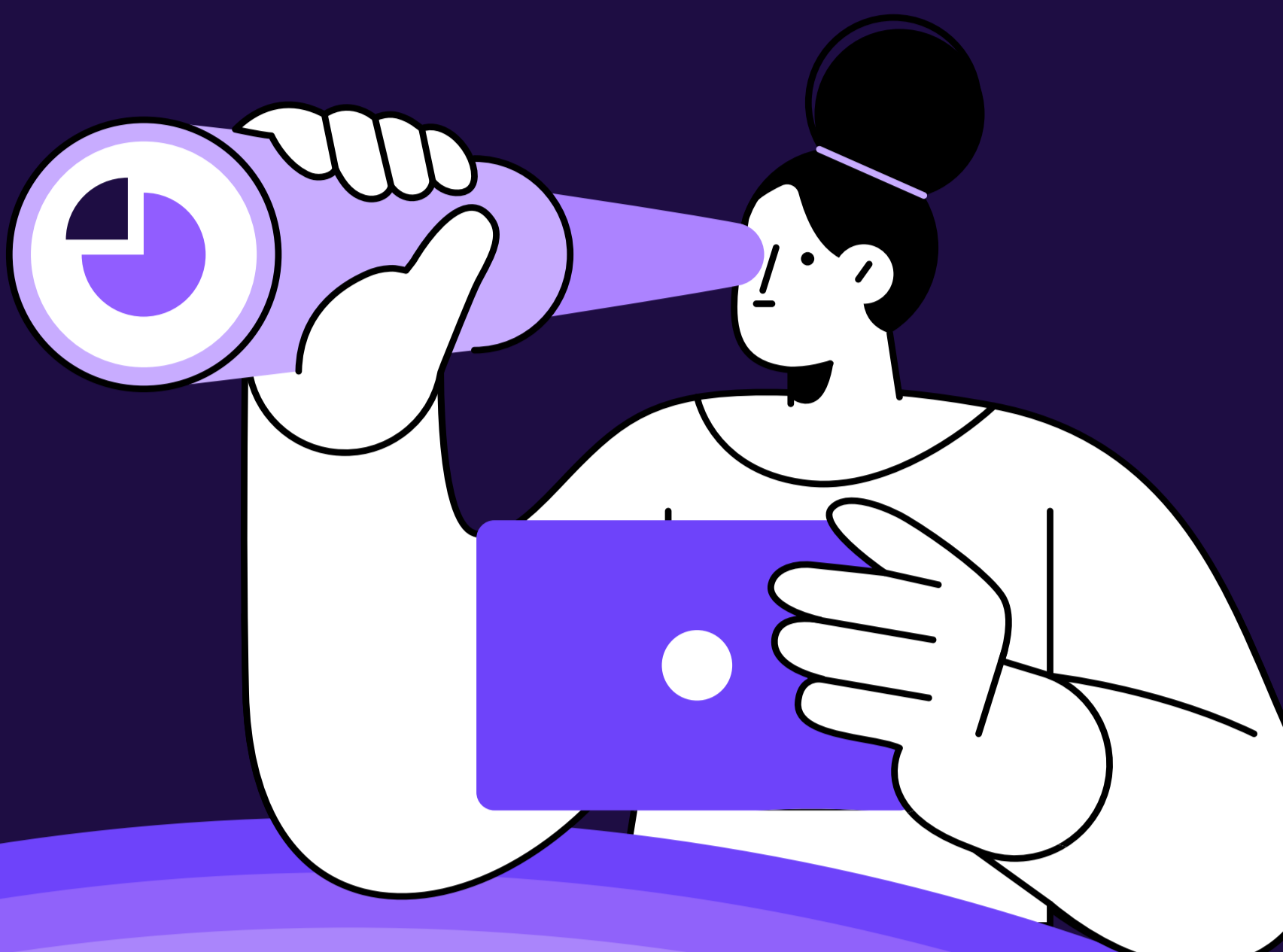


Top 4 Capabilities to Look for in HR Tech to Keep Your Company Agile

Adapting to change, whether coming from the external market or internal growth, to support your organization requires two things: agility and flexibility. Easier said than done (unless you're an Olympic gymnast). The last thing you need is to be slowed down by outdated or cumbersome HR tech.

Here are 4 critical capabilities to look for in a best-in-class HR tech platform that will allow your org to adapt and thrive.



01. One view to rule them all

Running through an obstacle course of platforms, data sources, and spreadsheets in a vain attempt to gather insights? Ain't nobody got time for that!

You need an all-in-one platform that provides a single, real-time picture of people data for use across headcount planning, comp management, DEI programs, and more to power informed decisions, quickly.

02. Accessible to all the right people

Not just for People teams, people data may be the most underutilized resource for understanding the current state of your org as well as potential future scenarios.

Empower other business leaders with access to the data they need to easily answer questions (e.g. What's our current headcount? How would our budget be impacted by a 15% reduction in force? Who is entirely vested in their equity and may be eligible for a new grant?). This visibility will give a clear picture of how various workforce changes across the organization might impact the business from a cost, skillset, resource allocation, and collaboration perspective.

03. Built to play nicely with other systems

Untangle your web of disparate point solutions and spreadsheets with an integrated data platform that centralizes and syncs from the different people and financial systems that your org uses. Without a platform like this in place, data wrangling will always trump insights and analysis.

Taking it a step further, an HR solution that makes it easy to share data across systems will keep you ahead of the game as your company grows and evolves. No ripping and replacing tools when you outgrow your current HRIS.

04. The solutions you need when you need

An all-in-one platform gives you the flexibility to focus efforts on supporting your people in the way they need most, aligned with an evolving business. Going through rapid growth? Forecast and model planned org changes. Scaling back your team? Double down on engagement surveys and feedback tools to ensure everyone has an opportunity to be heard during uncertainty.

No need to re-implement or go through another procurement process for every single point solution or tool.

Having the right HR technology in place can help you see your organization through the lean times and green times.

Learn how to find the best HR technology for your needs with the **Ultimate HR Tech Buyer's Guide**.

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