

We grew an enterprise SaaS company from 25 to 1000+ employees

7+ years as Product, Service + Operations, and Engineering partners



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Employee Growth = Business Growth

We lived this as ICs -> Managers -> Execs



Only 1:19 can become management

What about the other 18?

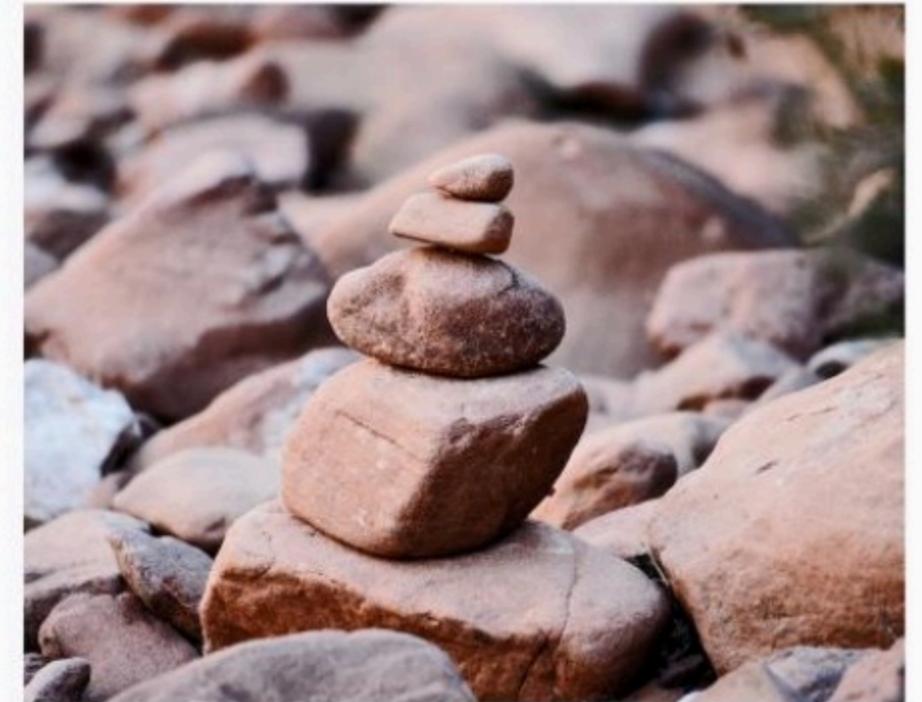
Progression is not always promotion.



Non-traditional paths

Titles are proxies for important things.

Creative paths can lead to profound outcomes.



Compounding benefits of internal mobility

Talent is your brand.

Employees stay longer and refer others.



Employee turnover is a real and expensive problem

Individual: turnover costs **1.5-2x** annual salary

Millennial case study

- Millennials are the **largest segment** of the workforce
- Avg time spent in a role: **17 months** vs. 52 (non-Millennial)
- **60% are open** to a new job at any time
- Domestic aggregate: Millennial turnover due to **lack of engagement** costs **\$30.5B** annually

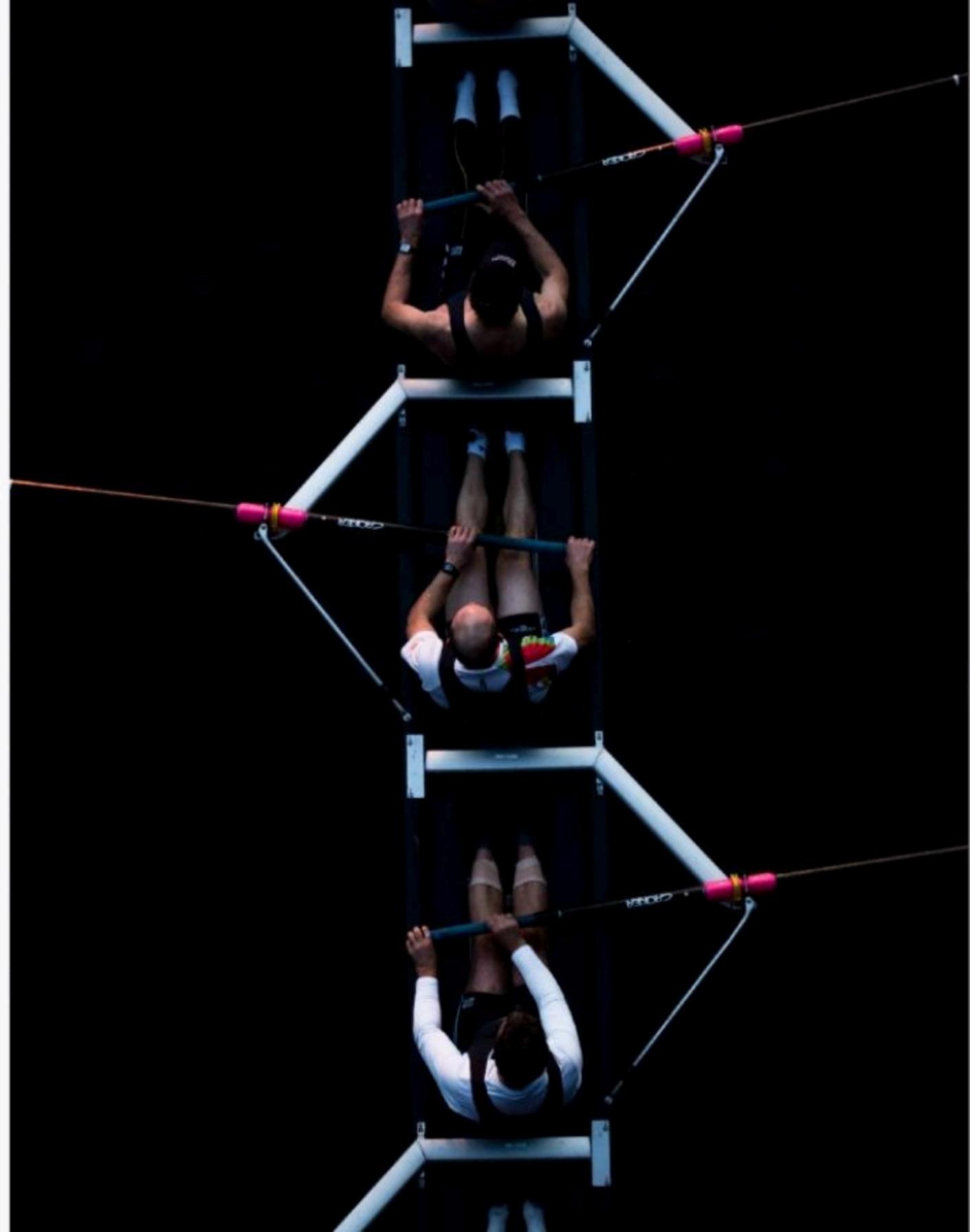
Retention requires meaningful engagement

The bar is low...

- Proactive development is focused on **top 5%** of talent
- HR software tracks **workflow and records** and doesn't equip managers for success
- Most employees have **limited visibility** to personal career paths

Simple actions = impactful results

- Millennials having any kind of regular meeting with management focused on development saw a **24% lift in engagement**



HR's Evolution to "People"



Technology shift

- "On Prem" tech moved to the cloud
- Modern tech enabled data liquidity
- Intelligence platforms exist via integrating data across disparate systems



HR -> People Ops

- Move from administrative to business partner
- Non-traditional practitioners building next gen talent practices
- Data-driven decision making drives competitive advantage and P&L

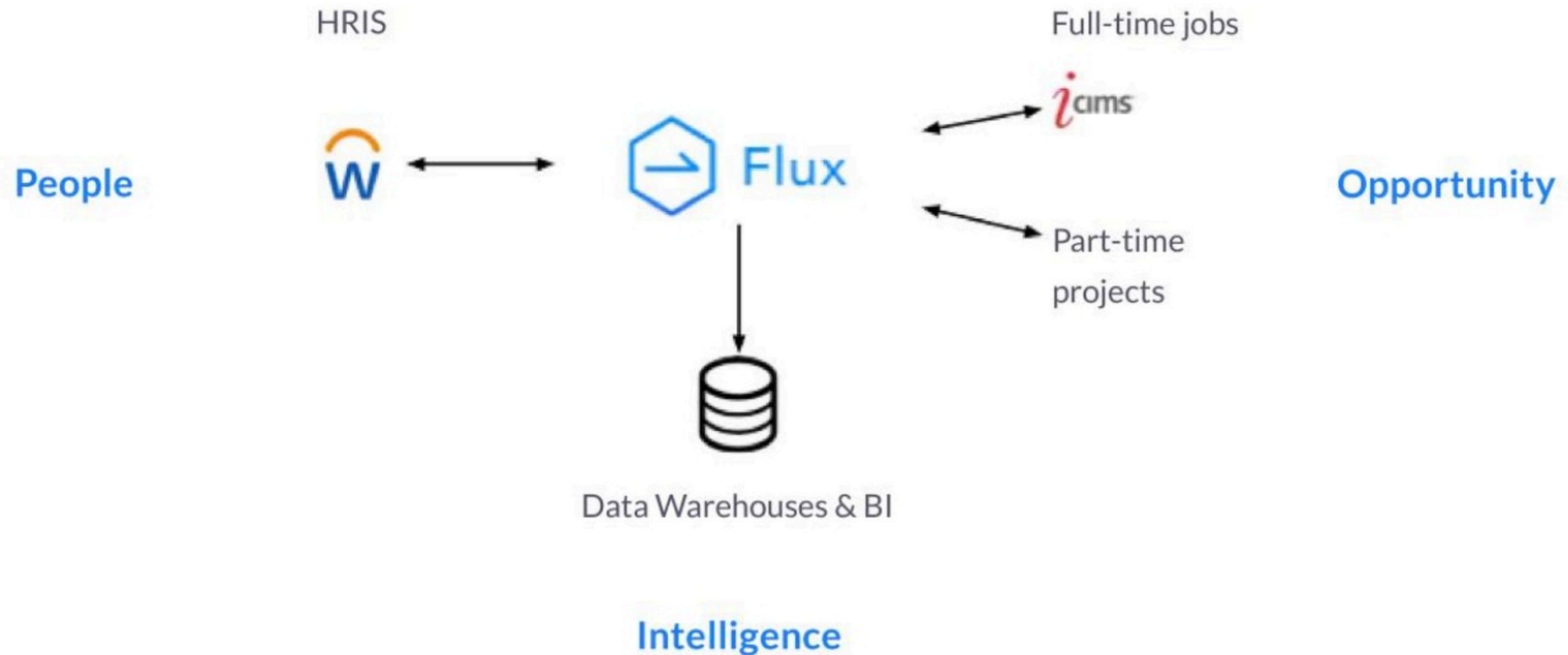


People is the new Growth team

- Teams hacking together their own tools to address needs
- Modern "growth stack" (e.g Braze, Segment) does not exist yet for "People"

The Modern "People" Stack

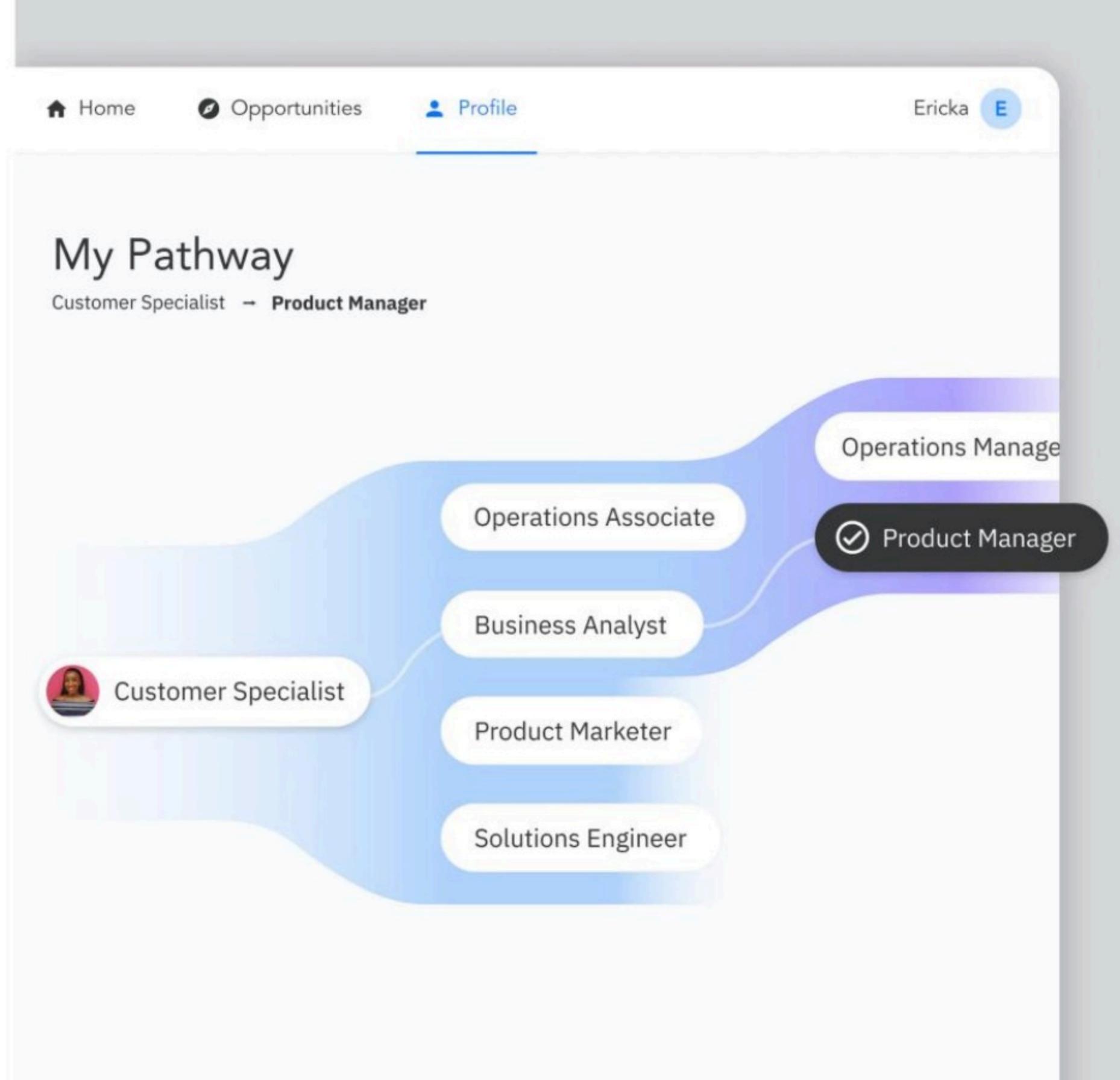
Connecting critical systems and data at key points in the employee life cycle



Visualize career trajectories

Give employees the power to build their dream career at your company.

Flux pathways gives talent a self-directed way to explore personalized career trajectories and find immediate ways to make progress through work opportunities in the platform.



Connect development to productivity

Create a future-proof workforce and culture of ongoing development.

Part-time projects and rotations offer employees a low commitment way to flex the skill they have, learn new skills, advance career goals and explore other orgs while contributing to business critical work.

Latest opportunities

New Product Launch Team

Type Project (25% time)

📍 Remote

Because you follow:

Go-to-market

Remote



Business Analyst

Type Full time

📍 London, UK

Skills match:

Data Analysis

Client Relations

Project Management



Data Bootcamp

Type Rotation (2 weeks)



Personalize opportunity

We match employees with opportunities based on "fit".

Flux uses its Work Genome combined with predictive intelligence to take a holistic view of employees and connect them to work that aligns abilities, experience and work styles as well as goals, interests, and ambitions.

The screenshot shows a user interface for a job opportunity. At the top, it says 'Opportunity detail' and 'Product Management Bootcamp'. There are two tabs: 'Summary' (selected) and 'Qualities'. On the right, there is a bookmark icon, an 'Apply' button, and a menu icon. The main content is divided into several sections: 'Overview' with details like 'Start date: June 14, 2020', 'Type: Rotation (25% time)', 'Organization: Product and Engineering', and 'Location: Remote'; 'What is it?' with 'Role: Product Manager' and 'Reports to: Sarah Smith, Product Director'; 'How will I work?' with 'Oversight: Weekly interactions' and 'Guidance: As needed'. On the right side, there are three panels: 'Skills required' showing 4 skills matched (Data Analysis, Project Management, Client Relations, Presentation Skills) and two additional skills (JIRA, Tableau); 'Matched Interests' listing Go-to-market, Product Development, Remote, and Product Manager, all with checkmarks; and 'Skills gained' at the bottom.

Opportunity detail
Product Management Bootcamp

Summary Qualities

Overview

Start date
June 14, 2020

Type
Rotation (25% time)

Organization
Product and Engineering

Location
Remote

What is it?

Role
Product Manager

Reports to
Sarah Smith, Product Director

How will I work?

Oversight
Weekly interactions

Guidance
As needed

Skills required

4 Skills matched

Data Analysis ✓ Project Management ✓

Client Relations ✓ Presentation Skills ✓

JIRA + Tableau +

Matched Interests

Go-to-market Skill ✓

Product Development Skill ✓

Remote Location ✓

Product Manager Role ✓

Skills gained



97%

of employees who have completed work on Flux report confidence in their ability to navigate their career within their company.

Thank you.



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