

Pitch Deck



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

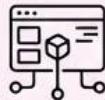
1.



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

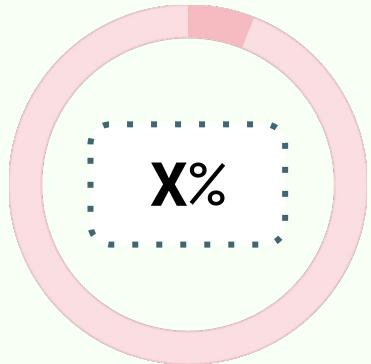
Insert current annual turnover across your organization

XM

Potential Savings

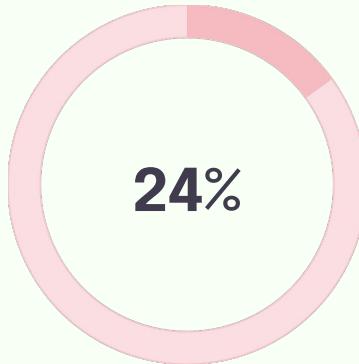
Insert the 'Cost per 1% increase of Turnover' calculation

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

Cost of Turnover, Gloat - 2022.

You Can't Deploy What You Can't See



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.

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

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

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

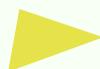
**Hard to assess
Impact & ROI**



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**

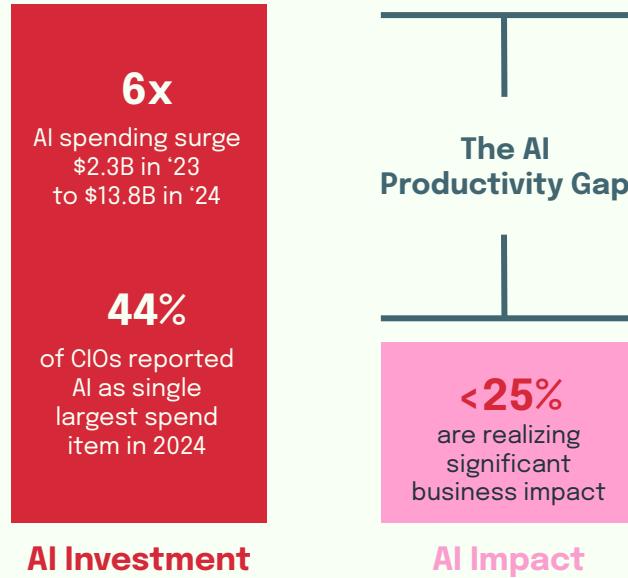


35%

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



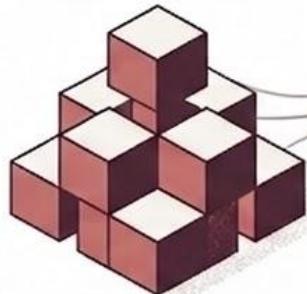
Opportunity → Poor visibility and access to the right tools at the right time

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

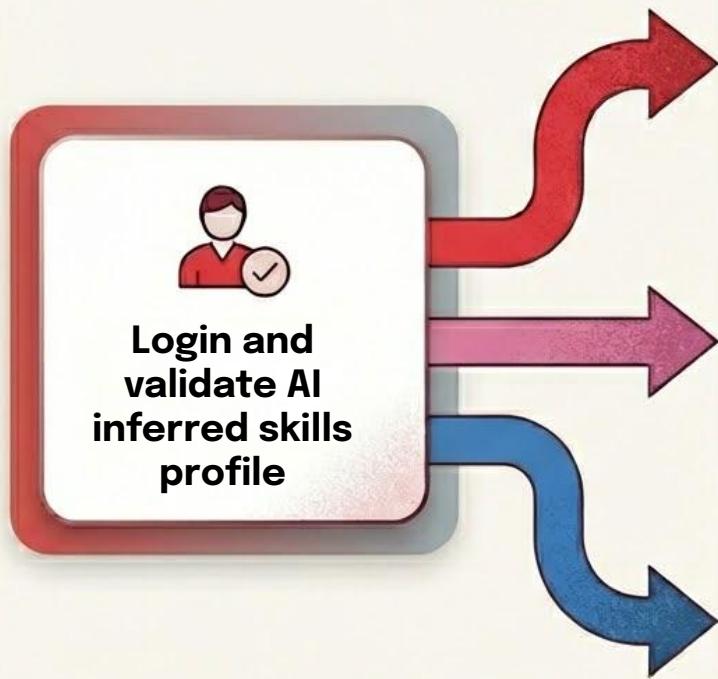


Planner: Identifying roles to reduce headcount and find opportunities to re-allocate people



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

The Employee Experience



Option 1: Close Skill Gaps



Instantly see the skills required for their role



Receive personalised opportunities to close gaps - mentors, learning courses, part time projects, positions

Option 2: Explore Career Paths



See relevant opportunities across the organisation based on their skills and aspirations



Find opportunities to gain relevant experience for desired roles

Option 3: Achieve Goals More Efficiently



Enter goals and AI automatically breaks down into smaller tasks



Finds relevant people, technology or upskilling opportunities to speed up delivery

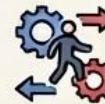
What Leaders & HR Gain



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



+1.5M

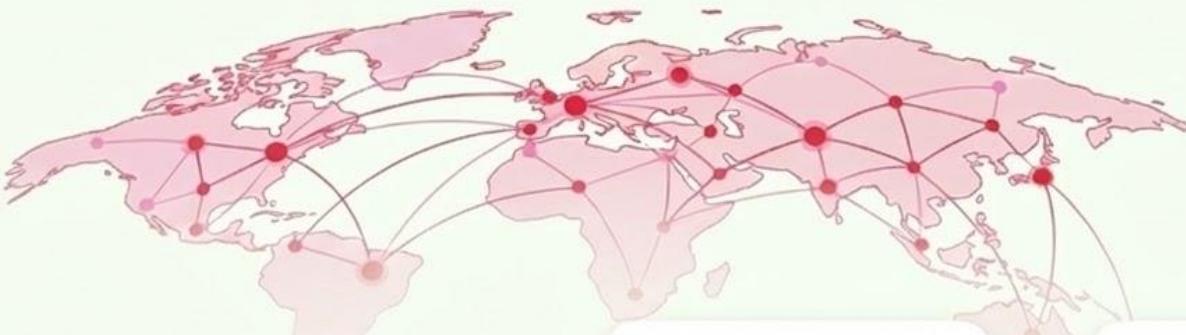
Employees
Using Gloat

+4.8M

Strategic Work
Hours Unlocked



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

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 APMEA, 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.