

Gloat 101

Training & Onboarding Guide



agenda

- 01 What is our vision?
- 02 How does Gloat work?
- 03 What's in it for me?
- 02 What's needed from me?
- 05 How do I get started?

[Insert Business Context & Vision]

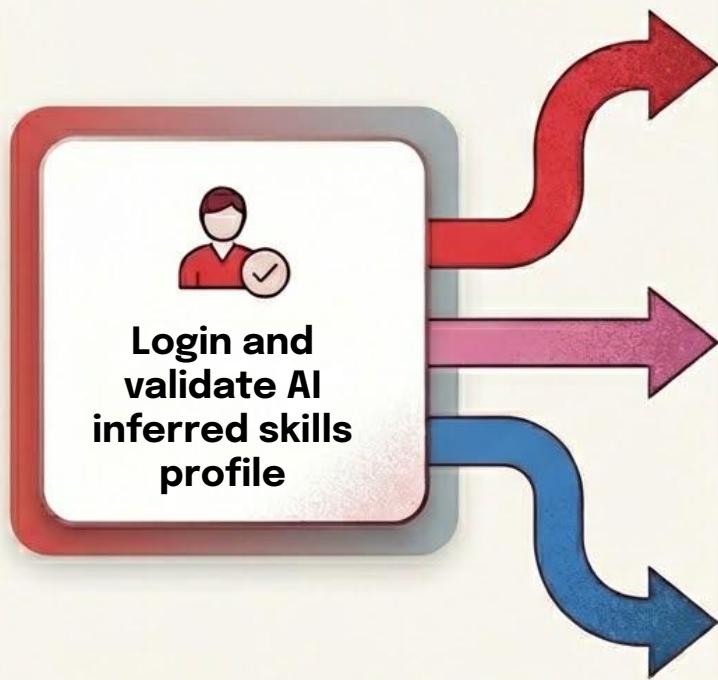
PLACEHOLDER

Add in slides to answer the following questions...

1. Why are we launching the platform and why now?
2. What are the goals we are trying to achieve?
3. How does it link with other business initiatives?

This section should be between **2-5 slides**.

How does Gloat work?



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

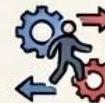
What Leaders & HR Gain



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

Why should I apply for opportunities?

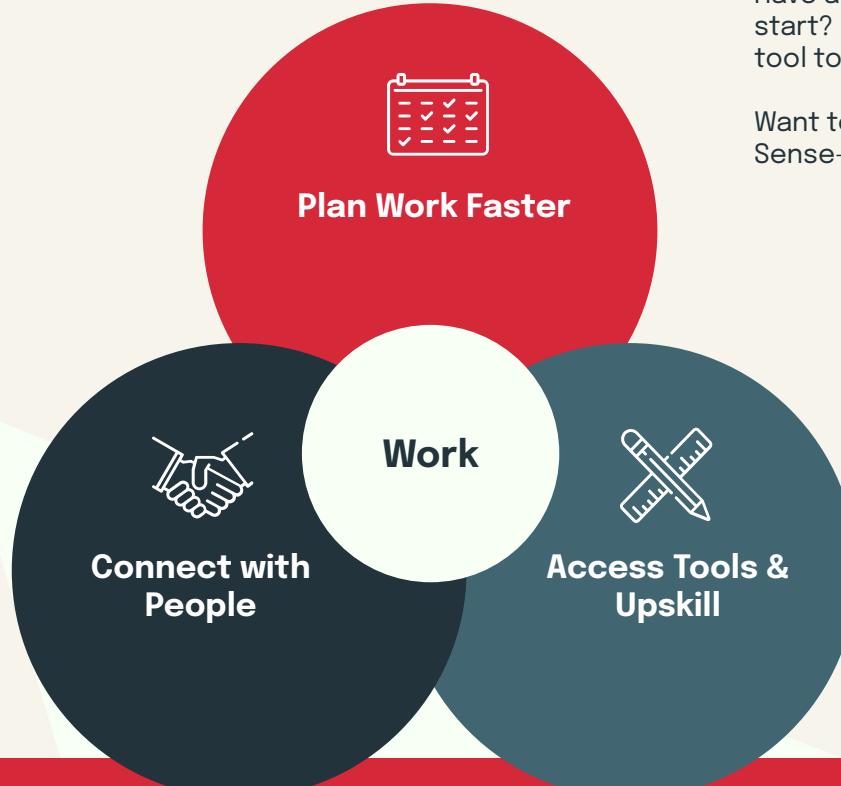


Why should I post 'Work'?

Need an extra pair of hands?
Create an opportunity in minutes
and post it to the marketplace.

Check your team's skill match first
and see if it could be a stretch
opportunity for them

Don't have capacity on your team?
Surface people across the
company who could help



Have a goal but not sure where to start? Use the work deconstruction tool to break it into tasks.

Want to validate your project plan?
Sense-check with AI suggestions.

Use ready made AI prompts to
boost efficiency and free up time.

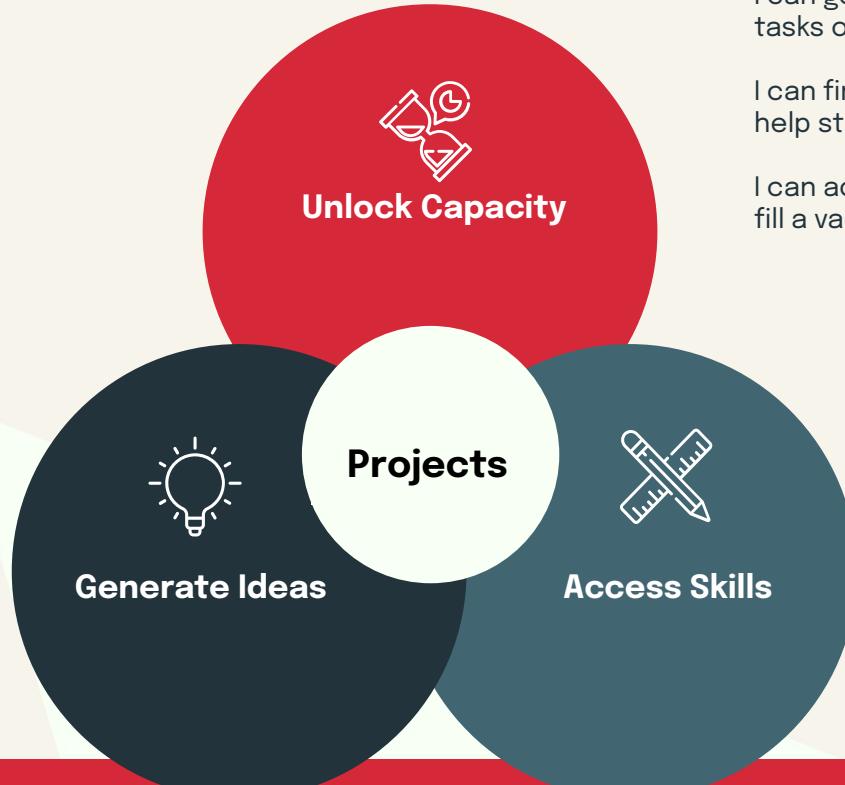
Discover the right technologies to
accelerate delivery.

Connect with mentors and learning
to build new skills as you work.

Why should I post projects?

I can find people to brainstorm solutions to a problem/opportunity I have identified

I can get someone from outside my team to provide challenge and a diverse perspective



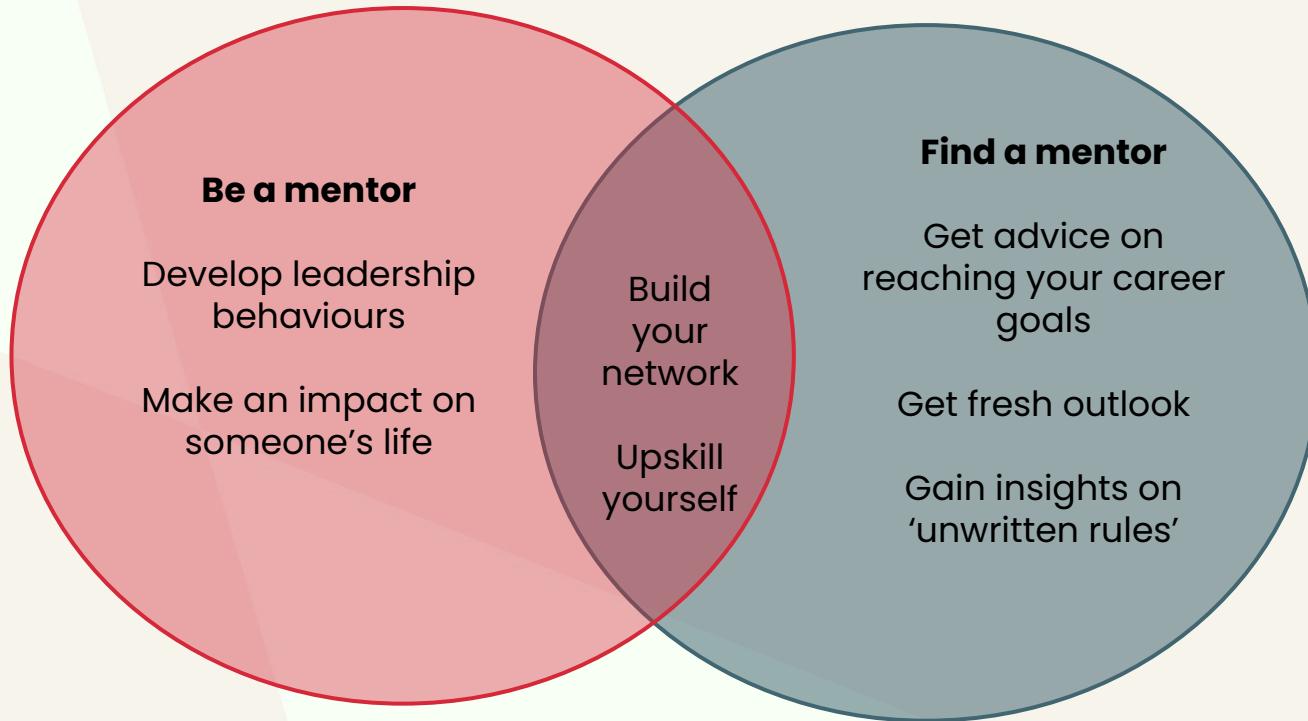
I can get the important but non urgent tasks off my to-do list

I can find an extra pair of hands to help stalling projects on my team

I can access resource while waiting to fill a vacancy

By looking internally first to fill skill gaps I can save money on external contractors or consultants

Why should I find/be a mentor?



What's changing with internal mobility?



I lack visibility of the positions available within the company



I have visibility of all internal opportunities, including full time positions.



I can apply for roles through the external careers site or my HRBP



It's easy to apply and explore positions via *Gloat*, I just 'thumbs-up' a position card



I can't set up alerts to show me when positions I like are posted



I get personalised nudges when positions that match my experience or aspirations are posted

How can Career Paths support my career?



The Dreamer

“Before, I didn’t know where to start, now I have a **list of potential career paths** that helps guide my thinking on what I want to do!”



The Planner

“With Career Planning I can see the **quickest route to my dream role**. I can also find opportunities to close my skill gaps and accelerate my development.”



The Realist

“I know **what skill gaps I have to reach the next level** and have visibility of developmental opportunities to help me close them.”

To create this mindset shift,
we need you to lead by example...



Amplify key messaging



Create a profile



Post projects and insist your teams and peers do the same



*Link *Platform Name* to existing initiatives in your business or function*



Enable employees to dedicate at least 3-5 hours a week to development



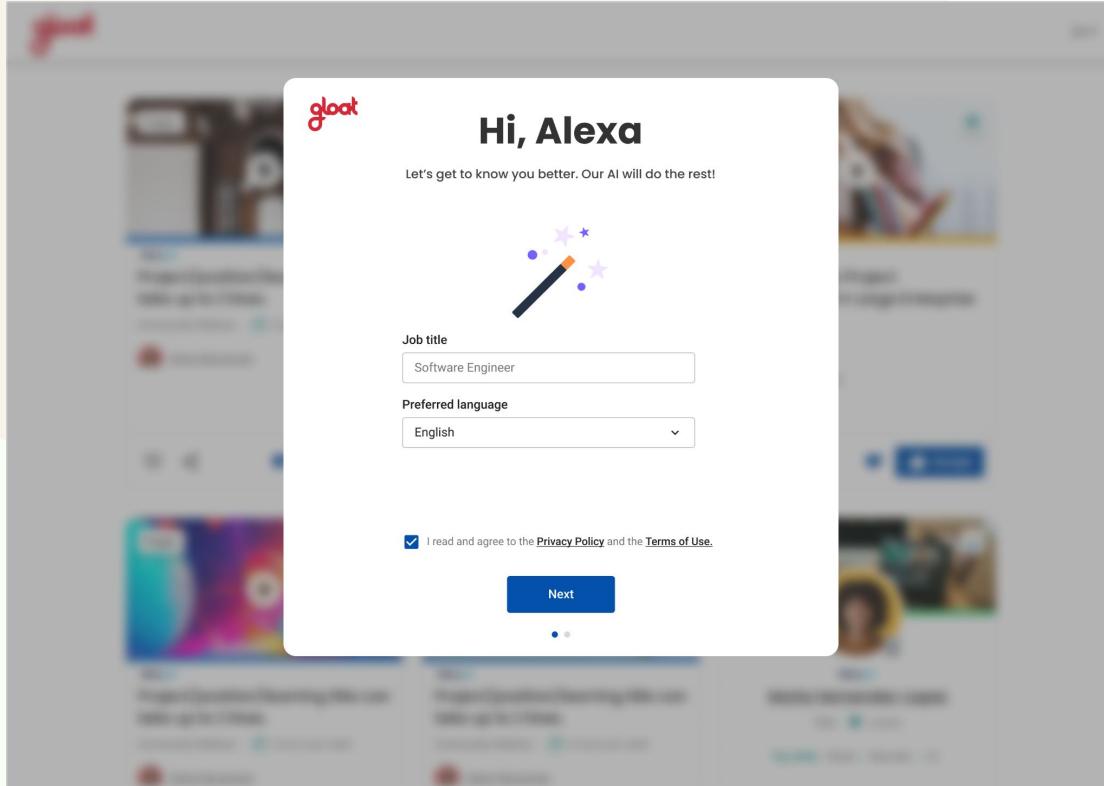
Challenge yourself to select someone the AI mentioned versus your “go-to”

Creating your Profile

Let's Get Started

Complete just 3 simple steps to see what opportunities are waiting for you!

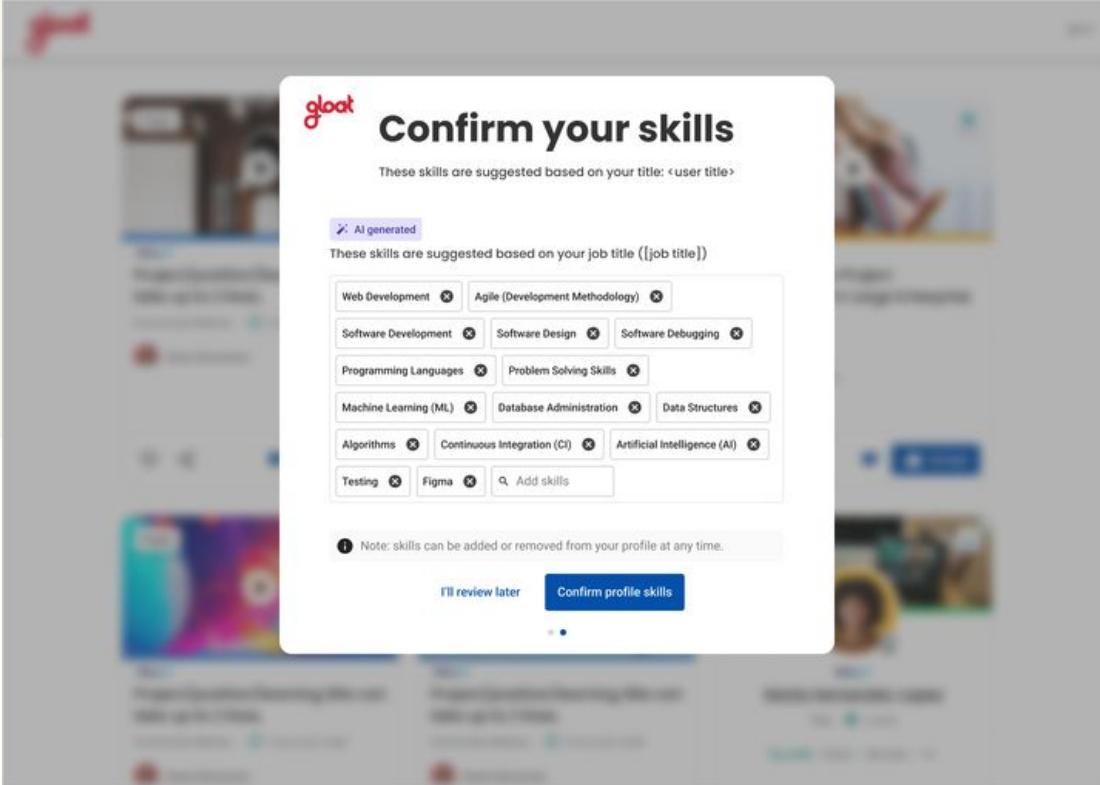
1. View the job title as shared by your organization
2. Choose your preferred system language
3. Review and accept the Privacy Policy & Terms of Use



Confirm & Add Your Skills

Review the skills suggested from the system's AI based on your job title, and add any additional skills not included

Note: skills can be added or removed from your profile at any time!



You've now completed the initial onboarding! Once you add your skills, the AI will do its magic, create your profile and take you to the Opportunity page

The screenshot shows the gloot platform's Opportunity page. At the top, there is a navigation bar with the gloot logo, Profile, Opportunities, Career growth, and My team. On the right side of the top bar are buttons for 'Post a project', a plus sign, and user icons. The main content area features a 'Welcome, Alexa' message and a sub-instruction: 'Start exploring personalized growth opportunities!'. Below this, there is a grid of five cards: 'Positions' (Discover opportunities to make your dream role a reality), 'Projects' (Gain new skills and experiences through short-term initiatives), 'Mentorships' (Find a mentor to guide you through your professional development), 'Learning' (Upskill to become an expert in your role), and 'Networking' (Connect with peers and grow your internal networking). A large blue 'Explore opportunities' button is located at the bottom of this grid. To the left of the main content, there is a sidebar with sections for 'Explore opportunities' and 'My', a search bar, and buttons for 'All positions' and 'All projects'. Below this is a 'Recommended for you' section with a card for a 'Project' and a note: 'Project/position/learning title can take up to 2 lines.' At the bottom of the sidebar, there is a 'Community Webinar' section with a thumbnail for 'Danielle Cohen' and a note: '3 hours per week.' The bottom of the page shows a footer with the gloot logo and the name 'Vahan Baragamian'.

Your Customized Opportunity Page

The Navigation menu is the home for all pages and modules within the Talent Marketplace

Explore opportunities My opportunities (12)

Discover amazing opportunities

Search by skill, name...

All positions All projects All networking All mentors All learning Advanced

Profile strength: Very weak (1 of 4)
Enrich your profile to match with more opportunities

Recommended for your role

Project

Community Webinar | 3 hours per week

Vahan Barsamian

Mentor

Shiri Zendo
Title | London
Top skills: Cloud | Security | +3

Project

Community Webinar | 3 hours per week

Danielle Cohen

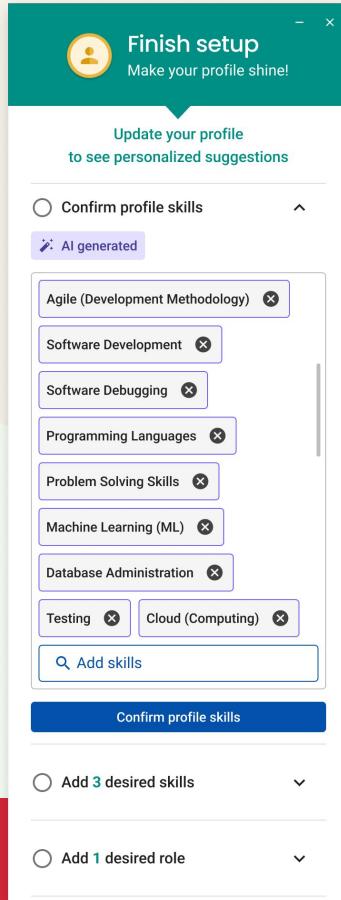
Expand the User Checklist for user-specific next steps

User Checklist

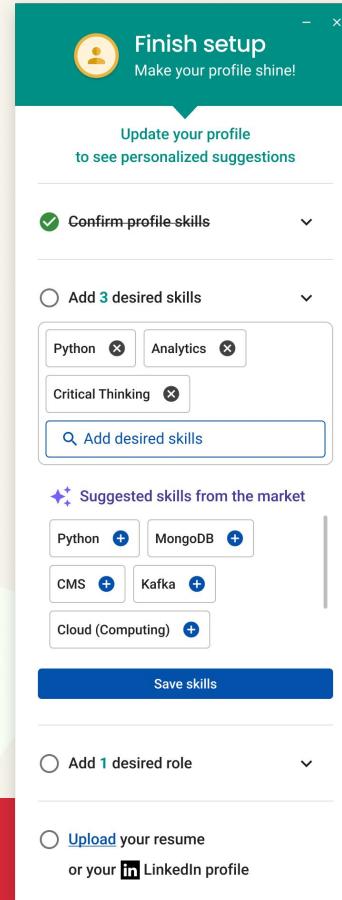
The user checklist will assist users with completing their profiles and enhancing AI recommendations by adding:

1. **Current skills**
2. **Desired skills**
3. **Desired roles**

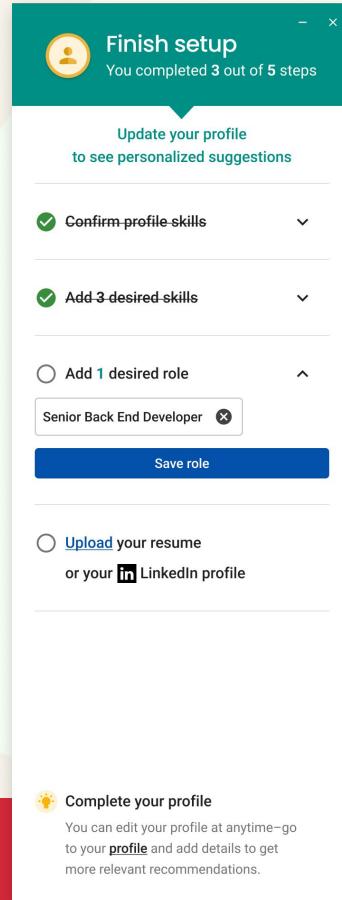
Current skills focus



Desired skills focus



Desired role focus



 **Finish setup**
You completed 4 out of 5 steps

Update your profile to see personalized suggestions

✓ **Confirm profile skills**

✓ **Add 3 desired skills**

✓ **Add 1 desired role**

Upload your resume
or your  LinkedIn profile

 **Complete your profile**
You can edit your profile at anytime—go to your [profile](#) and add details to get more relevant recommendations.

Upload your resume to complete your profile

 Profile Opportunities Career growth My team [+ Post a project](#) 


Alexa Holford
Frontend Developer
Berlin, Germany • Open
[Download profile](#)

Top skills
CSS • Project management
marketing strategy

My resume
AlexaHelford_CV.PDF

Upload your resume

Drag or upload your resume or LinkedIn PDF

Supported languages: English, Spanish, French, Japanese, Turkish, German, Russian, Portuguese, Chinese, Simplified Chinese, Korean

More   

Profile strength: starter (1 of 4)
Fill out more details to uncover opportunities that match your skills and experience.

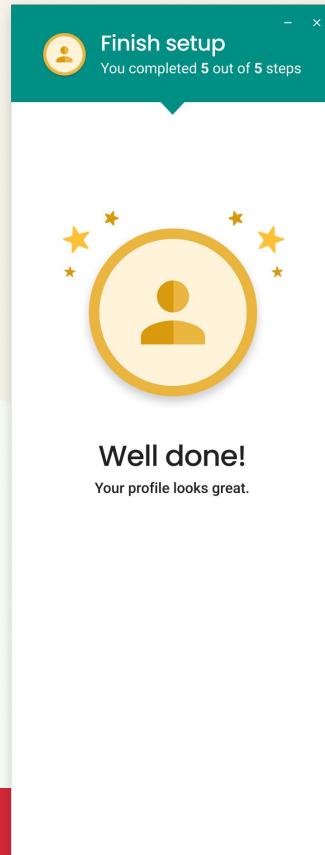
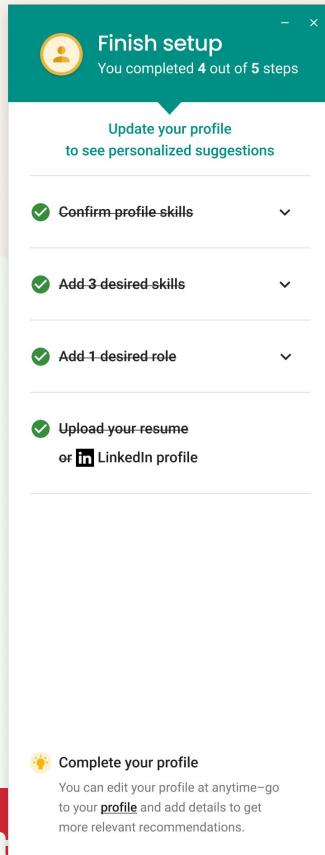
3 out of 5  [<Previous](#) [Next>](#)

Missing info: [Add your education](#)

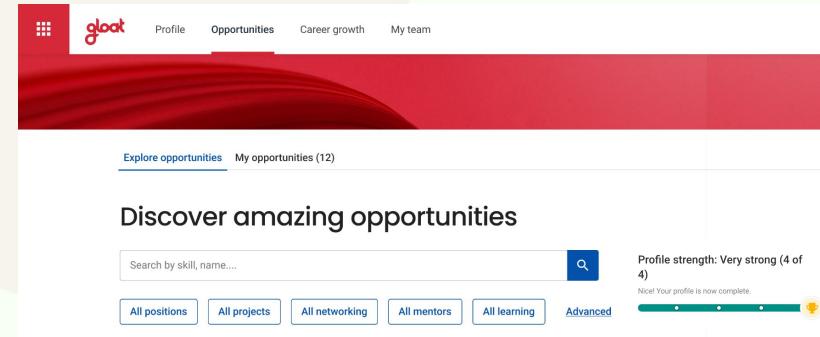
Personal Info **Skills (9)**

 19

All Done!



Congratulations! Your profile is now very strong and the AI has enough information to start suggesting the best opportunities for you.

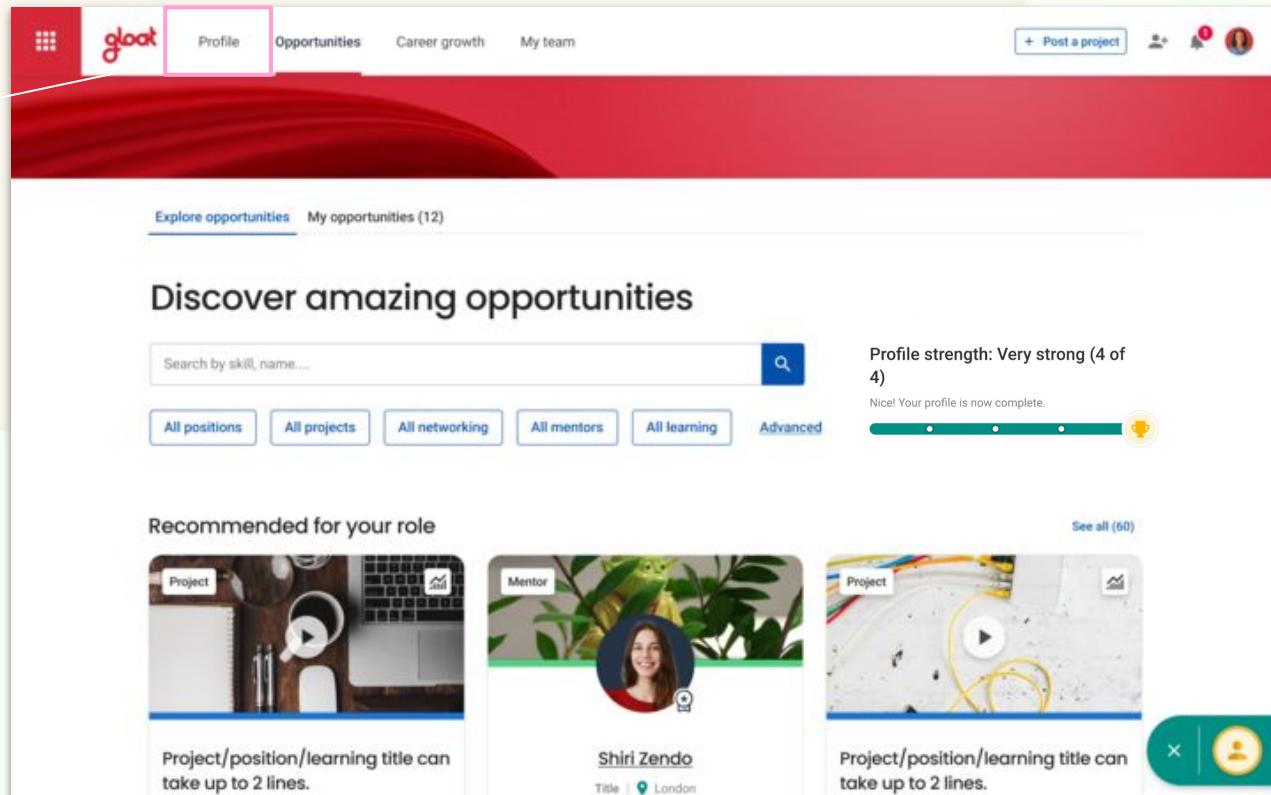


You may now start exploring your personalized opportunity suggestions!

Advanced Profile Settings

Access Your Profile

Access your **profile** by selecting the option from the menu headers



The screenshot shows the gloot platform's user interface. At the top, there is a navigation bar with the gloot logo, a grid icon, and menu items: Profile (which is highlighted with a pink box), Opportunities, Career growth, and My team. To the right of the menu are buttons for 'Post a project', a user icon, a notification bell with a red '1' badge, and a profile picture. The main content area has a red header bar. Below it, there are two buttons: 'Explore opportunities' and 'My opportunities (12)'. The main section is titled 'Discover amazing opportunities' and features a search bar with 'Search by skill, name....' and a magnifying glass icon. Below the search bar are several filter buttons: 'All positions', 'All projects', 'All networking', 'All mentors', 'All learning', and 'Advanced'. To the right of the search bar, a progress bar indicates 'Profile strength: Very strong (4 of 4)' with a message: 'Nice! Your profile is now complete.' and a gold trophy icon. Below this, there is a 'See all (60)' link. The section is titled 'Recommended for your role' and shows three cards: 1. A 'Project' card with a laptop, coffee cup, and video play button icon. Below it is the text: 'Project/position/learning title can take up to 2 lines.' 2. A 'Mentor' card featuring a portrait of a woman, Shiri Zendo, with the text: 'Title | London'. 3. A 'Project' card with a circuit board and video play button icon. Below it is the text: 'Project/position/learning title can take up to 2 lines.' At the bottom right, there is a green button with a 'X' and a yellow circular icon.

Review Your Profile Information

Review and update the details in your profile to improve your experience

The screenshot shows a profile review interface with the following sections:

- Personal info** (highlighted with a pink border):
 - Skills
 - Career history
 - Experiences
 - Education
 - Mentoring profile
 - Availability
- About me**:
 - Highlight your key strengths: Say a few words about yourself. [+ Add summary](#)
 - Introduce yourself in a video: Videos can help you stand out and get noticed for exciting opportunities. [+ Add intro video](#)
- Resume** (highlighted with a pink border):
 - [Upload as PDF](#)
- Languages(0)**:
 - No languages added, yet.
 - [Add language](#)

Profile strength: starter (1 of 4)
Give your profile some love to discover personalized opportunities for your development.

Missing info: [Add your work experience](#)

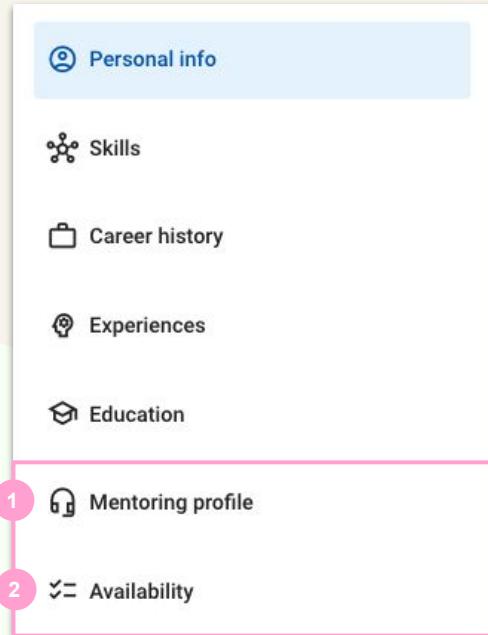
1 out of 3 < Previous [Next](#) >

Tip: Upload your resume or PDF of your LinkedIn profile to seamlessly input these details!

Update your Mentoring Profile & Verify Availability

1. Complete the **Mentoring Profile Checklist**:

- Toggle your availability to mentor
- Add the unique skills that you'd like to mentor others on
- Add any experiences that you'd like to share with mentees
- Finally, include a few sentences about the value that you can offer via a mentorship



2. Confirm your **Availability** for:

- Relocation
- Positions
- Projects
- # hours per week
- Mentorships

Next Steps

To create this mindset shift,
we need you to lead by example...



Amplify key messaging



Create a profile



Post projects and insist your teams and peers do the same



*Link *Platform Name* to existing initiatives in your business or function*



Enable employees to dedicate at least 3-5 hours a week to development



Challenge yourself to select someone the AI mentioned versus your “go-to”

Where should I go if I have questions?

What do you need help with?

Find answers, resources, guides, and much more.

Search

CMD + K



Onboarding & Profile

Get started by setting up your profile and exploring

<https://help.gloat.com/docs/mosaic-overview> onboarding steps.



Mosaic - Work Orchestration

Projects reimagined! Break goals into actionable activities, then assign people or tools.



Opportunities (Explore)

Discover and pursue new growth opportunities within the organization.