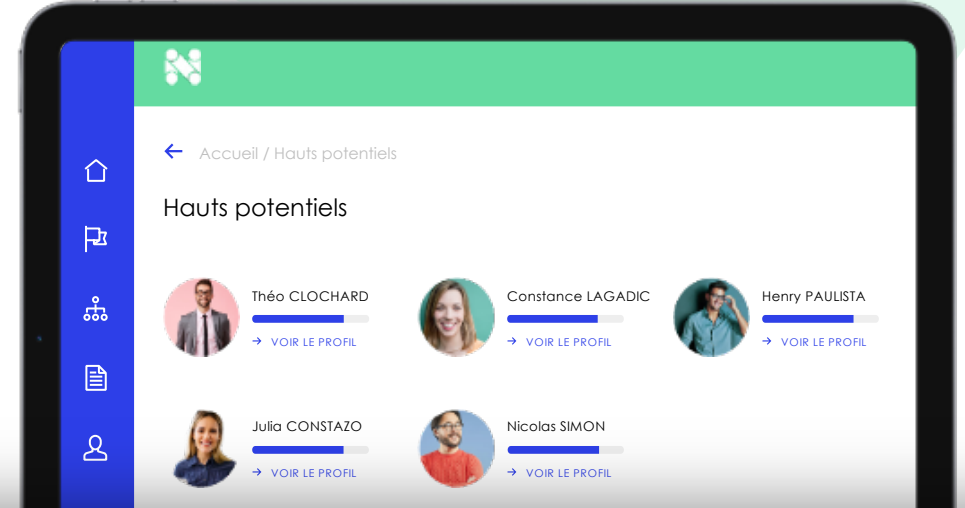
retention, retirement, recruitment, etc.

Generation of individual career plans:

Performance Management, **Upskilling** & **Mobilité**.



Simplify the management of managers and local HR



FOR EMPLOYEES AND MANAGERS

INTERVIEWS & PERFORMANCE

Managing interviews (annual, end-of-assignment, etc.) with the associated skills performance monitoring.

360 FEEDBACK & SURVEYS

Creating & managing survey campaigns & N+1 feedback

FOR MANAGERS & HR

HIGH-POTENTIAL PROFILES

Identify atypical profiles using Neobrain advanced data model.

PEOPLE REVIEW & SUCCESSION PLAN

Annual review with comparative matrix based on Interview Platform & 360 feedback & survey results.



Put the right person in the right place at the right time

Restructuring & layoffs cases

In case of restructuring & layoffs, companies have to optimize employee reclassification

Training

Pivoting employees' skillsets to offer new career opportunities

Outplacement

Creating external mobility strategies given companies' talent pool

FOR EMPLOYEES

PROFILE & JOB MATCHING

Job proposals in accordance with employees' skills and management of their applications.

CAREER PLANNER

Build long term career plans based on internal opportunities & market trends.

FOR MANAGERS & HR

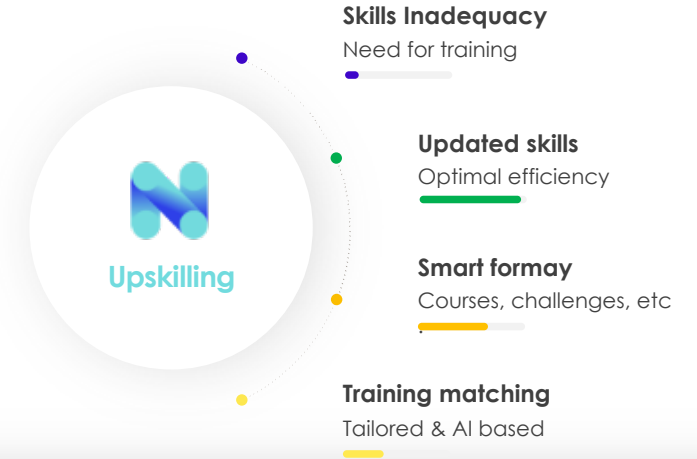
TALENT MARKETPLACE

Search engine for internal profiles to reveal talents and identify those who can meet internal needs.



Anticipate tomorrow's needs by developing skills today

Neobrain continuous learning tackles skills obsolescence



PROFILE & TRAINING MATCHING

raining suggestion tool according to skills gaps & emerging trends.

Integrates the company's training catalogue (Degreed, OpenClassrooms, etc.).

DEVELOPMENT PLAN

Tool enabling managers & employees to create & monitor personalized career development plan regarding their aspirations & skills gaps.

COACHING JOURNEY

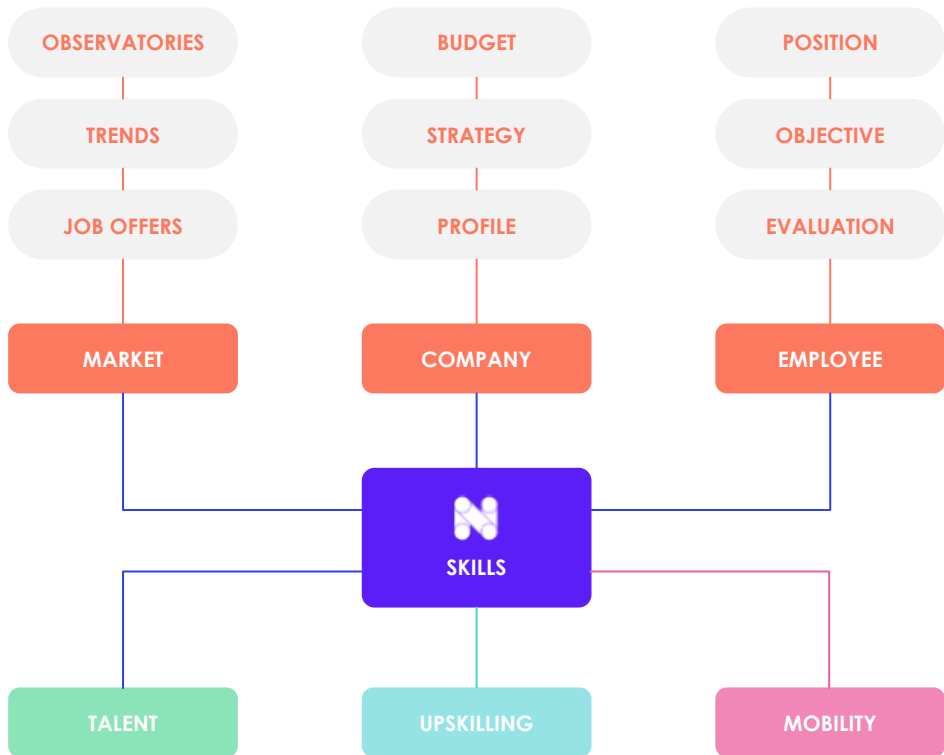
ynamic 21-day programs designed by Neobrain allowing activation of previously learned skills through daily actions, gamification & peer learning.





TECHNOLOGY ASSET

5 million job offers analyzed daily



SKILLS ONTOLOGY

2,000 skills & 26,000 jobs have been analyzed to date through NLP to match jobs with associated skills.



SKILLS ALLOCATION

7 Employee information is paired with Neobrain datamodel to match skills and provide HR advice.



ECOSYSTEM INTEGRATION

Smart API developed to interact with all major tools for collection further operational data



TALENTSOFT

SAP SuccessFactors

ORACLE



NEOBRAIN

Why choose Neobrain



NEOBRAIN

Award-winning technology and methodology




Rated
4.6/5 stars
on G2 / Growd



WAVESTONE

1st Startup of the AI HR



 ManpowerGroup

Winner of Manpower Award (Vivatech)




pwc

Selected as one of
Europe's 10 Most Promising HR Tech Startups





WHY CHOOSE NEOBRAIN

At your side to ensure your success



Dedicated support to prepare and anticipate each step of the project.



A scalable solution to match our solutions to your needs.



Simplified installation of NEOBRAIN

thanks to its ability to be interconnected with your HR System.



A dedicated Customer Success

Manager, who knows your challenges, to ensure the best user experience.



WHY CHOOSE NEOBRAIN

A business solution designed to meet your challenges



Save time by optimizing HR processes

Reinforce the autonomy of managers and employees

Retrieve information from other systems to avoid double entries

Avoid manual entry by digitizing time-consuming processes



Benefit from reports developed with the help of our HR experts

Facilitate decision making

Quickly identify the actions adapted to your needs