

# 9LENSES® Bring the Voice of the Employee to Your Talent Analytics

A Cloud-Based Platform for Human Resource Leaders

9Lenses provides a three-dimensional view of the issues facing your employees. Our platform combines a rigorous interview structure with intuitive software and exceptional analytics so you can have a deeper, faster method for making business decisions.

## CHALLENGE:

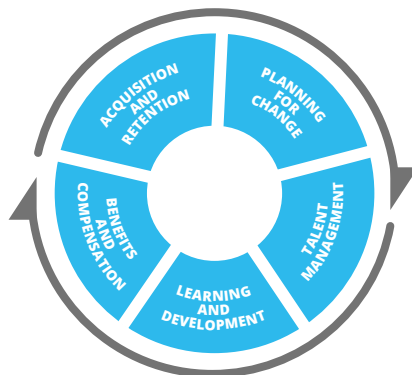
Today, executives in human resources are spending a significant portion of their budgets on information systems but are consistently reporting dissatisfaction with those tools. The root of this dissatisfaction lies in three main areas:

1. The experience and knowledge of employees is still a lightly tapped resource. HR leaders are getting only a two-dimensional view of their employees.
2. Methods for using employee data, with HRIS, surveys and analytics are disconnected, are not easily interpreted, and are consequently not effectively used.
3. Current data analytics efforts are not helping HR leaders become strategic partners to the business. They are not extracting the kind of insight needed to help solve business challenges.

## 9LENSES SOLUTION:

Progressive HR leaders are using 9Lenses to build out a three-dimensional view of their employees, to get more from their HR systems, and to help their business partners make better decisions.

9Lenses interviews span the employee lifecycle to include:



## BENEFITS

- Become a trusted business partner by bringing a deeper level of employee insight to business problems
- Create a holistic view of employee feedback and analyze that data over time
- Make smarter hiring decisions with insight from onboarding and exit interviews
- Use the executive assimilation module to speed your leaders' knowledge and increase their effectiveness

★ WINNER OF ★  
**Gartner** 2015  
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IN  
HUMAN CAPITAL  
MANAGEMENT

Trusted by:



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## HOW IT WORKS:

9Lenses software is for business leaders who want to capture uncommon insights from their employees, customers, and clients. 9Lenses maps these insights to your business so that you can approach your toughest challenges with real-time and fresh perspectives in order to make confident, data-driven decisions.

### Rigorous Interview Design for a Greater Depth of Insight:

Extract a faster, deeper level of insight with the 9Lenses framework and interview templates. Capture employee sentiment, feedback, and contribution.



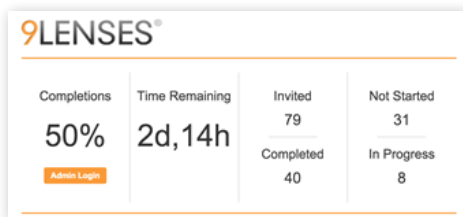
### Cloud-Based Storage of Your Questions and Answers:

Engage an unlimited number of participants. Create benchmark data for your questions and answers, and build out your HR data with every interview.



### Real-Time Analytics on One Easy to Use Platform:

Interpret real-time data that is secure, connected, and actionable from ONE analytics dashboard.



Engagements	Score	Engagement	Completion
Government Research & Policy	75%	85%	85%
Government	75%	85%	85%
Leadership & Management	75%	85%	85%
Product Management	75%	85%	85%
Product Development	75%	85%	85%
Operations	75%	85%	85%
Customer Support	75%	85%	85%
Customer Success	75%	85%	85%
Marketing Strategy	75%	85%	85%
Operations and Services	75%	85%	85%
Strategy Team	75%	85%	85%
Leadership & Customer Panel	75%	85%	85%
Organizational Team	75%	85%	85%
Change Realization	75%	85%	85%
Employee in the Field	75%	85%	85%

TO LEARN MORE

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