



CASE STUDY #1704

Ultimate Software



Ultimate HCM was looking for a career development tool designed to support their “People First” employee experience that combined self-managing employee career development for near-term guidance and a long-term career roadmap. //

FUEL50 BUSINESS DEVELOPMENT TEAM



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Ultimate Software

4,200
NO. OF
EMPLOYEES

Technology
INDUSTRY
VERTICAL

Global
REGION

Career Pathing
SOLUTION
BASIS

2017
YEAR JOINED
FUEL50

Ultimate Software is a global HR technology company headquartered in Weston Florida.

Ultimate HCM provides cloud-based human capital management solutions primarily to enterprise companies in the United States and Canada.

Founded in 1990, they continue their massive growth with over 3,400 customers nearing 1 billion in revenue, listed NASDAQ stock exchange, and ranked #1 Best Workplace Technology.

Ultimate HCM continues their **“People First”** focus on both their clients and their **4,200 employees**, continuously landing high on the best places to work list as well as #7 on Forbes most Innovative Growth Companies.

BUSINESS CHALLENGE

Ultimate HCM was looking for a career development tool designed to support their “People First” employee experience. They were looking for a solution that combined self-managing employee career development for near-term guidance and a long-term career roadmap.

THE VISION

Guide employees toward relevant information to drive career growth

Provide employees with near-term guidance to realize best match roles and possible career paths based on career aspirations, skills and capabilities

Map career frameworks that accurately match their job roles

Provide visibility into open job roles with the organization



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SOLUTION

The solution was a clear and comprehensive initiative that provides the tools to empower employees to explore, own and drive their individualized career journeys. Ultimate HCM partnered with Fuel50 to provide employees a better understanding of themselves and their future at Ultimate Software. Visibility into career development combined with the ability to explore potential careers, employees are given the tools to shape their career paths with the organization.



FuelPathing™

The Fuel**Pathing**™ exercise identifies preferred career paths, whether it is sales, marketing, finance or something else entirely different. Designed to help target thinking about how you can grow your career and explore how your natural interest areas play out at work as well as providing users with next steps for possible career paths.



FuelFactors™

Fuel**Factors**™ encompasses a variety of modules and exercises that all aid in identifying what career opportunities are a suitable fit taking into account personality, talents, work style and personal values. FuelFactors™ includes: Fuel**Values**™, Fuel**Talents**™, Fuel**Fit**™, Fuel**Agility**™ etc.



FuelLeaders™


Fuel50 Leader View allows leaders to see a list of their Teams and easily link to their full profiles via Pathfinder or via a See My Team link. Access to these enables leaders to have powerful career conversations with our coaching reports and leadership training modules.



FuelAnalytics™

Fuel**Analytics**™ gives a powerful insight into the career wants and needs of your people based on usage of the Fuel50 site. This allows the ability to then filter insights and metrics by demographic group, providing a lens into key career drivers, development focus areas, strengths and user activity for each business area.



We are a goal-focused team at Ultimate Software, and we enjoy the journey of striving together and caring for one another like a family. 

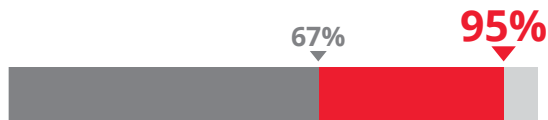


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RESULTS

Following the pilot Ultimate HCM achieved terrific outcome metrics captured via pre and post surveys.



My manager supports my growth



I feel there is opportunity for me at Ultimate HCM



I have identified growth areas

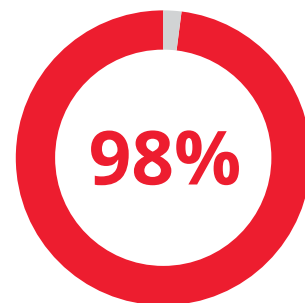


There is a focus on my abilities

EMPLOYEE RATINGS

Great challenges	90	7	97%
Great atmosphere	95	4	99%
Great communication	91	7	98%
Great bosses	90	8	98%

Often or almost always
 Sometimes



'I'm proud to tell others I work here'

Ultimate Software was #3 in the Fortune 100 'Best Places to Work' 2018.