



Navigating careers in a high velocity world!

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Today's Talk

- Market effects of a high velocity world
- Why companies continue to fail helping employees grow & navigate careers
- How Patheer is leveraging AI & Machine Learning to transform navigating careers

Market effects of a high
velocity world

EXPONENTIAL ORGANIZATIONS

Why new organizations are ten times better, faster, and cheaper than yours (and what to do about it)

SALIM ISMAIL

with **MICHAEL S. MALONE** and **YURI VAN GEEST**

FOREWORD and AFTERWORD by **PETER H. DIAMANDIS**

 A SINGULARITY UNIVERSITY BOOK

“The average lifespan of an S&P 500 company has decreased from: 67 years (1920’s) to 15 years (today).”

75% of the
S&P 500 will
be replaced
by 2027

FAILING TO ADAPT

2.5
YEARS



IS THE SKILLS HALF LIFE TO THE RAPID
PACE OF THE CHANGE IN TECHNOLOGY



“People who don't spend 5 hours a week online learning will make themselves obsolete”

~AT&T CEO Randall Stephenson

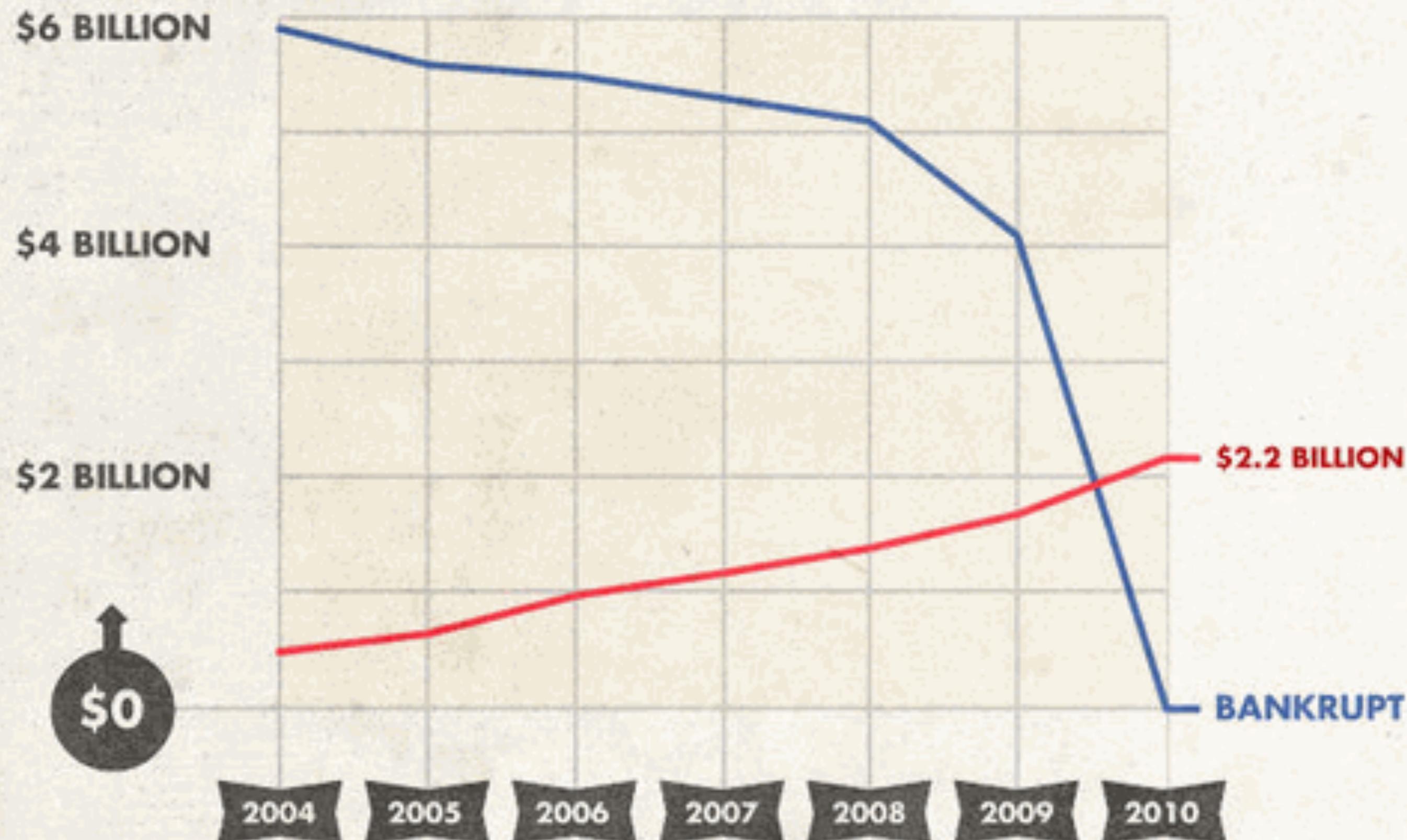
By 2020, 5 million jobs could be lost through redundancy and automation



NETFLIX VS. BLOCKBUSTER (2004-2010)

 BLOCKBUSTER REVENUE

 NETFLIX REVENUE



Sole focus on recruiting will hurt companies as talent war grows

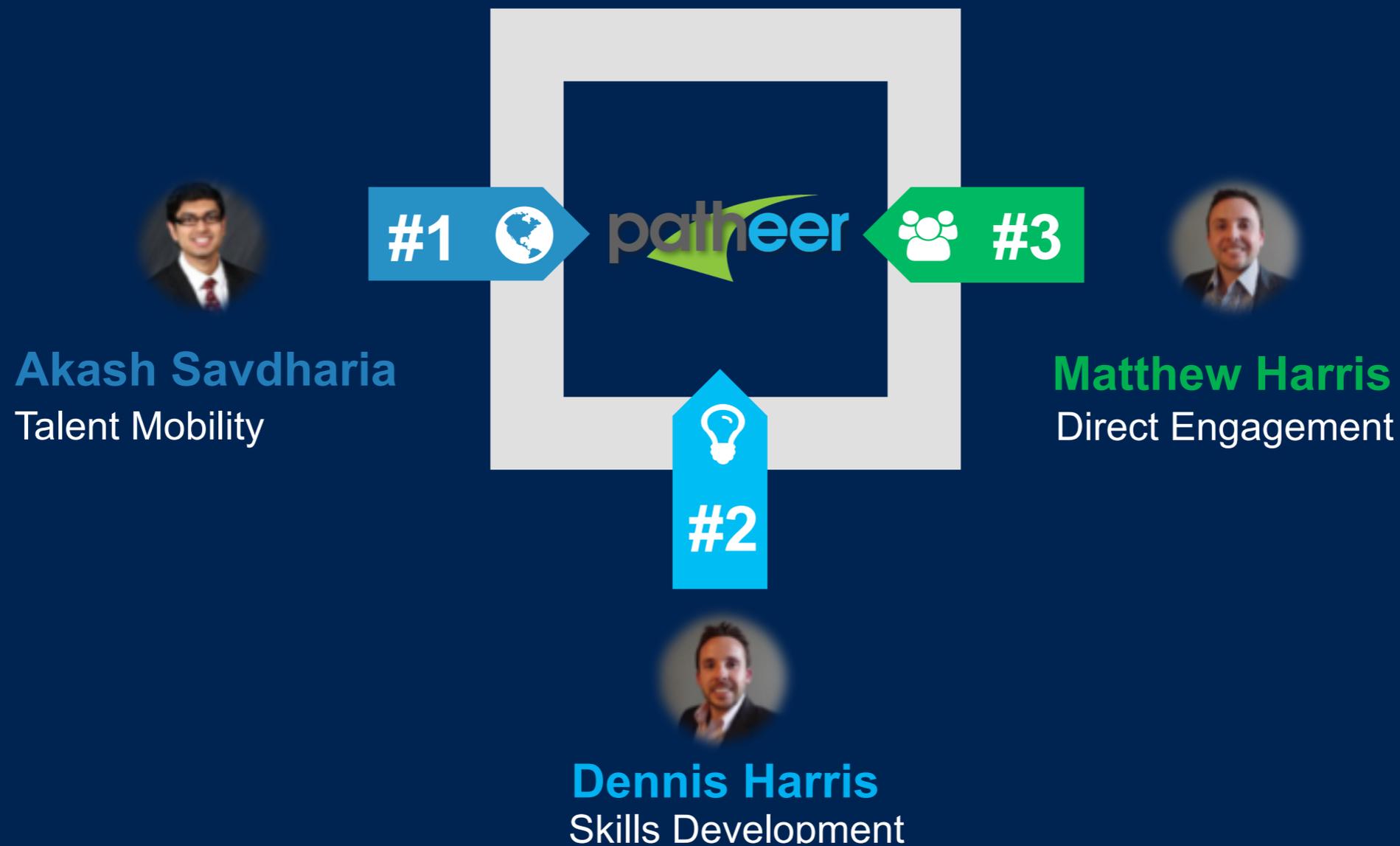


Shift focus to growing & developing employees



Why companies continue to fail helping
employees grow & navigate careers

Employees need direction & guidance on how to grow internally



Talent Mobility

#1



Where can I go from here?



Exposure to lateral and vertical career opportunities



Ability to view where skills are transferable to other positions



Internal career growth and development with purpose

Skills Development

#2 



What skills do I need to move internally?



Career Engagement

#3



How do I get more involved in the company?

Career related
events /
networking

Connect with
people with
similar interests
& skills



Get targeted
learning
according to
aspirations



What do we all have in common?

#1  Talent Mobility

#2  Skills Development

#3  Career Engagement

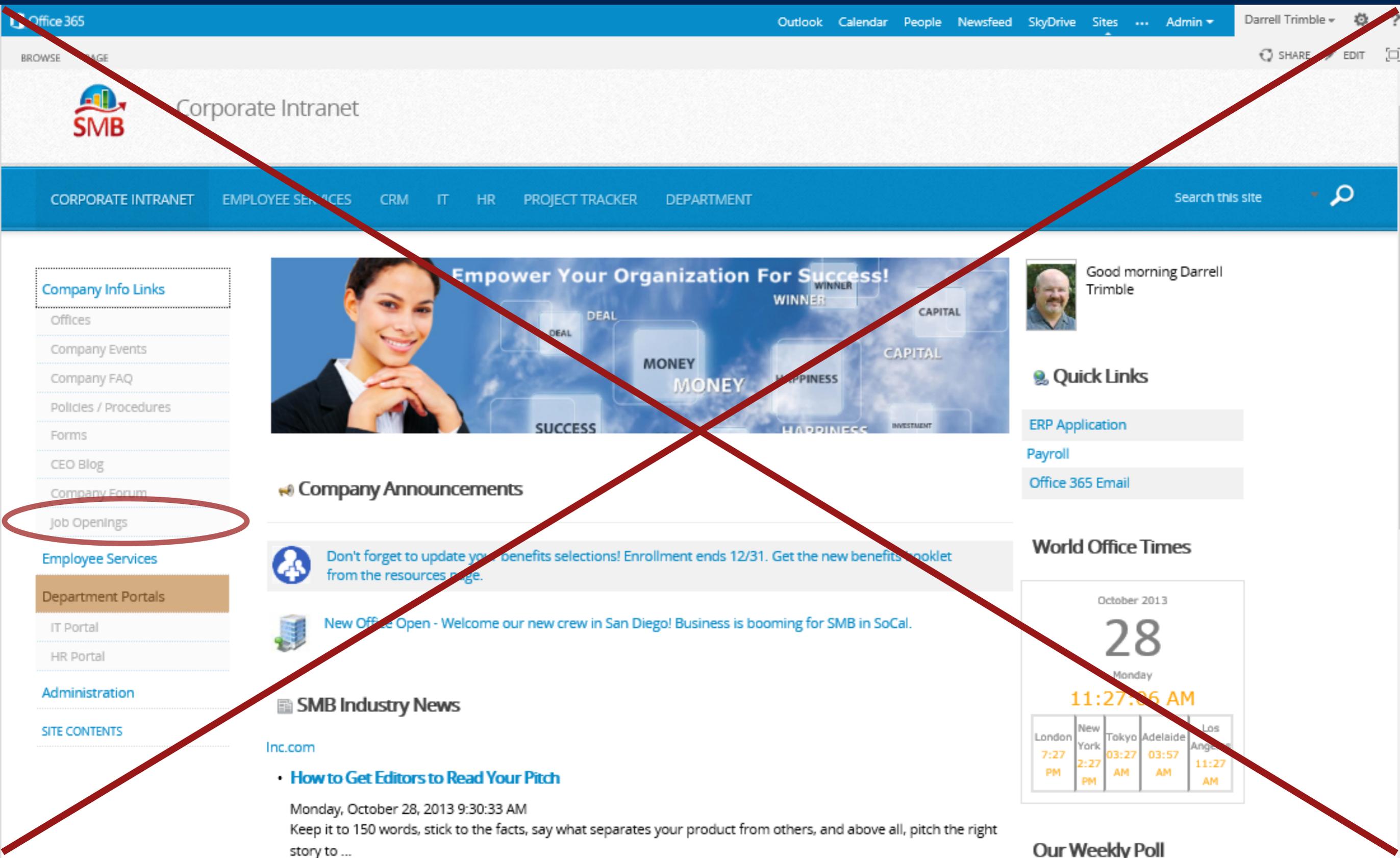
ANSWER:
We all left our
organizations.

86% of employees leave due to lack of career development

Current solutions fall short!



Legacy career portals



Company Info Links

- Offices
- Company Events
- Company FAQ
- Policies / Procedures
- Forms
- CEO Blog
- Company Forum
- Job Openings

Employee Services

Department Portals

- IT Portal
- HR Portal

Administration

SITE CONTENTS



Company Announcements



Don't forget to update your benefits selections! Enrollment ends 12/31. Get the new benefits booklet from the resources page.



New Office Open - Welcome our new crew in San Diego! Business is booming for SMB in SoCal.

SMB Industry News

Inc.com

• How to Get Editors to Read Your Pitch

Monday, October 28, 2013 9:30:33 AM

Keep it to 150 words, stick to the facts, say what separates your product from others, and above all, pitch the right story to ...



Good morning Darrell Trimble

Quick Links

ERP Application

Payroll

Office 365 Email

World Office Times

October 2013

28

Monday

11:27:06 AM

London	New York	Tokyo	Adelaide	Los Angeles
7:27 PM	2:27 PM	03:27 AM	03:57 AM	11:27 AM

Our Weekly Poll

Outdated Competency Models



ASTD's World-Class Sales Competency Model

Outdated Job Descriptions

Aerospace Engineer Job Description

Aerospace Engineer Job Profile and Description

Aerospace engineer's job entails working mostly with aircrafts, a specialty referred to as **aeronautical** engineering; and at times with spacecrafts, which is referred to as **astronautical** engineering. Most **aerospace engineers** prefer to specialize in one field of work as this field of engineering is quite broad and is intertwined with other engineering branches such as electrical engineering, chemical engineering and mechanical engineering. With specialization it is therefore easy for an individual to develop their career along a certain line and be known as experts in that. Some of the duties of an Aerospace Engineer are listed below.

Duties and Responsibilities

- Designing and developing aircrafts, spacecrafts and missiles.
- Testing the developed equipment.
- Making changes if they are not up to the standards.
- Overseeing the overall production of the equipment.
- They at times work with diving vessels, to carry out research in water bodies.
- Making aircraft engines
- Making communication systems and other electronic devices for the crafts.
- Studying how materials react in different conditions.
- Researching.
- Engineers supervise their technicians and their drafters.
- They give advice to clients.

- They work with different specialists when in research.

Skills and Specifications

- Be able to keep up with recent developments.
- Continue seeking ways to increase their knowledge.
- Should be innovative.
- Able to work for long hours.
- Able to meet deadlines.
- Should be flexible and therefore able to move from time to time to where the job is.
- Team person.
- Good communication skills.
- Enjoys a challenge.
- Able to solve problems that arise.
- Patient.
- Pays attention to detail.

Education and Qualifications

- Bachelor's degree in engineering from an accredited institution.
- Have a license.
- Degree in Natural Science.
- Degree in Mathematics.
- An advanced degree in the field of Aerospace Engineering is an added advantage.

Content explosion, but no career direction or recommendation



We don't have a content problem,
navigation is the challenge



People need career direction to continually grow



Employees find it easier to grow their career by leaving

Cindy Smyth

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416.555.5555 • cindy_smyth@email.com

OBJECTIVE

An administrative assistant position requiring strong organization and planning skills to provide exceptional support to a vice president in the financial industry.

SKILLS SUMMARY

- Six years experience as an office assistant supporting two senior managers in Finance and Marketing.
- Exceptional computer knowledge for analyzing reports in Excel and for building PowerPoint presentations.
- Experience with coordinating meetings within various financial departments.

SKILLS AND EXPERIENCE

ORGANIZATION AND PLANNING

- Planned and scheduled company-wide meetings for teams of senior managers.
- Coordinated time-sensitive seminars, presentations, and flights in a professional manner.
- Organized thousands of records and managed filing system containing confidential information.

The screenshot shows a LinkedIn profile for Bridget Casey. The profile is 100% complete. She is the Owner and Lead Author at Money After Graduation, located in Edmonton, Canada. Her current role is Money After Graduation, American Student Assistance, University of Alberta. Her previous roles include University of Alberta, University of Alberta Chemistry Students Association. Her education is a BSc., Chemistry, Biology at the University of Alberta. She has 69 connections. The profile includes sections for Experience, Skills, and Activity. The Experience section lists her current role at Money After Graduation (January 2012 - Present) and her role as a SALT blog contributor at American Student Assistance (May 2012 - Present). The Activity section shows recent connections to Sean Miedema and Sabine Dedden.

LinkedIn Account Type: Basic | Upgrade

Home Profile Contacts Groups Jobs Inbox Companies News More

People Search... Advanced

Bridget Casey Add Connections

100% profile completeness

Ads by LinkedIn Members

Looking for Flex Work? Link your account to TempHunt and find flex jobs that fit your schedule. Learn More >

Want to Be Your Own Boss? Own a Business with Extensive Support & Training. Contact Us Now! Learn More >

Who's Viewed Your Profile?

7 Your profile has been viewed by 7 people in the past 15 days.

15 You have shown up in search results 15 times in the past 15 days.

Bridget's Activity

Bridget Casey is now connected to Sean Miedema, Specialist at Apple Retail and Jillian Scrimger, Technical Writer/Web Content Developer at EPCOR 6 days ago

Bridget Casey is now connected to Sabine Dedden, Bartender at West Restaurant 10 days ago

The Resume & LinkedIn don't help people navigate their careers

Cindy Smyth
10 Waterline Road • Toronto, Ontario, L5L 2X6
416.555.5555 • cindy_smyth@email.com

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LinkedIn Account Type: Basic | Upgrade

Home Profile Contacts Groups Jobs Inbox Companies News More

People Search Advanced

Bridget Casey
100% profile completeness

Owner, Lead Author at Money After Graduation
Edmonton, Canada Area | Higher Education

Current Money After Graduation, American Student Assistance, University of Alberta
Previous University of Alberta, University of Alberta Chemistry Students Association
Education BSc., Chemistry, Biology at University of Alberta

69 connections

ca.linkedin.com/pub/bridget-casey/37/505/282 Contact Info

Owner, Lead Author
Money After Graduation
January 2012 – Present (1 year) | Canada
Money After Graduation is a personal finance blog dedicated to helping college students and new graduates pay off student debt and invest in their future.
This position is associated with:
• 1 Project

SALT blog contributor
American Student Assistance
Nonprofit; 201-500 employees; Financial Services industry
May 2012 – Present (8 months)
SALT is a membership program that was created by a nonprofit to help students take charge of their finances during college and beyond. With expert info, useful tools, and exclusive deals, SALT is helping an entire generation take control of their debt, own their finances, and become money savvy. Learn more at SALTMONEY.ORG.

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6 days ago
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10 days ago

So, what's the solution?



How Patheer is leveraging AI & Machine Learning to transform navigating careers



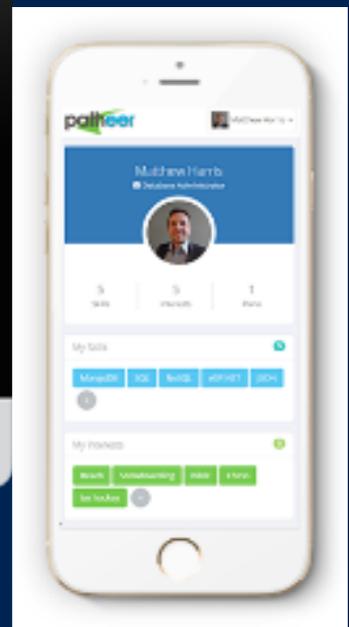
Mission Statement

Help organization's build highly competitive workforces by revolutionizing employee career & skills development

A personalized platform for employees to continually grow their career & skills



- Explore Possibilities
- Understand Gaps
- Career Direction



Machine Learning

NETFLIX

▼ | Your Account & Help

Movies, TV shows, actors, directors, genres 🔍

Watch Instantly

Browse DVDs

Your Queue

Movies You'll ❤️

Congratulations! Movies we think **You** will ❤️

Add movies to your Queue, or **Rate** ones you've seen for even better suggestions.

Spider-Man 3



Add



Not Interested

300



Add



Not Interested

The Rundown



Add



Not Interested

Bad Boys II



Add



Not Interested

Amazon Recommendations

amazon.com

Recommended for You

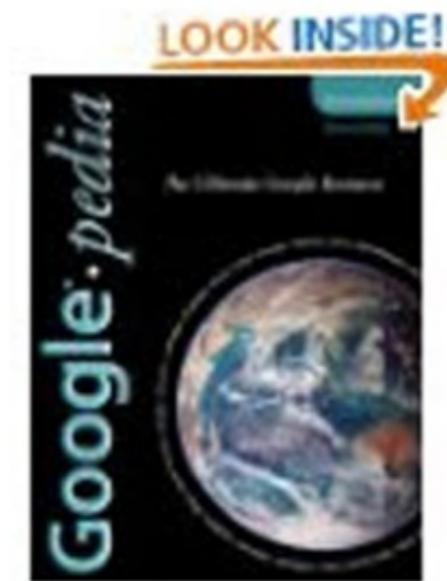
Amazon.com has new recommendations for you based on [items](#) you purchased or told us you own.



[Google Apps Deciphered: Compute in the Cloud to Streamline Your Desktop](#)



[Google Apps Administrator Guide: A Private-Label Web Workspace](#)



[Googlepedia: The Ultimate Google Resource \(3rd Edition\)](#)

How does Patheer do this?

Market Data



Company Data



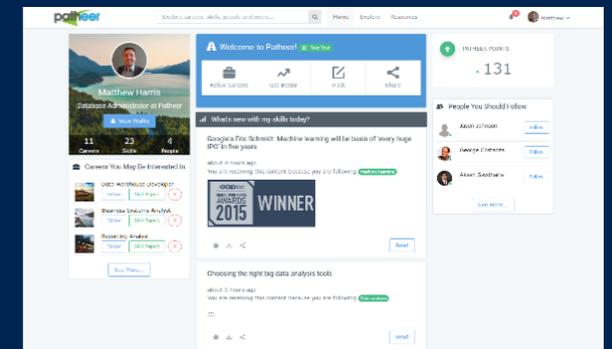
User Data



Machine Learning &
Artificial Intelligence



User recommended
careers, skills, people



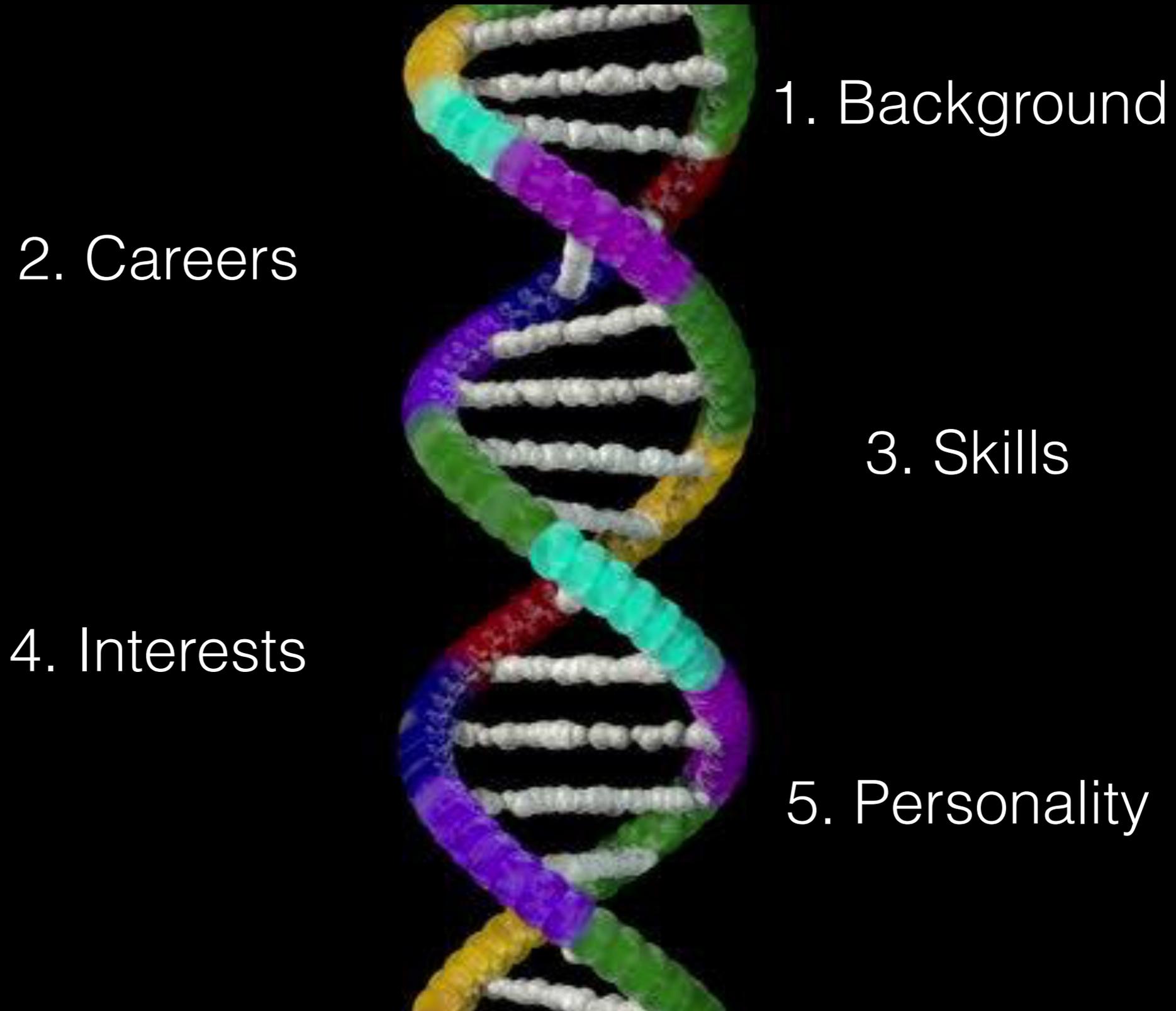
LMS Plug-In to Patheer



Recommends courses
& training



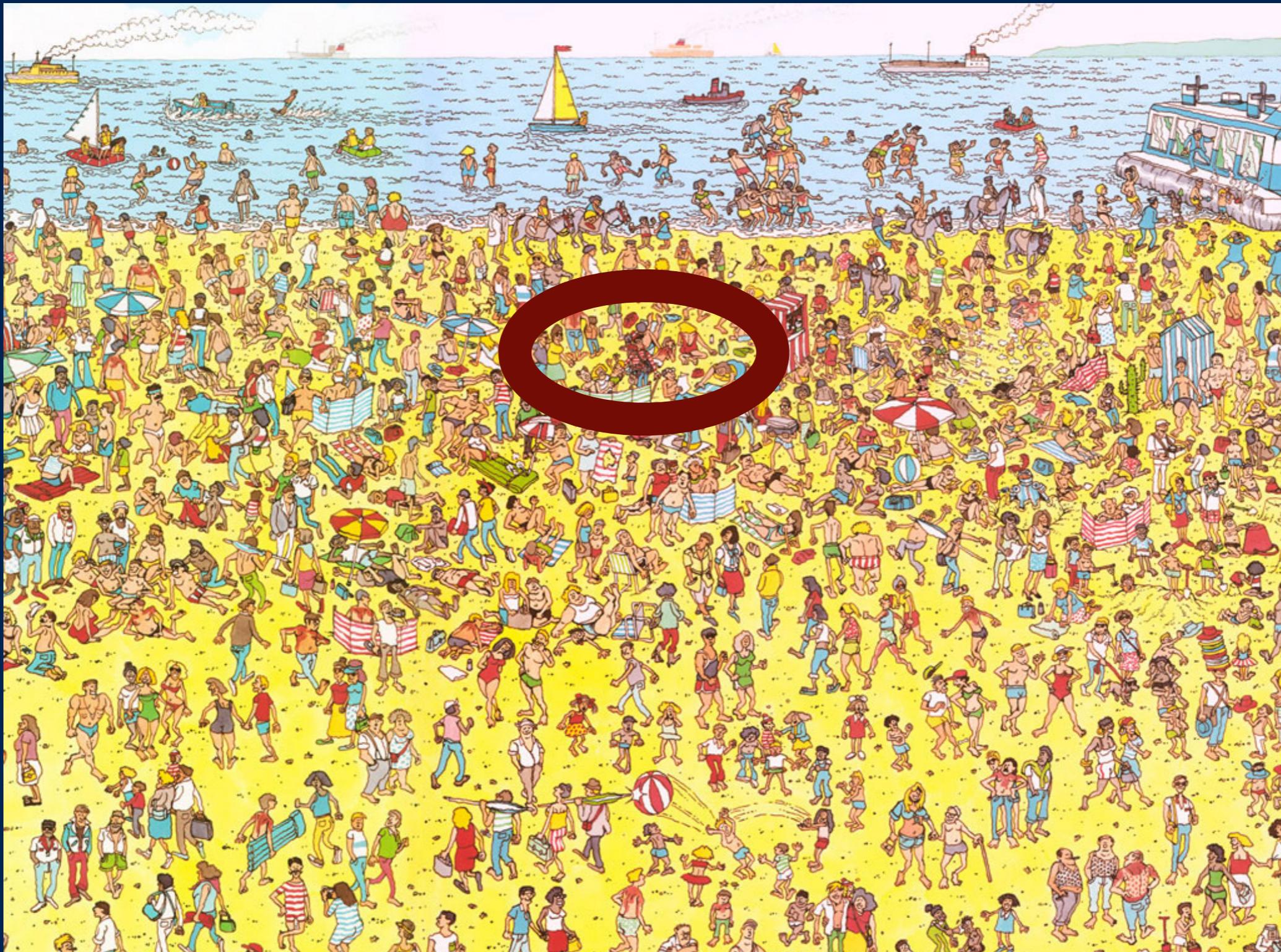
Patheer DNA



HR Analytics

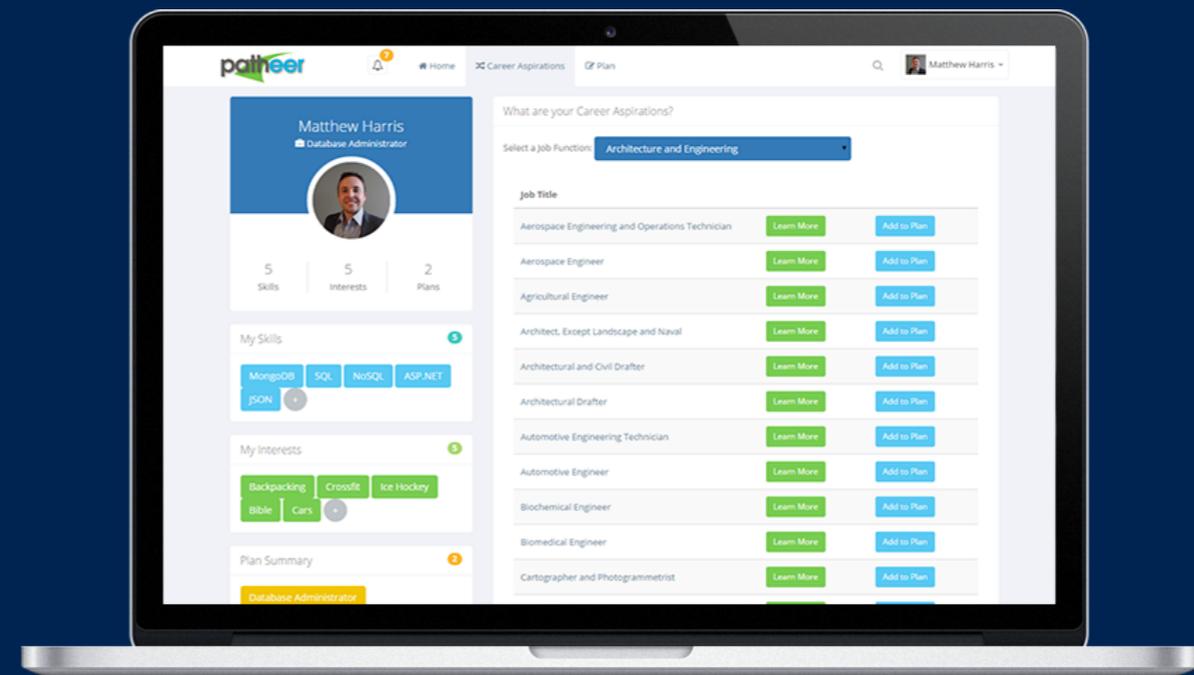


Can you identify top employees?



Know Your People!

- Career Aspirations
- Skill Strengths/Weaknesses
- Talent Gaps



Dashboard



Explore careers, skills, people and more...



Home Explore Resources



Admin Menu

Dashboard

Jobs

Employees

Explorer

Openings

Announcements

Settings

Company Dashboard



TOTAL USERS

▲ 45



AVG. TIME ON PATHEER

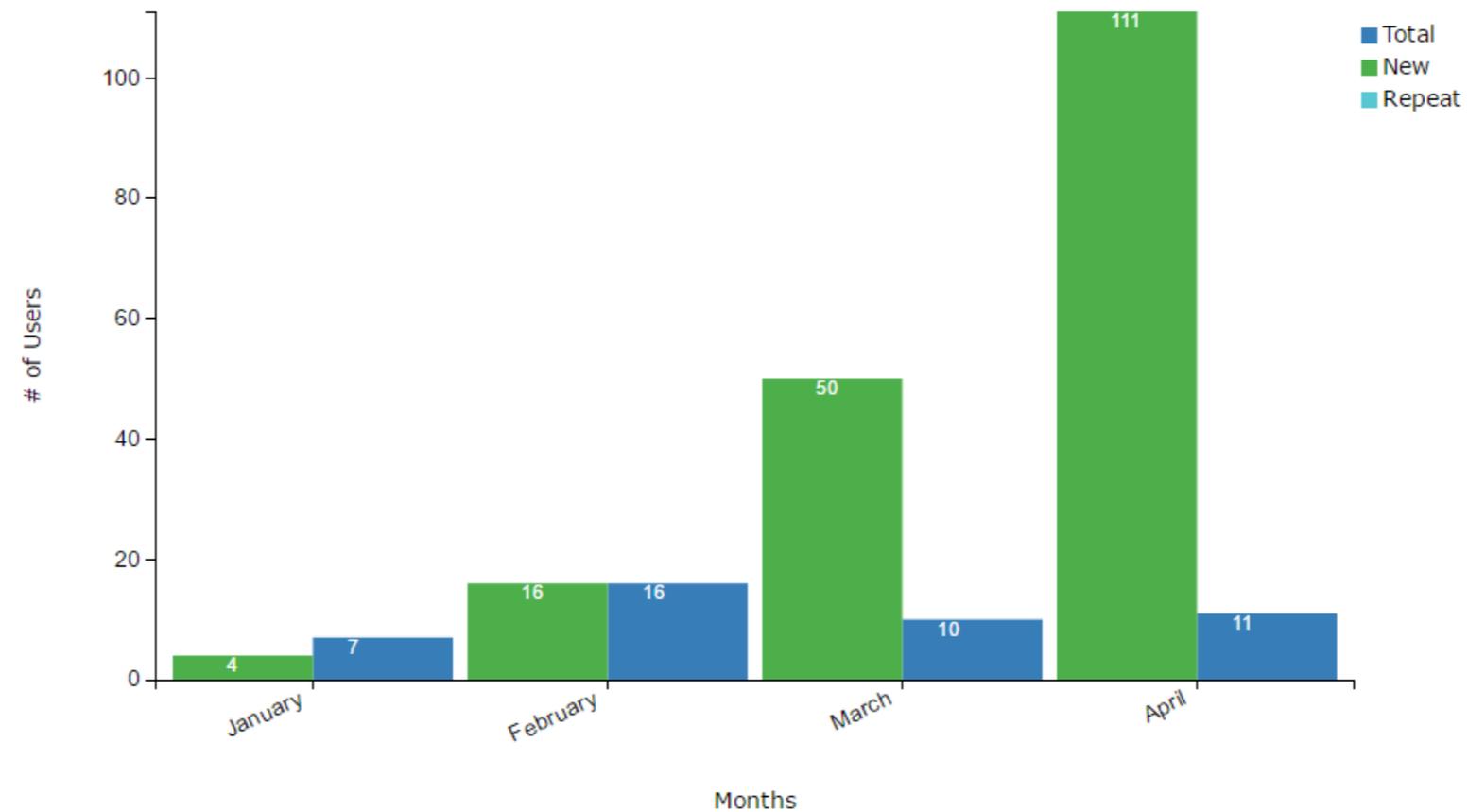
▲ 7:42



MAN HOURS

▲ 4:32

Users on Patheer



Internal Recruiting



Explore careers, skills, people and more...



Home

Explore

Resources



Admin Menu

Dashboard

Jobs

Employees

Explorer

Openings

Announcements

Settings

Jobs

+ Add Job

Status	JobTitle	Skills	Posted	Potential Candidates	Actions
Open Internally	Application Developer	C++ Data SQL Programming Object-Oriented	11/08/2015	3	Edit
Open Internally	Project Manager	Leadership Management Communication Direction Organization	10/12/2015	0	Edit
Filled	Finance Director	Financial Accounting Data Excel Leadership Strategy	15/10/2015	0	Edit
Went External	Technology Manager	Programming Technology SQL Leadership Principals	20/11/2015	0	Edit
Open Internally	Desktop Support	Technical support Microsoft Office Programming Communication Object-Oriented	11/11/2015	4	Edit
Open Internally	Business Development Representative	Relationships Communication Excel Data CRM	11/11/2015	0	Edit
Went External	Java Developer	Java Programming Object-Oriented Javascript HTML5	11/11/2015	0	Edit

Advanced Analytics

We're focused on providing analytics that impact business performance



1

Attrition



2

Talent Mobility

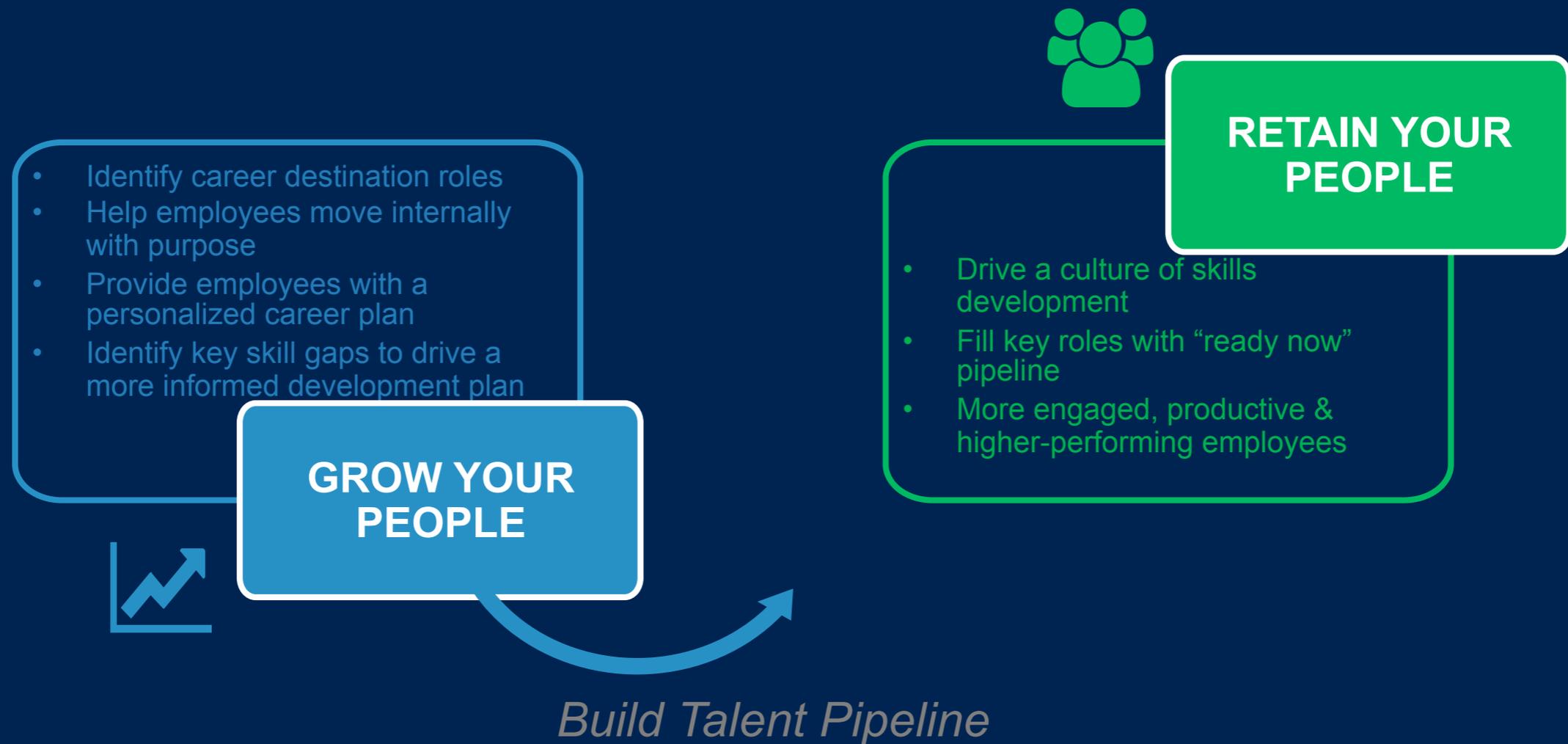


3

Performance

Closing Remarks

Helping employees navigate their careers internally is essential for companies to remain competitive & innovative!



One more thing...

Experience Patheer for a limited 2 week trial today! We encourage you to stop by at our table to learn more.



Questions?

Thank You.

Akash Savdharia
Co-Founder & CEO
www.patheer.com
949-292-7367

