



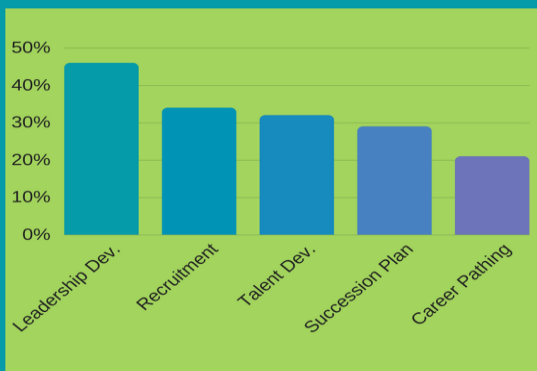
# Competitive Landscape

- **Very Low Unemployment**
- **Continued Trend to Remote/Virtual Low Cost Model**
- **Digitization of ALL HR products**

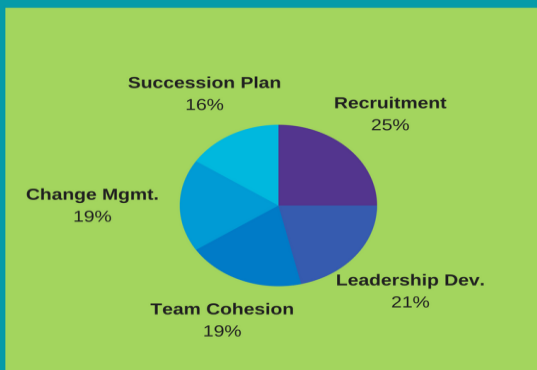
# What Our Clients are Seeking

## Watcha Workin' On?

### Top 3 Priorities



### Top Frustrations



[www.InnovateICC.com](http://www.InnovateICC.com)

Over 200 respondents, 3 events, 1 Month

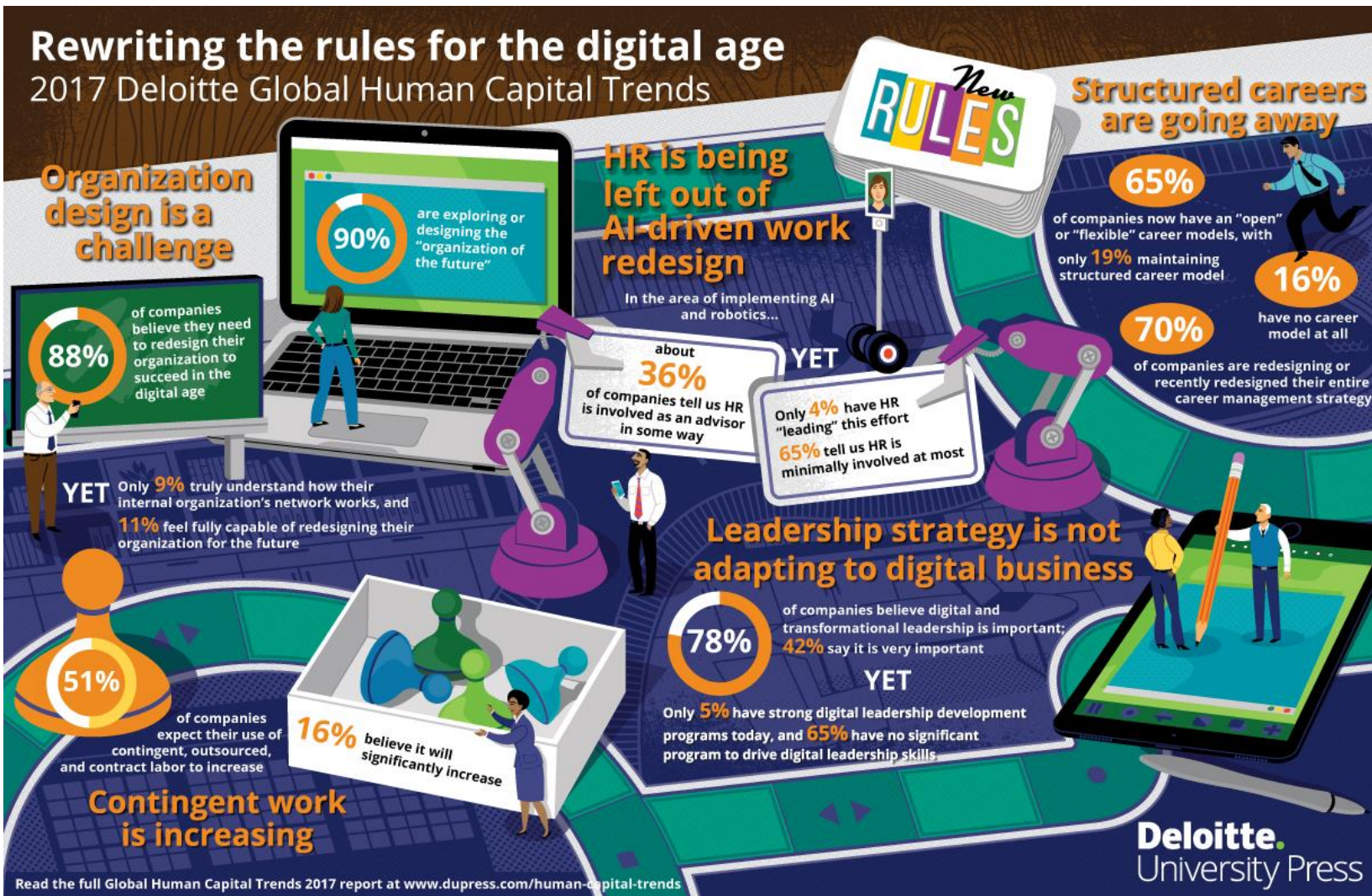
### Top 3 Priorities for next 12 months

- Leadership Development (50%)
- Recruitment (32%)
- Talent Development (28%)
- Succession Planning (25%)
- Career Pathing (21%)

### Top Frustrations

- Recruitment (25%)
- Leadership Development (21%)
- Team Cohesion (19%)
- Change Management (19%)
- Succession Planning (16%)

# Evolution of Our Industry



# Product Development

- **Currently assessing the need to create our own technology.**
- **Visiting HR Tech shows to find out what is out there**
- **Saturated Markets?**
- **Competing in a Tech Driven World**

# Case Study

## WICT (Women in Cable and Telecommunications)