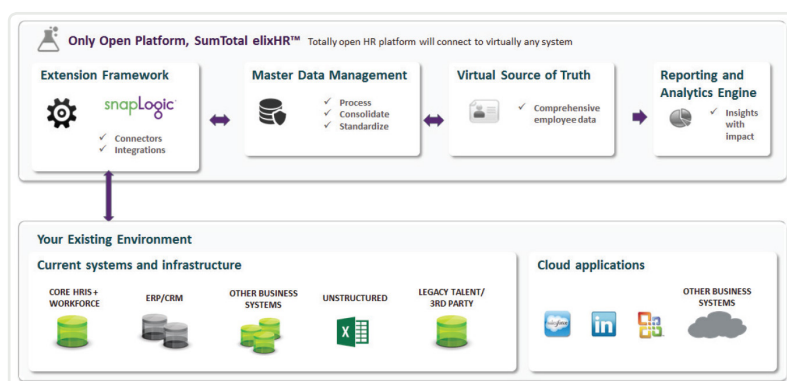# SumTotal elixHR®

At SumTotal we believe HR systems must be easy to use, drive immediate value and be easily accessed...so we built The SumTotal elixHR Platform

1. **A global view of your talent** with the industry's first virtual system of record. elixHR gives organizations the benefits of data integration and consolidation — without the traditional time, risk or cost — to deliver a unified, single source of truth across your organization's people information. The world's most comprehensive HR master data model will merge, blend and modify information from any system or third-party application you already have — including popular cloud-based applications, multiple HRIS systems or any SumTotal application — to create a virtual system of record.

2. **Information and actions that matter, when and where they matter.** To get real value from your HR technology, people must see personal value in it. That means their experience needs to be personalized so the information and recommendations they receive and the actions that they take are relevant and helpful to them. Contextualization and pervasiveness are core in the elixHR Platform. As a result, SumTotal delivers tools that people use because they want to, not because they have to. It's an idea that we call Talent Expansion® — people-centric processes and technology, not just process automation.

SumTotal elixHR leverages the powerful insight gathered from a single, virtual system of record and applies it in the context most applicable to your user's needs and the work they are doing. elixHR brings together the capabilities of learning, talent, and work platforms, either from SumTotal or a third party and delivers it pervasively, directly to employees in their work environment. This contextual, pervasive approach eliminates the need for employees or managers to weed through learning or competency options to guess what might help them remain certified, close a skill gap, develop into a new role or get aligned on goals.

75%
of organizations use more than three HR systems

67%
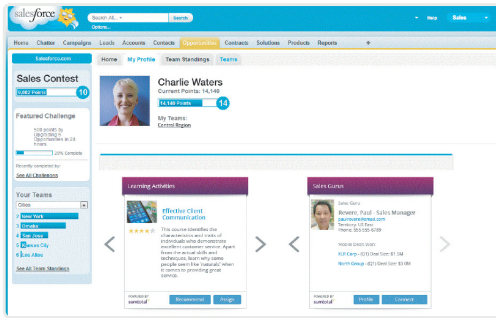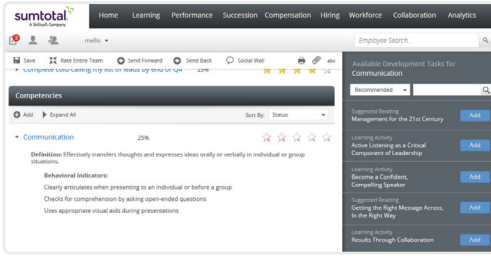of people don't think HR technology helps them do their jobs better

Benefits

- Increased productivity: With contextual, just-in time learning, people get answers faster and aren't sidetracked from their work

- Improved capability: Not only is it easier to get to information and systems faster, it's easier to collaborate with peers and find experts

- Higher internal promotion rate: With targeted, practical career data, your people will find it easier to develop internal replacements for hard-to-fill roles

SumTotal elixHR is the only totally open HR platform that will connect to virtually any system — and deliver a unified, single source of truth across your organization.

- Integration connectors
- Data modeling & security
- Virtual employee record
- Powerful analytics engine

ElixHR: unlocking Talent Expansion

Contextual awareness: Offering users the best possible learning and talent opportunities that are most applicable to their needs, their work, and their career plans.

Recommendations: Continually provide alerts or advise that assist in closing gaps, mitigating risks or potential issues or streamline development processes.

In context, pervasive access: Widgets give users immediate access to learning and talent from within the applications they use every day.

Embedded dashboard widgets: Include the business impacts of learning and development activities as it relates to other business critical information.

Mobile: Pervasive access to important learning activities, capture expenses, enter time, manage approvals, and more.

Context awareness

Through context-aware computing, SumTotal significantly improves the end-user experience. We take information about an employee's environment, activities, connections and preferences and create highly targeted and personally relevant content and communications — anticipating the user's needs and actions to proactively serve up personalized, contextual experiences.

Pervasiveness

Instead of making users come to the system, the system uses 'widgets' and mobile capabilities to deliver functionality to the user wherever they are working – on any device and, even in non-SumTotal systems.

Effective integrated talent management strategies increase employee engagement and lead to increased retention, customer satisfaction, and organizational profitability and growth.

By adding context and pervasiveness to fully integrated data, competencies and learning, customers can help every employee be better at their jobs, while they're doing them and achieve real employee engagement.

Productivity: HR efforts and technology are typically designed to automate processes and create efficiencies. But the real value for organizations comes by helping every employee, not just the top 10%, perform better and move the performance bell curve of the organization to the right. You do this through the delivery of contextually aware, pervasively available, just in time relevant learning, social connections or other development materials.

Data silos: Most organizations use more than three HR systems. The cost of consolidating this data up to now has been significant and the results are less than stellar, with two thirds failing to produce benefits. The SumTotal elixHR Platform includes the industry's first master data model that successfully integrates this data. Fully integrated data permits organizations to move away from the resource-draining, behind the scenes activities required to consolidate data, and quickly get to the strategic activities that increase productivity, engagement, promotions, and more.

Talent Scarcity & Engagement: By combining contextually aware, pervasive capabilities with a comprehensive view of your talent, you are able to solve other strategic HR business problems like talent scarcity. Recognizing who the right people are and providing them specific development activities to become more ready, you increase employee engagement by giving your people a better sense of mastery, purpose, and autonomy.

Solution videos

SumTotal elixHR Platform
SumTotal Talent Expansion

For more information or to learn more, visit www.sumtotalsystems.com or call

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