



PRESS RELEASE

CULTURE AMP ANNOUNCES *FORESIGHT ENGINE*[™] ENABLING BUSINESS LEADERS TO SEE INTO THE FUTURE

More than 2,300 companies can now harness the new AI-powered prediction engine to drive stronger employee performance, retention and ROI outcomes

[July 30, 2019 - San Francisco, CA] [Culture Amp](#), the leading People & Culture platform, has unveiled the HR technology industry's most advanced prediction engine to forecast employee performance and turnover risk.

By providing businesses with the richest insights available across the entire employee experience, Culture Amp's new *Foresight Engine* delivers recommendations to decision-makers at all levels of the organization through personalized dashboards with clear actions for change.

The AI-powered platform, unveiled this week as Culture Amp welcomed global HR Leaders and changemakers at its annual global conference, [Culture First](#), was built upon the company's acquisition of award-winning performance management solution Zugata Inc. With this enhanced platform, Culture Amp offers Culture First leaders the most comprehensive solution available – with proven engagement and performance offerings – that allow these leaders to truly develop their people and culture.

"With Foresight Engine, leaders are empowered to predict employee outcomes related to engagement, performance, and retention. It then equips them with the insights they need to take action to drive more successful outcomes," said Rod Hamilton, Co-Founder and Chief Product Officer of Culture Amp.

Foresight Engine is powered by an outcome prediction algorithm that has been trained on insights from more than 2,300 companies, 3 million employees and 165 million data points. This dataset spans the entire employee journey, including onboarding, engagement, wellbeing, diversity & inclusion, and performance reviews.

How Foresight Engine is paying off for InVision

In recent years, Culture Amp has been partnering with global organizations to help them predict outcomes and enhance their processes to drive change. One such company, InVision, a digital product

design company, combined onboarding, engagement and performance data from multiple years to predict employee performance.

"With Culture Amp's Foresight Engine, we are able to predict whether someone will be a high performer 30 days into their tenure. This insight allows us to intervene early to set them up for success," said Mark Frein, Chief People Officer at InVision.

InVision's findings already include:

- Employees who answered favorably to the question, *'I am feeling productive'*, in the onboarding survey were found to be 4.2 times more likely to become a high-performer.
- Similarly, employees who answered favorably to the question, *'My induction program was thorough and effective'*, were 3.8 times more likely to be high-performers.

"Perhaps for the first time, we now understand the efficacy of our onboarding processes and can clearly show the ROI of investing in our employees early in their tenure," Frein said.

Culture Amp will embed *Foresight Engine* throughout its predictive analytics, organizational network analysis, and natural language processing tools. These advanced capabilities will inform leaders and HR practitioners on underlying linkages between engagement and performance within their organization as well as empower managers to take action and drive positive change throughout their teams.

For more information on how Culture Amp is redefining the future of work, visit cultureamp.com.

###

About Culture Amp

Culture Amp is the leading People & Culture Platform that helps companies take action to improve employee engagement, retention and performance. Culture Amp is a Culture First certified B Corporation used by over 2,300 customers including Airbnb, KIND Snacks, Mercy Health, Salesforce, Slack and McDonald's. Started in Melbourne with offices in San Francisco, Palo Alto, London, and New York, Culture Amp has raised \$76.3M USD from Index Ventures, Felicis Ventures, Sapphire Ventures and Blackbird Ventures. Learn more at cultureamp.com and @CultureAmp.

Contact:

Michele Gallagher
Director of Global PR & Communications
michelegallagher@cultureamp.com