

# Pitch Deck



# Pitch Deck

Purpose: Use this presentation to introduce stakeholders to the vision, value, and requirements of your Gloat project and secure their support ahead of launch.

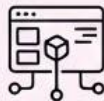
1.



## Urgency for change

Highlights challenges Gloat will solve. Fill with your own workforce data for relevance.

2.



## Introducing Gloat

Explains Gloat's capabilities. Review modules, remove any not purchased or planned.

3.



## Case Studies

Showcases real success stories (e.g., Mastercard). Illustrate proven outcomes.

4.



## Success Metrics

Outlines KPIs to be tracked. Enter specific targets for stakeholder alignment.

5.



## Next Steps

Outlines actions and support needed. Share clearly to set ownership and momentum.

# **Urgency for Change:**

## **Why do we need Gloat now?**

# The Talent Retention Crisis

## #1

### Reason Employees Leave

Lack of career opportunities is the top driver of turnover for more than ten consecutive years

Work Institute, 2025.

## \$75K

### Replacement Cost

Average cost to replace one employee earning \$100K annually, assuming 75% of their salary

G&A Partners, 2025

## X%

### Your Attrition Rate

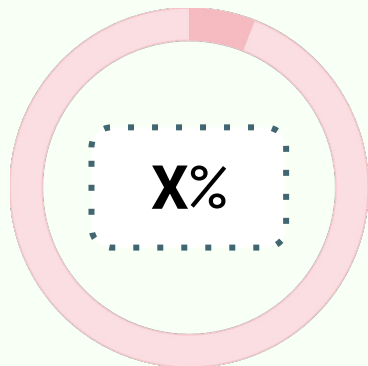
Insert current annual turnover across your organization

## XM

### Potential Savings

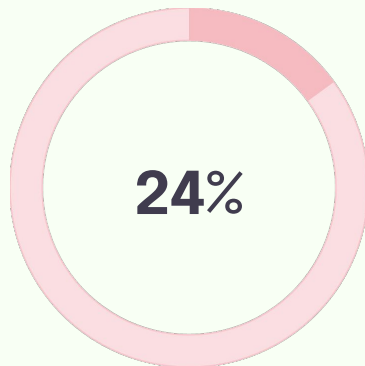
Insert the 'Cost per 1% increase of Turnover' calculation

# The Internal Mobility Problem



**Your Internal Mobility  
Rate**

Insert your internal mobility rate here



**Average Internal  
Mobility Rate**

Benefits of internal mobility include retention, knowledge sharing & cost savings



Visits to Internal Career Site



Employees with LinkedIn profiles

**It's easier for  
employees to find a job  
externally than  
internally**

# Every External Hire is a missed opportunity

The business case for prioritizing internal talent is clear. Internal hiring delivers faster results, lower costs, and better retention, yet most organizations default to external recruitment.

## External Hiring

**\$4,700**

Average cost per external hire

**X days**

Average time to fill a position

**X%**

Leave within the first year

## Internal Hiring

**\$2,800**

1.7x less expensive than external

**X days**

x% faster to fill roles

**X days**

X% less than the first-year turnover rate



# You Can't Deploy What You Can't See

X%

Percentage of Workforce with validated skills profiles

## Impact of Low Talent Visibility

### ✗ Fill Roles Quickly

You don't know who internally has the skills you're hiring for externally

### ✗ Build Succession Plans

You can't identify who has the capability to step into critical roles

### ✗ Staff Projects Effectively

It takes weeks to find the right people, so projects are delayed or staffed poorly

### ✗ Make Strategic Workforce Decisions

Skills gaps, redundancies, and redeployment options remain invisible

# The workforce is no longer just human

**BUSINESS** EXCLUSIVE DETAILS

**Goldman Sachs launches AI tool — fueling fears that ‘rise of the machines’ could hit jobs**

Artificial intelligence [+ Add to myFT](#)

**AI agents: from co-pilot to autopilot**

An in-depth look at the hype and reality around “agentic AI” — the use of AI agents that perform tasks autonomously.

Generative AI

**Agentic AI Is Already Changing the Workforce**

by Jen Stave, Ryan Kurt and John Winsor

May 22, 2025

AI agents can reimagine the future of work, your workforce and workers

Investment Banking >

**HSBC eyes AI bots to replace back office jobs**

The UK lender is interested in using AI agents created by a tech startup

**Amazon's corporate workforce may shrink as AI takes over routine tasks**



# AI investment is booming, but impact is lagging

While money is pouring into AI copilot licenses, agentic AI pilots, new cloud infrastructure, and consulting engagements – outcomes are unclear

**Hard to assess  
Impact & ROI**



**42%**

of companies have abandoned AI initiatives due to high cost, low impact

**Limited  
adoption**



**54%**

of employees struggle to know when to use AI at work

**Unready  
workforces**

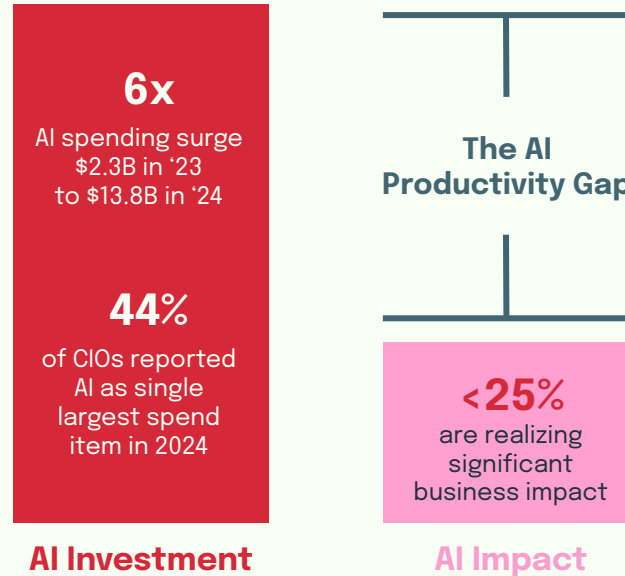


**35%**

Describe their AI skills as “non-existent”

Sources: [CIO Dive](#), [Miro Survey](#)

# We are facing an AI Productivity Gap



Sources: [BCG IT Spend Survey 2024](#), [Menlo Ventures](#), [Business Insider](#)

# Why? Enterprises are underinvesting in the essential foundations to translate AI investment into AI impact



A clear model of the work that powers the organization to build a **data-backed AI strategy**



A way to **guide employees in real-time** on how to leverage AI for their work



Scalable ways to encourage **growth, connection, mobility, and AI mastery** in the workforce as change accelerates

# Underutilised Tech Stack

**60% of tech leaders** report that employees are **not adopting new tools fast enough** – putting digital ROI at risk\*

**Key Reasons:** Employees are overwhelmed for choice and unclear on value.  
They lack:



**Capability** → Unclear how tools help achieve role-specific goals



**Motivation** → Limited understanding of personal & business value



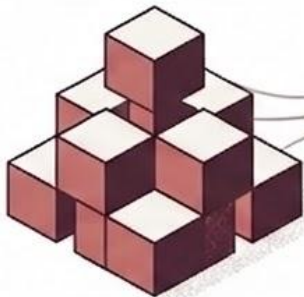
**Opportunity** → Poor visibility and access to the right tools at the right time

[WalkMe – State of Digital Adoption, 2023](#)

# **Introducing Gloat:**

## **Your Workforce Operating System**

# Transforming your organisation with Gloat



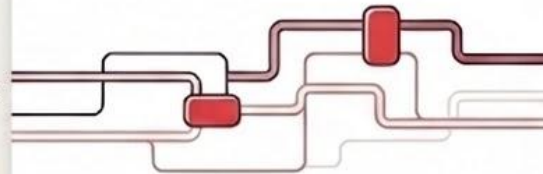
## Stage 1: Build the Foundation



**Skills Foundation:** Instantly map the skills and tasks required for every job in your organisation.



**Skills Landscape:** Help employees see the skills they need to succeed in their roles vs what they have today.



## Stage 2: Empower Employees



**Work:** Find the right people, technology, or upskilling opportunities to achieve goals



**Career Pathing:** Explore relevant career opportunities across the organisation



**Talent Marketplace:** Find mentors, learning courses, positions, and short-term projects



## Stage 3: Accelerate Transformation



**AI Index:** Model the tasks that power your organization and build a data driven AI transformation strategy

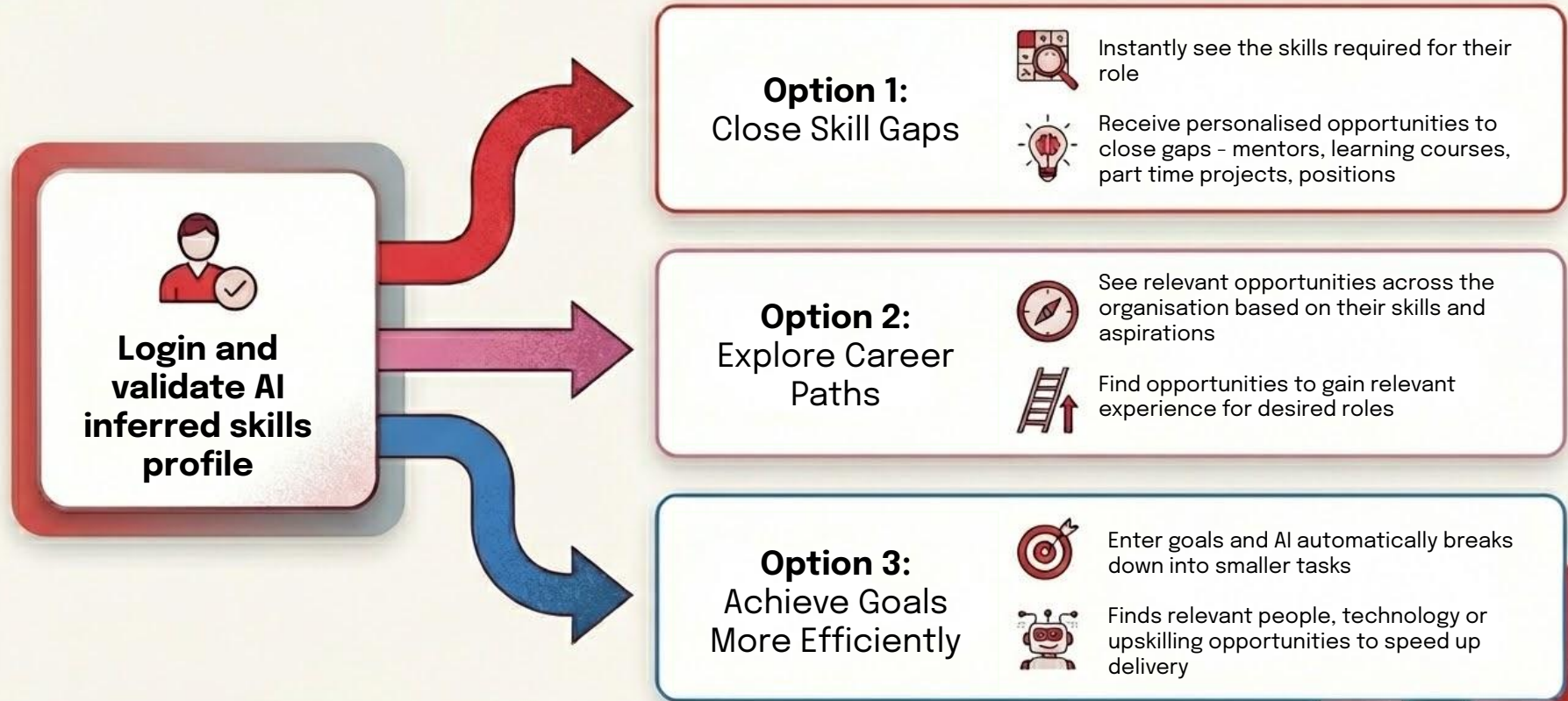


**Planner:** Identifying roles to reduce headcount and find opportunities to re-allocate people



**Studio:** Design upskilling programs at scale and broadcast them to your workforce

# The Employee Experience



# What Leaders & HR Gain



## Workforce Intelligence Dashboards

Quantify AI ROI before deployment—pinpoint which roles, departments, and tasks deliver the highest productivity gains

Eliminate workforce planning blind spots—see skills supply vs. demand in real-time across the enterprise



## Workforce Agility Tools

Cut redundancy costs by re-deploying talent instead of layoffs—identify transferable skills and move people proactively

Fill critical roles faster—surface proven internal candidates instantly



## Nudging Tools

Close skills gaps at precision scale—deploy upskilling programs to exactly the right employees at the right time

Automate workforce readiness—when AI disrupts roles, targeted programs reach affected employees automatically



# **Case Studies:**

## **Who's Already Winning with Gloat?**

# Trusted by leading global enterprises

Gloat brings years of experience helping organizations across industries harness AI to unlock agility, productivity, & growth



UNITEDHEALTH GROUP®



ESTÉE LAUDER

Lenovo



**+1.5M**

Employees  
Using Gloat

**+4.8M**

Strategic Work  
Hours Unlocked



© Gloat - Business Proprietary

# Mastercard: 1 Million Hours of Internal Talent in Action



**Challenge:** With 20,000+ employees and rapid growth across regions, Mastercard needed to unlock internal talent at scale while building AI readiness and cross-border collaboration.

**Solution:** Deployed Gloat's talent marketplace platform ("Unlocked") to connect employees with projects, mentors, learning, and career opportunities across the enterprise.



**1 Million+**

hours of project work completed



**1,300+**

engineers recruited to Special Interest Groups



**\$40 Billion**

in Value generated from one project alone



**242**

employees upskilled through AI Learning Circles

[Mastercard Article](#)

# Stories in Action: Cybersecurity Breakthrough in Germany



## The Challenge

Mastercard needed to expand its cybersecurity services into Germany's public sector—a complex, highly regulated market requiring specialized knowledge of government engagement and cyber threat intelligence.



## The Connection

Derek, a Manager in Regional Security connected with Catherina, a Government Engagement Manager through Gloat's Talent Marketplace.



## Business Outcome

Mastercard is now considered a major cybersecurity player in Germany's public sector, opening a new revenue stream in government contracts and establishing credibility in open-source intelligence and cyber threat analysis.



## Career Outcome

Catherina became a cybersecurity subject matter expert and secured a new full-time role in the cyber field at Mastercard.

# Stories in Action: \$40 Billion Deal Pipeline from Internal Talent



## The Challenge

The Buy Now Pay Later (BNPL) and Lending team in Asia Pacific, Middle East, and Africa was experiencing tremendous growth but lacked regional expertise to manage the volume of opportunities across Africa.



## The Connection

Birce, a director in Business Development, created an Africa-focused Unlocked project to help manage the volume. Thato, a manager in Business Development, who had local experience in Africa applied for the role.



## Business Outcome

The team went from a formal introduction to a seven-year exclusive agreement on card issuance with Credpal, one of the leading BNPLs in West Africa – an accomplishment that garnered the President's Club award this year.



## Career Outcome

Thato expanded his skillset, built solid relationships throughout APEMEA, and closed a major deal within months.

# Stories in Action: AI & Data Mastery Through Peer Learning



## The Challenge

Emerging AI and technical knowledge was advancing faster than traditional L&D programs could keep pace. Employees needed practical, hands-on AI learning experiences relevant to their actual roles, not generic training courses.



## The Connection

The AI & Data Community team used Unlocked to find employee mentors. Once identified, they set up real-world, role-based AI projects—leveraging templates and facilitation guides—to bring colleagues together to learn.



## Business Outcome

242 employees participated in 3-month AI learning cohorts

Zero external training costs—knowledge transfer happened peer-to-peer



## Career Outcome

Mentors deepened their expertise and became go-to AI resources in their departments.

# **Success Metrics:**

## **How We'll Measure Impact**



# How will we measure impact?



## Phase 1: Driving Adoption

**Aim: Platform is known and accessible**



% Registered Users → Target: x% in first 90 days



% High Profile Completeness → Target: x% validated skills profiles



## Phase 2: Sustaining Engagement

**Aim: Platform becomes a habit**



Monthly Active Users (MAU) → Target: x% monthly engagement



Active Work Creators → Target: x opportunities posted



Activities Published (Last 30 Days) → Target: x projects/mentorships/roles



## Phase 3: Delivering Business Value

**Aim: Platform delivers business outcomes**



Assignments → Target: x opps assigned



Increased Skills Visibility → Target: x% workforce with validated profiles



Reduced Time to Fill → Target: x% faster than external hiring



Unlocked Productivity Hours → Target: x+ hours of internal talent deployed



# **Next Steps:**

## **What we need from you**

# What is needed from me?



## Communicate

Be a vocal advocate – share this tool and its capabilities with your team!



## Walk the Talk

Create a profile and post a piece of work or connect with employees for networking

Shift away from tapping your 'go-to' roster of people and consider candidates recommended by the AI



## Identify Champions

Help us identify early adopters who can spread the word and identify use cases for this tool.