HITTING ON ALL CYLINDERS

TEKTONIC AWARDS 2020

Our 2020 TekTonic Awards recognize some of the best HR tech platforms that empower both HR and the workforce alike.

By Marta Chmielowicz

As the business world continues to adjust to changes ushered in by globalization, generational shifts, and, most recently, the coronavirus pandemic, HR leaders everywhere are left pondering what the future holds for their organizations. One thing's for certain: Embracing emerging technology to empower the workforce is more important now than ever. From remote learning platforms to mobile talent management apps, organizations that want to stay afloat in the new normal will need to invest in the tools that make work easier and more convenient for their workforce. *HRO Today*'s annual TekTonic Awards highlight some of these groundbreaking technologies. View our list of 2020 award winners below.

CATEGORY: People Analytics
PROVIDER: Kronos Incorporated
SOLUTION: Kronos HCM Advanced People Analytics
LINK: www.kronos.com
THE WHY BEHIND THE WIN: Kronos' Advanced People Analytics applies machine learning to real-time data from across the entire employee lifecycle to provide personalized and proactive people-centric insights, predictions, and recommendations. Housing everything from talent acquisition and onboarding to benefits administration and payroll data, Kronos' solution breaks from disparate legacy systems in favor of a single-platform, unified approach to people analytics. Drawing from the data housed within the Kronos HCM system, Advanced People Analytics makes it possible to view connections between workforce trends and employee behaviors in a single, at-a-glance dashboard that empowers more productive conversations around engagement, retention, and performance.

CATEGORY: Benefits
PROVIDER: bswift
SOLUTION: bswift-DT
LINK: www.bswift.com
THE WHY BEHIND THE WIN: Employee benefits can seem complex and daunting for employees and HR leaders alike, but bswift's easy-to-use platform makes benefits enrollment and administration a breeze. Serving thousands of employers across all industries, bswift-DT, a rapid development digital toolkit that consists of low-code components, easily configures and personalizes the benefits platform to each employer's specific requirements. Thanks to the toolkit, organizations can reduce build effort by two-thirds while increasing agility, improving the customer experience, and driving three times faster time to market.

CATEGORY: Data and Analytics
PROVIDER: Claro
LINK: www.claro.hr
THE WHY BEHIND THE WIN: Claro is an analytics technology platform that combines talent discovery, workforce analytics, and data visualization into a single solution. Because internal HR data systems can often be static or out of date, Claro delivers the ability to overlay internal company data with external market data for benchmarking and advanced analyses. This capability combined with market mapping for more targeted talent searches enables organizations to identify and attract passive candidates, improve employee engagement, increase diversity, and reduce voluntary attrition—ultimately delivering a competitive advantage.

CATEGORY: Diversity and Inclusion
PROVIDER: DDI
SOLUTION: Virtual Reality Inclusion Experience
LINK: www.ddiworld.com/products/virtual-reality/diversity-inclusion-experience
THE WHY BEHIND THE WIN: By now, most organizations recognize the value of diversity and inclusion (D&I), but many still seek to implement strategic approaches. A valuable component is empathy—a true understanding of the experience of feeling bias or being excluded. DDI has developed a virtual reality-enabled solution to help. In a two-hour training session led by an expert facilitator, a small team of employees can experience a virtual scenario of common experiences related to D&I, from biased assumptions about lack of qualifications to exclusion from social activities. The team is then led through a guided discussion about their emotional reactions, what bias and exclusion looks like in their organization, and steps for necessary organizational change. Above all, the discussion ends with commitments to act, driving empathy and a deeper understanding of D&I.

CATEGORY: Talent Management
PROVIDER: ADP
SOLUTION: Next Gen HCM
LINK: https://flowofwork.adp.com/#reimagine-work
THE WHY BEHIND THE WIN: ADP's Next Gen HCM solution was developed to enable agility and growth within an organization. Rather than leveraging the traditional HCM model of rigid, one-size-fits-all modules within a cloud-based framework, the platform consists of a growing ecosystem of integrated micro-apps that can be deployed as needed. The technology's framework enables teamwork, breaks down silos, and creates a culture of connectivity that can increase engagement across the organization. With a mobile-friendly, consumer-like interface, ADP's HCM platform is poised to make an impact in the talent management marketplace.

CATEGORY: Culture
PROVIDER: Outmatch
SOLUTION: Culture Analytics Platform
LINK: https://outmatch.com/talent-analytics-platform/culture-analytics/
THE WHY BEHIND THE WIN: Outmatch's Culture Analytics Platform helps organizations measure and strengthen company culture using real-time analytics. Through a seven-minute employee survey and a 10-minute leadership survey, organizations can benchmark their current and aspirational culture across seven core values, gaining an objective baseline and a shared understanding of the culture that serves as the starting point of any successful culture initiative. Real-time data delivers visibility into culture strengths, core values and behaviors, and signs of cultural breakdown, allowing organizations to develop early interventions and strategic hiring practices.

CATEGORY: Mobile
PROVIDER: ServiceNow
SOLUTION: Now Mobile
LINK: www.servicenow.com/products/now-mobile.html
THE WHY BEHIND THE WIN: Today's employees expect a mobile-friendly, consumer-like experience, and ServiceNow's next-generation HR app Now Mobile delivers. Powered by a single cloud platform, Now Mobile enables employee self-service across IT, HR, facilities, finance, legal, and other departments. The app consolidates approval requests and to-do lists across multiple departments in a single place; delivers a simple global search function that allows employees to find information and contacts quickly; and offers virtual agents to answer questions and resolve requests on the go.