

SUMMARY

Unilever: Boosting Productivity with their Internal Talent Marketplace

THE CHALLENGE

With a global workforce of more than 100,000 employees, Unilever needed to prepare for the rapidly evolving future of work, driven by technological advancements and changing business demands. They wanted to reskill and upskill employees with future-fit skills, engage employees by aligning opportunities with their own sense of purpose, improve organizational agility, and democratize career development.

THE SOLUTION

The company launched an internal talent marketplace, FLEX Experiences, to upskill and reskill employees. It leverages AI to match employees with internal projects, gigs, and mentorship opportunities based on their skills and unique vision of purposeful work. It allows employees to explore other business areas, locations, and roles without having to change roles themselves. It also allows team leaders to resource projects quickly.

THE RESULTS

- 41% improvement in overall productivity.
- ~67% of FLEX assignments went to female employees although they only represent 50% of the workforce.
- 700,000 hours unlocked for business-critical projects.
- Cross-functional and global collaboration increased.
- Attrition and time to hire have declined.

CASE STUDY SOURCE

gloat.com

ADDITIONAL INFORMATION

unilever.com