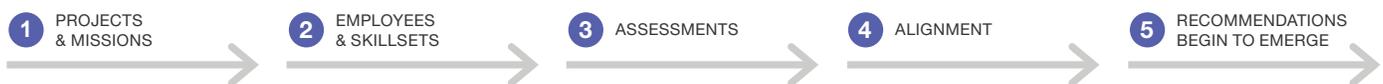


# Strategic Workforce Solution

Your employees' skillsets and organization missions... aligned

The process of selecting candidates to staff projects can be widespread, critical, and complex. Imagine fully understanding the skills that exist within your organization without solely relying on internal data sources such as standardized corporate resumes, self-assessments, and performance appraisals. Too often organizations aren't aware of the actual skillsets that exist within their workforce – which means they staff important projects with the wrong talent. Today, employee data is mostly trapped in specialized data systems (human resource management, finance, emails, social media, and more) – which were each created at different times to serve a very specific function. These various systems have highly structured data models, which are just too rigid to integrate with multiple sources and formats of data. It is just too hard to provide an integrated view of all your workforce data.

Managers of organizations with diverse skillsets struggle to quickly and efficiently align current and relevant skillsets to projects and business needs. For example, in searching for a candidate that has water conservation experience in the Horn of Africa would require various searches across many different data silos. Staffing this requirement means searching multiple internal systems and manually aggregating the results to bring together a complete view of one employee's skillset. The Horn of Africa is comprised of four countries, and the term water conservation can be described in many different ways – which means time devoted to creating and running various queries.



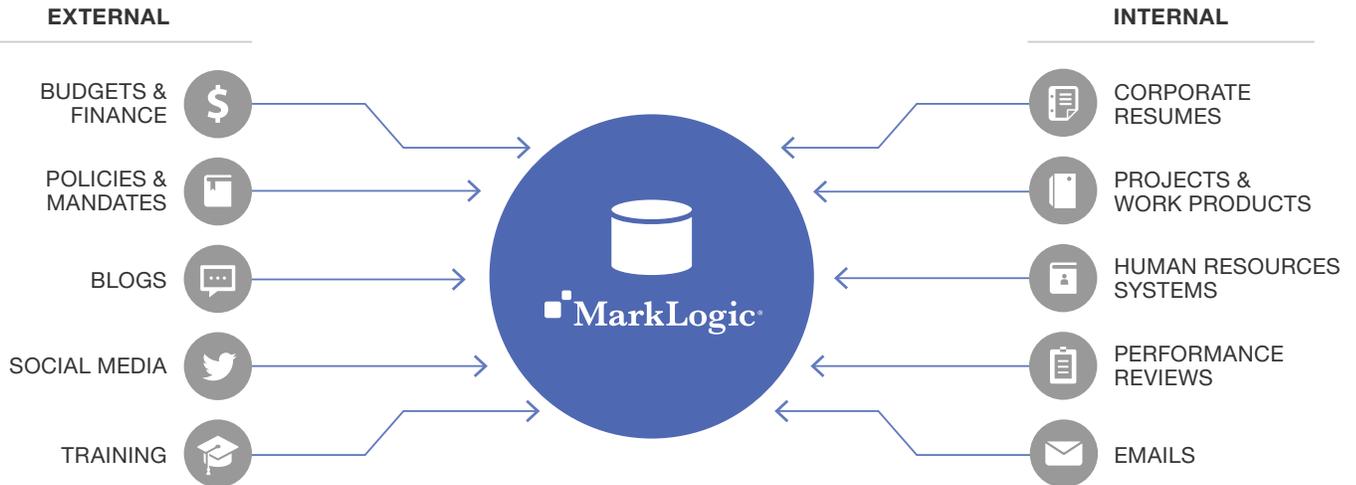
Multiple steps are required to match employees with project requirements

Multiple steps can be involved in this process:

- Lists of initiatives, programs and projects need to be discovered, compiled, and prioritized
- Lists of employees matching the required skillsets need to be discovered, compiled, and prioritized
- Reports must be manually aggregated and generated to assess the current personnel's skills
- Employees and projects must be manually compared and aligned
- Recommendations begin to emerge

## The MarkLogic® Solution

To quickly ramp up new projects, your organization needs to rapidly aggregate existing data, incorporate new data sources, and integrate the results of analysis and workflow processes to make timely and accurate decisions. The MarkLogic Strategic Workforce solution gives you the ability to align talent to organization needs by integrating all data that lives within your organization – including HRMS, other internal corporate systems, plus the everyday communications and work products (such as reports, blog posts, and publications) that exist within or outside your organization. This unified view of the organization's actual workforce and actual work products gives decision makers a complete view of an employee's actual skillset, along with strengths and gaps that can fulfill a mission, goal, or project need.



MarkLogic provides advanced mission and workforce search, discovery, semantic and geospatial analysis

By implementing a MarkLogic Strategic Workforce solution, decision makers can obtain a 360-degree view of their talent to better align skillsets to your organization's programs and projects. MarkLogic's geotagging and semantics features can be used for advanced search and discovery of skillsets within specific regions of the world – to help you staff that ideal candidate that has actual experience working with water conservation in the Horn of Africa.

As policies, regulations, and budgets change, the Strategic Workforce solution lets you easily pivot and accelerate staffing of new projects. Your organization can quickly search for the perfect candidate that fits all aspects of a project – all using one platform. Not only does this solution benefit programs and projects – it benefits the employees by having their actual work products discoverable to allow them receive the recognition they deserve.

## Proven Success

MarkLogic has been cited by multiple industry analysts as a leader in the operational and NoSQL database markets. We and our partners have deployed data integration, search, discovery, analysis, and content delivery solutions to some of the largest organizations in the world. These organizations need the unique combination of reliability, flexibility, and security that only the MarkLogic Enterprise NoSQL platform can provide.

## About MarkLogic

For over a decade, organizations around the world have come to rely on MarkLogic to power their innovative information applications. As the world's experts at integrating data from silos, MarkLogic's operational and transactional Enterprise NoSQL database platform empowers our customers to build next generation applications on a unified, 360-degree view of their data. Headquartered in Silicon Valley, MarkLogic has offices throughout the U.S., Europe, Asia, and Australia.