

The Skills Operating System for your organization

Skillvue is the **objective skills data layer** for your retail workforce. Tailored to your competency framework, grounded in science, scaled by AI, embedded into the HR systems you already run. So every talent decision, from hiring to transformation, is finally the right one.

Your Status Quo	What You Face	What We Do
Stores run on people , but talent decisions remain expensive gambles. You hire based on CVs and gut feeling , and you promote who is visible rather than who has the potential for the next role.	High turnover and unstructured hiring fail at scale. Store managers are evaluated on subjective criteria with no predictability of future performance , and reskilling programs stay generic with no focus on gap maps.	Our skills operating system powers the entire retail talent lifecycle : from the checkout counter to store management, with no silos or inconsistent assessments between new hires and internal talent .

Workforce Challenges vs Skillvue Solutions

CHALLENGE	⚠️ COST OF INACTION	✓ SKILLVUE VALUE	✓ SKILLVUE ROI
Hire Right Hiring, screening and confirmation at scale	Low margins, high turnover, costly mishires, confirmation left to subjective, store-by-store judgment. At €30-40K per failure , a 30% mishire rate becomes a massive drag on tight 2.8% EBIT margins .	Fast, objective screening (5 to 15 minutes) based on your organization's specific model . Structured, bias-free probation reviews provide one unified lens for new hires and growing employees.	30% reduction in mis-hire rate; 70% faster CV screening Payback period: 6 months 1st year ROI: 85%
Promote with Confidence Store manager and department head pipelines	40% of new managers fail within 24 months because promotions rely on sales performance rather than leadership skills.	Build internal academies on potential , not seniority. Early leadership mapping ensures training reaches the right people , reducing promotion failures and creating a pipeline for roles the market lacks.	Post-promotion failure reduced from 40% to 15% Payback period: 2 months 1st year ROI: 500%
Develop the Right People Frontline development and succession	A lack of effective leadership drives a 5-10% performance drop , costing stores millions in lost revenue.	Top-tier retail staff double retention and drive growth . Verifying soft skills early lets you hire for attitude and motivational fit , identifying long-term talent and reducing early turnover.	Time-to-fill for leadership roles reduced by 35% Payback period: 4 months 1st year ROI: 170%
De-Risk Transformation M&A integration and multi-format reorganization	70%+ of business transformations fall short of their original ambitions. Lacking shared criteria across brands, people managers can't assure acquisition success.	Standardize skills with a single framework assure meritocracy in internal mobility . Post-deal skills mapping achieved in just weeks. Adaptability, learning agility and growth mindset verified before integration.	Post-deal skills mapped in just weeks Payback period: 5 months 1st year ROI: 160%

