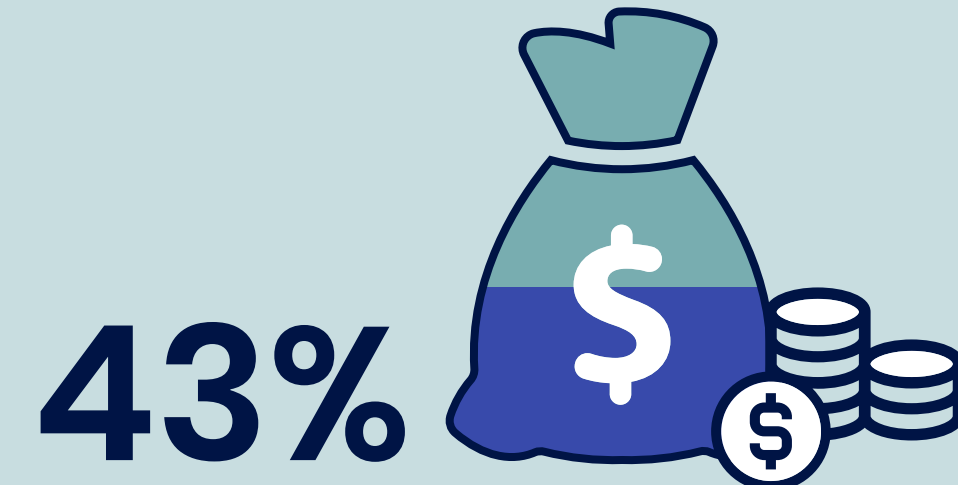
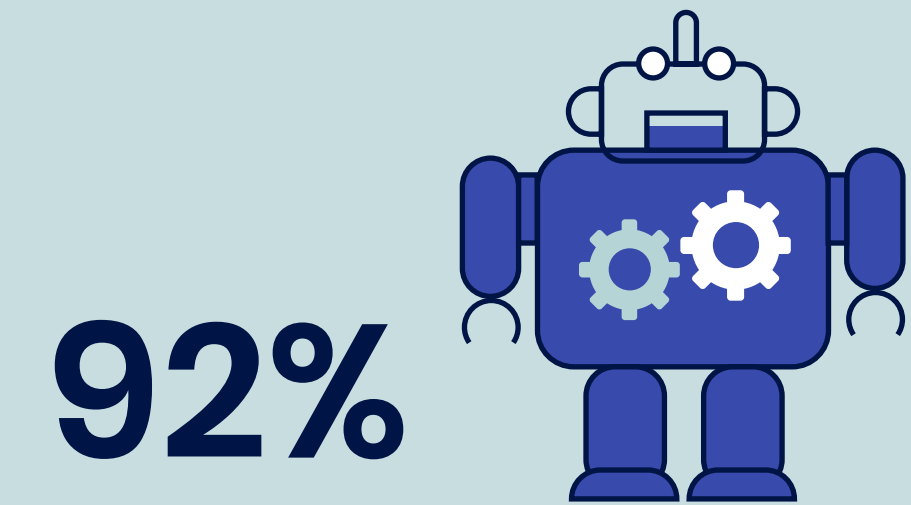




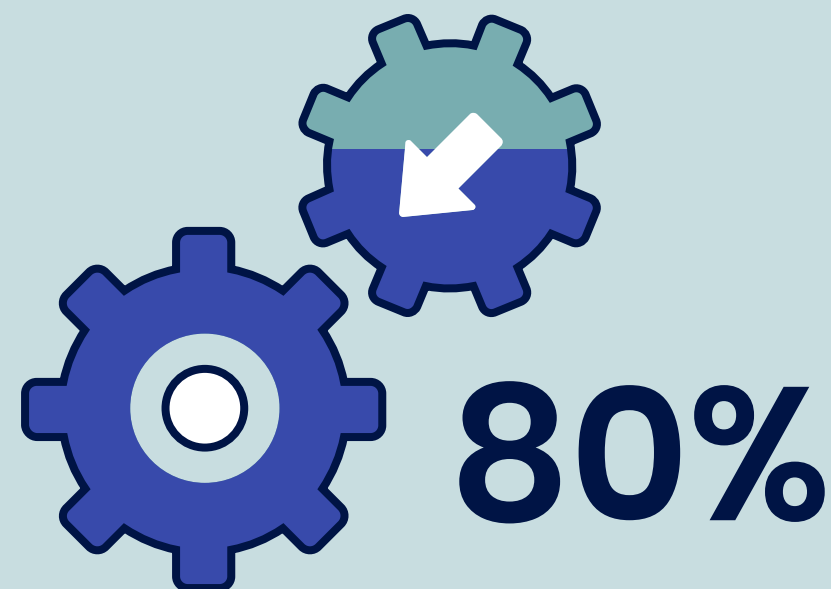
of GM & HR leaders are still using Excel to manage their programs



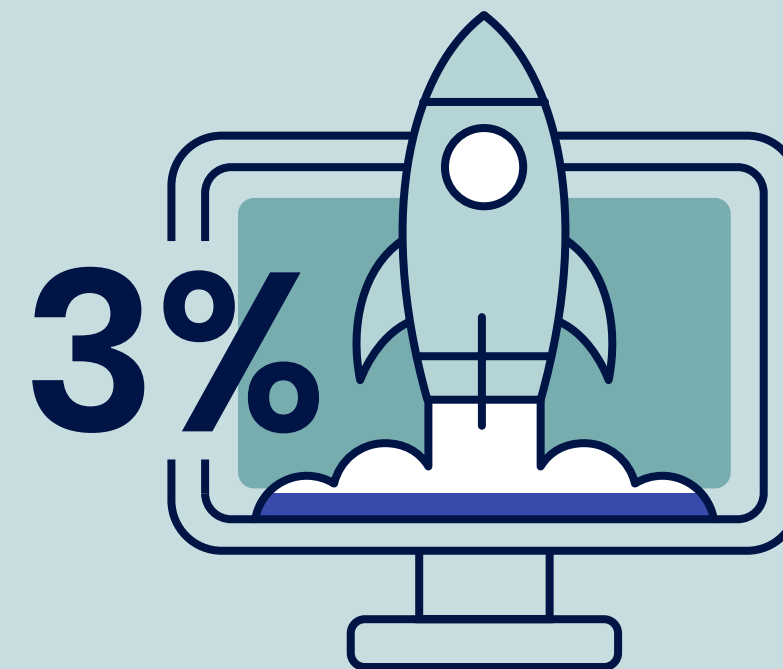
stated that the cost is the main barrier to implementing technology



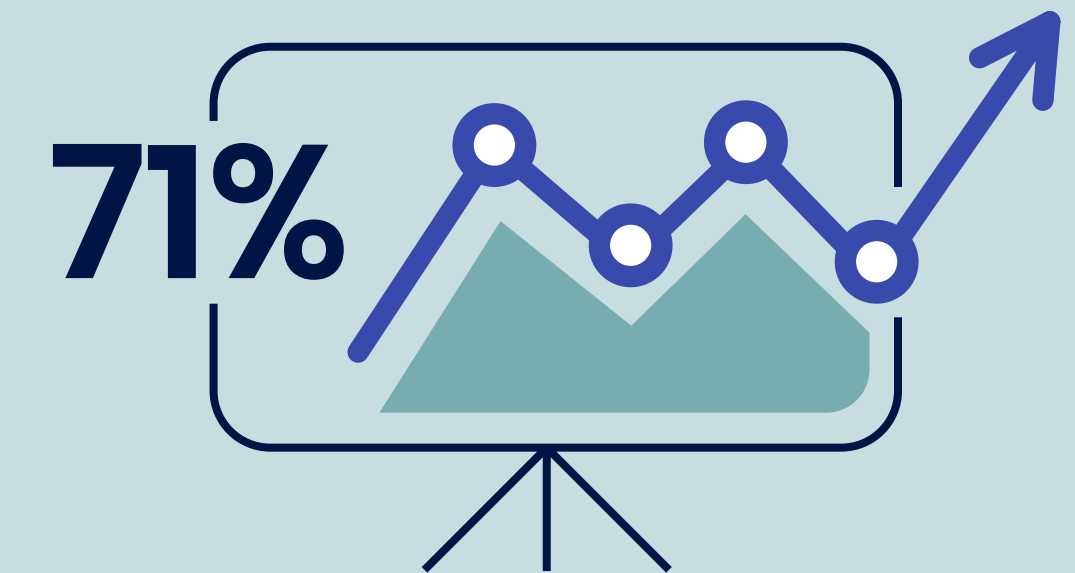
of GM & HR leaders stated that automation of processes was their number one priority



Over 80% of respondents found downstream integration with partners either important or critical



AI or VR is yet to take-off with only 3% of respondents utilizing these types of technologies



A total of 71% of respondents valued the cost vs actuals side of predictive analytics

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