Connect, Unify, and Predict to Accomplish Project Inclusion

Overview

TIBCO is pleased to offer an **incentivized Diversity, Equity & Inclusion Accelerator Package.** This software bundle contains key capabilities for enterprises to adopt Data-Driven Diversity, Equity & Inclusion Strategies. In addition to addressing key challenges of this period, Data-Driven Diversity, Equity & Inclusion **directly contributes** to the DoD's Multi-Domain Operations Strategy tenets.

Strategy

Attract Top Talent	Achieve Diversity & Equity	Streamline HRC Operations

Initiatives

Diversify Talent Sourcing	Close the Pay/Promotion Gap	Combine HRC Data Sets
Improve Talent Sourcing Yields	Mitigate Unconscious Bias	Conduct Root-Cause Analysis

Outcomes

Improve Market Position[1]	Make Better Decisions[1]	Operational Outperformance[1]

TIBCO is uniquely positioned to support our customers with the **necessary technologies and contract vehicles** to navigate the uncertainties of the future. **TIBCO leads by example with DEI –** using our own tools, we've made significant progress in closing the diversity, gender, and pay equity gaps in addition to **streamlining HR operations** and gaining a comprehensive picture of issues such as retention and mean time to fulfilment for talent sourcing.

"Winning matters and People are my number one priority. We win through our people, and people will drive success in our Readiness, Modernization and Reform priorities. We must take care of our people."

General James McConville
Chief of Staff, Army

Army-TIBCO Strategic Alignment

Becoming an **AI-enabled, multi-domain** force starts with **connection and unification of data using a virtual data layer –** bringing the right information to the right person at the right time.

	CONNECT	**UNIFY**	**PREDICT**
Acquire Talent	*Connect disparate data sources, normalize the data, and create actionable intelligence to drive resource allocations across the recruiting lifecycle*	*Streamline the onboarding process through digitization and unified portals, greatly reducing paperwork, manual effort, and contributing to a positive Soldier experience.*	*Leverage real-time analytics to employ high-yield conversion techniques toward the desired pools of potential manpower.*
Develop Talent	*Employ information bus technology to reap the benefits of connected systems, applications, and any electronic soldier record.*	*Aggregate what is likely the largest human resources data set in the world to allocate billets and educational resources where needed.*	*Utilize predictive models based on historical data sets to measure progression and potential at the individual and unit level.*
Employ Talent	*Connect assessments, historical data, trend data, personnel performance, education, skills, and other evaluations to a central database.*	*Implement priority & market based billeting systems with holistic pictures of supply and demand of labor pools; capture labor pool preferences..*	*Exploit AI/ML to predict optimal performance zones for Soldiers based on competencies, experiences, and other tangible and intangible data points.*
Retain Talent	*Experiment with various compensation models, set conditions for what-if analysis, and real-time compensation comparison.*	*Aggregate and normalize what is likely the largest human resources data set in the world to allow the Army to lead by example*	*Create predictive models to identify at risk for attrition populations, plan lifecycle interventions to retain key populations.*

"If we have made appropriate preparations, taking into account all possible misfortunes, so that we shall not be lost immediately if they occur, we must boldly advance into the shadows of uncertainty."

- Carl von Clausewitz

Why TIBCO

TIBCO is uniquely positioned to partner with the U.S. Army achieve its aims of DEI and to contribute to the Multi-Domain Operational force.

Capability	TIBCO	Workday	Oracle	SAP
Data Source Combination (HCM, Payroll, etc)	✓✓✓	✓✓	✓✓	✗
Scalability/Customization	✓✓✓	✓✓	✓✓	✓✓
Predictive Analytics AI/ML	✓✓✓	✗	✗	✗
Real-Time Streaming Analytics	✓✓✓	✓✓	✓✓	✓✓
Holistic Business Intelligence	✓✓✓	✗	✓✓	✗
Integrations (Slack, Teams, Skype, etc)	✓✓✓	✗	✗	✗

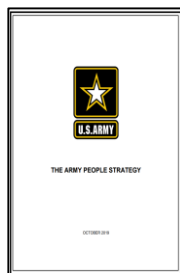**Uniquely Capable** ✓✓✓   **Somewhat Capable** ✓✓   **Not Applicable** ✗

Why Now

The Department of Defense is undertaking a rapid transformation project to become a Multi-Domain Operations force by 2035. This strategy requires the DoD to **innovate, connect, unify, and predict** as never before. While the certain traits, skills, and knowledge of the force are **immutable through time,** success in transformation depends in large part on the Army's ability to **acquire, develop, employ and retain** the right people with the right skills, while adhering to **the larger socio-economic trends** of the United States. TIBCO is the **right partner** to define use cases and make measurable progress towards becoming the force of the future.
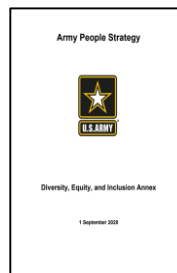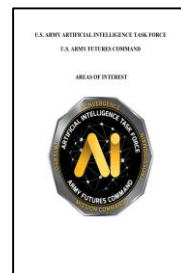
Army Modernization Strategy	Army People Strategy	DoD Data Strategy	Diversity, Equity & Inclusion Annex	U.S. Army AITF Areas of Interest
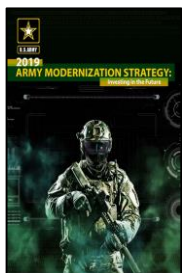
"If you know neither the enemy nor yourself, you will succumb in every battle."

- Sun Tzu