# STANDOUT TECH

**TEKTONIC AWARDS 2019**

## Learn more about the impact of the 2019 TekTonic Award winners.

*By The Editors*

Each year, *HRO Today* recognizes the latest tech solutions that empower HR leaders to streamline their people management processes and provide the necessary time to execute on strategies that are aligned with business goals. From making the benefits process easy and engaging to increasing candidate conversion rates, the 2019 TekTonic Award winners are adding insight and value to the many layers of human capital management.

**CATEGORY:** Automation
**PROVIDER:** Kronos
**SOLUTION:** AIMEE
**THE WHY BEHIND THE WIN:** What HR leader isn't looking to eliminate mundane tasks while gaining insights into improving processes that will make an impact? AI-powered AIMEE from Kronos Incorporated is a tech solution that analyzes data in real time to enable HR to drive business and people decisions. This workforce management solution can approve time-off requests, predict labor forecasts, process business rules, analyze overtime amounts, and determine compliance impact. It can also provide insight into which employees have performed well above expectations and are due for a promotion as well as those who are disengaged.

**CATEGORY:** Benefits
**SOLUTION:** Grokker
**THE WHY BEHIND THE WIN:** Today's employees want three things: a sense of purpose, a sense of belonging, and a sense of balance. On-demand well-being solution Grokker allows employees to hit their well-being goals through its virtual platform. Taking an interactive and personalized approach to well-being, Grokker makes it faster and easier for enterprise clients to tailor their wellness solution to their employees' needs. On-demand videos and tech support provide education and motivation in one convenient location. Ultimately, the platform inspires better engagement, higher adoption, improved performance, and happier, healthier employees.

**CATEGORY:** Talent Acquisition
**SOLUTION:** AllyO
**THE WHY BEHIND THE WIN:** AllyO empowers recruiters, hiring teams, and candidates through a fully-automated, efficient, end-to-end recruiting process driven by conversational AI. Gone are the traditional roadblocks like lost conversions due to poor candidate experience and endless amounts of administrative tasks. The technology enables conversational job matching across all channels; aligns candidates for best-fit roles; automates interview scheduling and post-interview processes; increases engagement through post-hire check-ins; and collects data in order to improve the overall recruiting experience. Organizations that leverage Allyo have experienced impressive results: a two to six times increase in applicant capture and conversion rate, 91 percent application completion rate, and more than 50 percent reduction in cost and time to hire.

**CATEGORY:** Talent Acquisition
**PROVIDER:** Montage
**SOLUTION:** Montage Intelligent Recruiting Assistant (Mira)
**THE WHY BEHIND THE WIN:** The Montage Intelligent Recruiting Assistant (Mira) uses artificial intelligence to fix some of the most systematic problems in talent acquisition. Powered by AI, Mira takes the time-consuming recruiting tasks away from HR and TA and empowers candidates to make a good first impression through on-demand text interviewing, automated self-scheduling, and more. Organizations using Mira are seeing real results: Candidate response rates are high at 84 percent and the time to schedule an interview takes hours instead of days.

**CATEGORY:** Analytics
**PROVIDER:** TrustSphere
**SOLUTION:** People Analytics
**THE WHY BEHIND THE WIN:** In today's hyper-connected workplaces, organizational relationship networks open up new insights into how employees communicate, collaborate, and influence each other to get their work done. Recognizing the power of these networks, TrustSphere has the ability to cull network data to determine high-potential candidates and build diverse talent pipelines, while looking at organizational information to understand learning and development programs. With insights pulled from enterprise communication and collaboration systems such as email, TrustSphere provides the means to execute data-driven decisions across business and human capital functions.