Alioth
EXPLORATION

Culture–Centered Talent Acquisition

Whether you're a small startup or a large enterprise, you need to make high impact hires—everyone from key individual contributors to the c-suite. Alioth Exploration is a talent acquisition platform that helps companies hire the right people by aligning talent with culture.

Why do we care so much about culture? Because many impact hires are quick to leave. For example, 50-70% of executives fail within the first 18 months of promotion into an executive role.[1] That equates to roughly 6 months of onboarding, 6 months of working, and 6 months of planning an exit.

This isn't because key hires lack the skills. Rather, it's because they fail to integrate. A lack of cultural fit is responsible for up to 68% of new hire failures at senior leadership levels.[2]
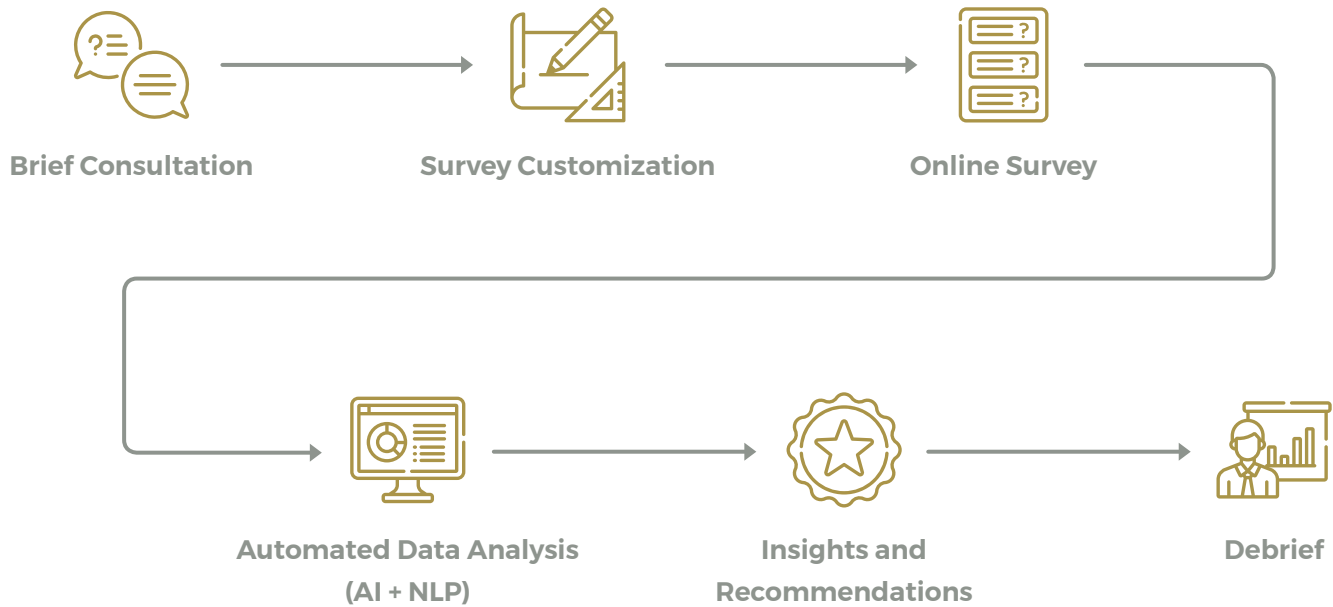
Truth be told, companies aren't offering much guidance to candidates when it comes to culture. The number one struggle for potential new hires is not knowing what it's like to work at a company and what their culture is truly about.[3] This is largely because companies parrot the same buzzwords about culture, making it impossible for prospective hires to differentiate between one workplace and the next.

Alioth Exploration puts an end to the homogenization of corporate culture by providing companies with a novel, data-driven approach to understanding and articulating their values and culture. The platform then takes those cultural insights and helps companies weave them throughout the candidate experience–from the job description to the interview questions to candidate-facing recruiting materials to evaluation scorecards.

As a result, prospective employees have a clearer understanding of what it's like to work for a company and how they can make an impact when they join. And companies are able to align their stakeholders and find top-tier employees who will make a long-term impact, whose values align with the company's culture, and who will lead with vision, purpose, and gumption.

About the Platform

Alioth Exploration is a web-based application that works in most web browsers, which means you don't need to download or install any software on your computer. That way, it's easy for all your key stakeholders to participate in the survey.

Brief Consultation → **Survey Customization** → **Online Survey** → **Automated Data Analysis (AI + NLP)** → **Insights and Recommendations** → **Debrief**

Customer Stories

> Exploration helped us confront the challenges that we knew were brewing. At the same time, it shed light on issues that we were unaware of. The thoroughness of the findings have been invaluable. **We have clear action items that will help us strengthen our culture,** and our company will thrive as a result of Exploration.
>
> — *KUNGFU.AI*

> We knew we had issues, but Alioth brought them to life with such clarity and a plan for action. This will change the course of our company. Culture is the secret ingredient in any company's success, and the ability to dial in and improve culture is invaluable. **The Exploration platform will save us an incredible amount of time and money as our company grows.** It already has in a matter of weeks.
>
> — *Fetch.com*

YOUR DATA-DRIVEN INSIGHTS FOCUS ON THE FOLLOWING AREAS:

Culture Assessment
- Use data to classify and define your organizational culture.
- Uncover emerging issues before they escalate into larger problems.
- Improve organizational performance through culture change.
- Develop more objective criteria for gauging culture fit.

360 Candidate Profile
- Determine which job requirements really matter.
- Write focused and realistic job descriptions.
- Attract relevant candidates who normally screen themselves out.
- Align the organization by building clear, objective criteria for candidate screening and evaluation.

Brand Assessment
- Understand the strengths and weaknesses of your employer brand across the web.
- Evaluate how prospective employees perceive your company.
- Attract and retain candidates who share your company's values.
- Align your lived culture with your promoted culture.

Candidate-Facing Marketing Assets
- Sample brochures that present a clear picture of the opportunity to candidates.
- Show candidates that you care about their experience.
- Reduce the back and forth between candidates and recruiters.

Interview and Evaluation Plan
- Create a formal interview and evaluation process.
- Align stakeholders during the interviewing process.
- Reduce bias and subjectivity by creating agreed-upon evaluation criteria.

Success Plan for the New Hire
- Enable new hires to ramp up quickly and smoothly integrate into the company.
- Connect new hires early with organizational influencers.
- Help new hires navigate the unwritten rules of the organization.
- Reduce attrition among high-impact hires.

[1] Carucci, Ron. "Executives Fail to Execute Strategy Because They're Too Internally Focused." *Harvard Business Review.*
https://hbr.org/2017/11/executives-fail-to-execute-strategy-because-theyre-too-internally-focused

[2] Groysberg, Boris, et. al. "Context, Conditions, and Culture." *Harvard Business Review.*
https://hbr.org/2018/01/the-culture-factor

[3] "Inside the Mind of Today's Candidates: 13 Insights That Will Make You a Smarter Recruiter."
https://business.linkedin.com/content/dam/me/business/en-us/talent-solutions/resources/pdfs/inside-the-mind-of-todays-candidate1.pdf

GET IN TOUCH
We're ready to help you invent the future.
To learn more, email us at exploration@alioth.co.