



 **PairwiseHR**

*See your Talent More Clearly*

# The Problems

Organizations are ineffective in understanding the strengths and opportunities of their most valuable asset- their people

Three main challenges:



Companies lack a crisp definition of what greatness looks like.



Managers assess talent inconsistently.



Employees are left without clarity on their relative strengths and growth opportunities.

# By having colleagues complete various comparisons, we are able to **create a comprehensive view** of the organization and transform subjective decision making into data-driven **decision making**

## > Defining Greatness Clearly

Through simple peer comparisons, we reveal who employees believe is great and why – surfacing the traits and behaviors that truly drive results and fit within your culture.

## > Calibrating Managers Consistently

Our platform aggregates peer input using AI-driven modeling, giving managers an objective, organization-wide benchmark of talent that reduces bias and misalignment.

## > Providing Employees with Clarity

Employees receive clear, actionable insights into their relative strengths and opportunities – helping them understand how they're perceived and where to grow.

By utilizing **AI to provide a unified HR platform** we were able to connect performance, engagement, and development data to help organizations strengthen culture, retain talent, and align people with business goals.

#### **Unbiased perspective on talent**

Surfaces peer-driven insights that cut through perception bias and politics.

#### **Actionable growth feedback**

Gives employees clarity on strengths and opportunities, fueling development and retention.

#### **Manager calibration**

Helps managers quickly align on what greatness looks like and who demonstrates it.

#### **Culture clarity**

Reveals what your people truly value as “great,” helping leadership shape culture intentionally.

**Employees complete quick peer comparisons, our models converts those into scores and AI generated insights which provides managers a 360 view of employees**

**1:1**

#### **Pairwise Comparisons**

Employees answer quick, one-to-one questions (e.g., *Who is a stronger problem solver?*) - providing instinctive, peer-driven input.

**AI**

#### **AI Modeling & Aggregation**

Our algorithm converts those comparisons into scores, revealing who is consistently chosen and which competencies matter most to your culture.

**360°**

#### **360 View Of Employees**

Managers and employees receive clear, easy-to-use reports highlighting strengths, opportunities, and cultural patterns — making feedback and talent decisions faster and more objective.

# Who we are



At **PairwiseHR**, we believe organizations succeed when they have clarity on what greatness looks like and the confidence to evaluate talent consistently and fairly. Too often, companies fail not from lack of effort or resources, but from subjective and misaligned views of their people.

Our team brings together **a unique mix of experiences** - from professional sports to AI and data, from enterprise sales to Fortune 100 HR leadership. We've seen firsthand how difficult it is for teams and organizations to evaluate talent objectively, and we've come together to solve that problem.

## PairwiseHR helps organizations:

- **Define** what greatness means in their culture.
- **Calibrate** managers on how they assess talent.
- **Give** employees clear, actionable feedback on their strengths and opportunities.

**We are a diverse team with one common vision:** to make talent evaluation clearer, fairer, and more effective.

