

One Workforce. One View.

Workforce 360.



Your HR systems know what people typed into them. Workforce 360 reasons over everything they never captured — capability, influence, and trajectory, all in one connected model.

THE PROBLEM

Your Biggest Investment. Your Biggest Blind Spot.

Your people data lives in silos: HRIS, ATS, LMS, performance management, compensation, benefits. These systems don't talk to each other. Every workforce question requires someone pulling a manual report, and every strategic decision is made on incomplete information.

70%

Of workforce decisions rely on incomplete data

5–10 days

To answer a simple workforce question

6+

Disconnected systems holding your people data

0

Unified intelligence tools in most enterprises

HOW IT WORKS

From Fragmented Data to Workforce Intelligence

- 01

Connect Your Systems

Your data stays at rest under your control. No migration. No disruption.
- 02

Deliver the Ontology

We deliver a pre-built HR ontology and customize it to your organization. Who you have, what they can do, where they sit, what they cost, and how they connect.
- 03

Get Answers Instantly

Ask your hardest people questions and get answers in plain language, every one traceable and auditable.
- 04

Prove It, Expand It

Start with one use case. Prove the value. The ontology becomes your workforce intelligence foundation: an asset you own and scale.

THE REASONING LAYER

Workforce 360 Sees What Your Systems Can't

A system of record stores what is known. Workforce 360 reasons over what the records imply but never stated — reading the work people do, the way they collaborate, and the path their careers have taken.

- Capability Inferred from Real Work

A live view of what people can do, drawn from tasks, projects, and contributions — not their self-reported tags. No skills inventory required as a prerequisite.
- Influence Beyond the Org Chart

Who actually unblocks whom, who mentors whom, where informal influence sits. The dependencies that drive outcomes — not just reporting lines.
- Trajectory as Continuous History

A person's path over time — learning velocity, readiness, and direction of change. Not a point-in-time snapshot, but a story that unfolds.

THE QUESTIONS HR CAN FINALLY ANSWER

Ask Your Workforce Anything

Attrition

Staffing

Skill Gaps

Cost

DE&I

Flight Risk

Reorg Impact

Attrition Risk

CHIEF HUMAN RESOURCES OFFICER

Which parts of the business are at highest risk of attrition in the next 90 days?

Three business units show elevated attrition risk: Enterprise Sales (34%), Product Engineering (28%), and Customer Success (22%), based on tenure, engagement scores, and compensation-lag signals.

What is driving the risk in Product Engineering specifically?

THE ALTERNATIVES

Why Workforce 360

	BIG 4 CONSULTING	AI PLATFORMS	HR ANALYTICS	WORKFORCE 360
Time to Value	6–12 months	3–6 months	Weeks	Weeks
Cost	\$500K–\$2M	High + ongoing	Moderate	Predictable
Data Unification	Manual	You build it	Limited	Managed
Domain Expertise	Generic	None	Surface-level	Built-in
You Own the IP	No	No	No	Yes
Explainable AI	N/A	Black box	N/A	Fully traceable
Ongoing Support	Engagement ends	You're on your own	Ticket-based	Managed & evolved

See Workforce 360 in Action

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Get Started Today