



# How to get your HR systems to

Think,  
Talk,  
*Act with AI*

JOMBAY. 

The background features several large, thin, blue curved lines that sweep across the page, creating a sense of motion and depth. The lines are positioned in the upper left, middle right, and lower right areas, framing the central text.

***‘The power of AI depends  
on the questions we ask.’***

No one else understands

**HR + AI**

**better than**

**Jombay.AI**

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**At Jombay, we have been  
early AI Adopters. Our decades  
of HR insights are now encoded  
into AI intelligence.**

**Data exists  
everywhere,**  
(HRMS, LMS, PMS, ATS, etc)

**But,**

**Intelligence  
exists  
nowhere.**

**Organizations are data-rich  
but insight-poor!**

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**Static, one-time  
succession lists are failing**

**Skills visibility  
is fragmented**

**Performance management  
lacks standardization**

**Performance conversations  
lack evidence**

**Learning content is not  
updated nor recent**

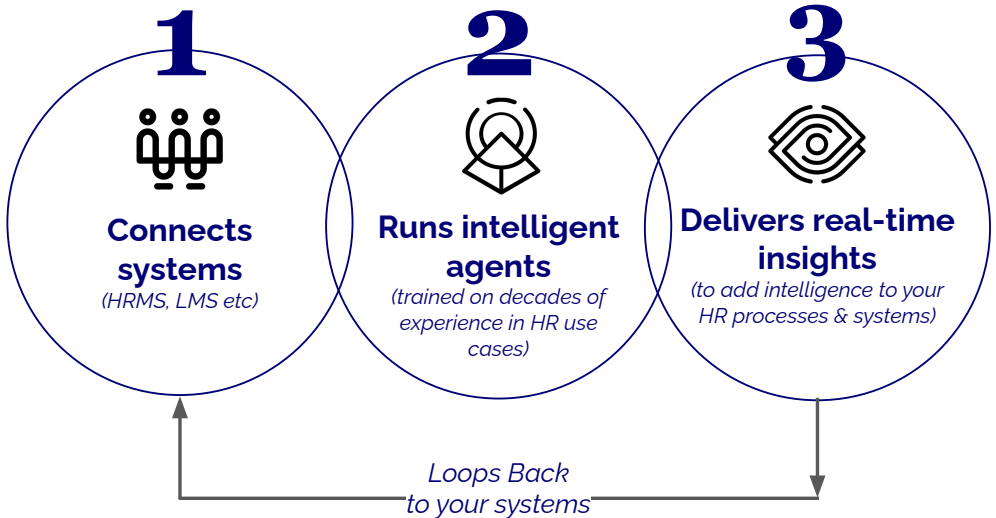
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# Now Imagine



**Your HR systems are able to  
Think  
Talk  
Act  
to solve these challenges.**

**Meet Jombay.AI** - your HR intelligence layer that is enabling things that were always on the wishlist of your teams!

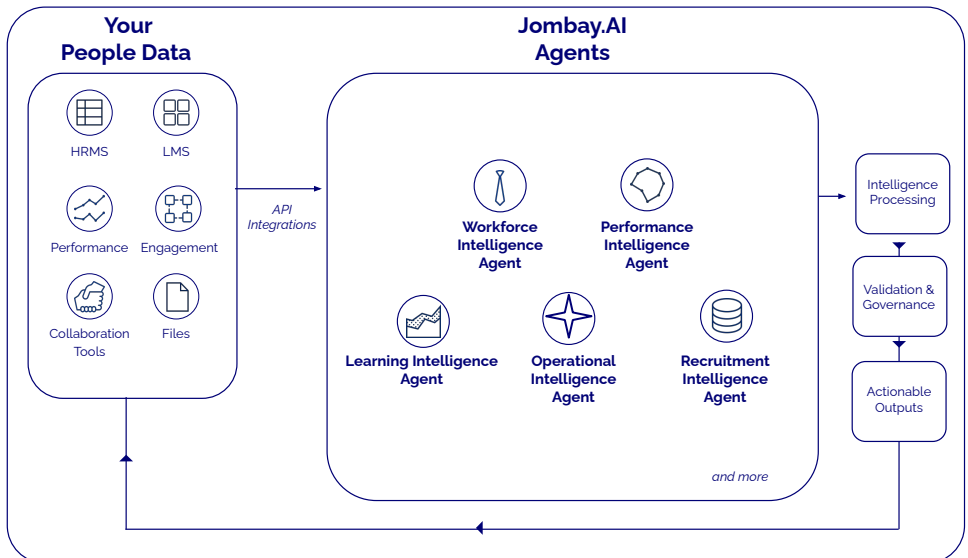


## How it works

# HR Use-Cases reimaged with Agentic AI

Jombay.AI orchestrates a network of use-case specific AI agents to convert fragmented people data into actionable HR intelligence.

**JOMBAY.AI**  
Agentic AI Platform



### Your data is safe with us!

- Hosted in India (Mumbai region)
- Runs in private, enterprise-grade cloud environments
- Uses secure, governed AI models with full data isolation

# Jombay.AI delivers intelligence across these areas:

● LIVE

1 ✨

## Workforce Intelligence

### Competency Framework Design

AI agents define competency frameworks that actually reflect the work people do — dynamically built from role context, business priorities, performance signals & industry insights.

### Skills Intelligence

AI agents build a skills architecture that shows shifts, adjacency, and mobility — so you stop guessing people capabilities and start seeing them clearly.

### Dynamic Talent Mobility

AI agents match best-fit employees to roles, projects, and opportunities in real time — and now power an internal talent marketplace to unlock careers inside your org chart.

### Live Succession Planning

AI agents continuously monitor talent by integrating skills, performance, experience, aspiration, and psychometric insights — enabling a succession that lives, breathes & updates itself!

2 ✨

## Performance Intelligence

### Goal Cascading & Alignment

AI agents help leaders cascade strategic goals into individual OKRs — ensuring clarity, ownership, and alignment across levels.

### Performance Conversation Scripts

AI agents equip managers by removing performance pressure with structured, evidence-based conversation scripts that synthesize goals and outcomes.

### Performance KPI Validation

AI agents bring fairness back into performance management by validating KPI quality and ensuring consistency across ratings and narratives.

# Jombay.AI delivers intelligence across these areas:

● LIVE

## 3 ✨

### Learning Intelligence

#### Auto-Generate & Disseminate Content

AI agents generate policy, regulatory, product and role-based content in minutes — and assess comprehension automatically.

#### Skill Practice Simulations

AI agents simulate role-based scenarios and prompt learners to apply new skills post-training — turning learning into visible capability shifts.

#### AI Mentoring/Coaching

AI agents provide mentoring / coaching for junior & mid managers, enabling scalable, structured, and always on developmental support.

## 4 ✨

### Operational Intelligence

#### New Hire Integration

AI agents orchestrate a smooth first 90 days with onboarding modules, answering commonly asked questions, setting up manager check-ins - ensuring every new hire lands well.

#### Policy & Benefits Assistant

An always-on AI agent that answers employee questions about policies, perks, and processes — without HR teams lifting a finger.

#### Attrition Insights

AI agents stitch together data across systems to explain why people leave — surfacing insights that help you retain who matters.

#### HR MIS & Dashboards

AI agents compile, clean, and present all your HR reports — from headcount to hiring to diversity — without a single spreadsheet.

## 5 ✨

### Recruitment Intelligence

#### Candidate Filtering & Role Fitment

AI agents decode skills, experience, potential, and role readiness from resumes — filtering and then matching candidates to what the role needs. AI agents also run role-aligned assessments to capture capability signals.

#### End to End Automated Video Interview & Evaluation

AI agents conduct, analyze & evaluate video interviews end-to-end — assessing role fit, communication, capability signals, and risk — so hiring decisions move faster.

*and many more custom "AI in HR" implementations.....*

# We also offer trainings for AI Capability Building

WINNING  
MANAGER  
PROGRAM



## AI Training for Managers

We equip managers with the ability to apply AI in real managerial scenarios like:

- *Cutting information overload & making smarter decisions*
- *Evidence-based performance conversations*
- *Dynamic Planning & Prioritization*

LEADERSHIP •



## AI Training for Leaders

We enable leaders to lead with AI, by :

- *Building an AI mindset*
- *Reimagining strategy, operating models & talent decisions.*



## AI Training for HR Teams

We help HR teams implement Agentic AI for:

- *Succession Planning*
- *Skills Mapping*
- *Performance Conversations*
- *Learning*
- *& others .....*

*(These are offered as both custom & open programs)*

**If you believe in the power of AI,  
get in touch:)**

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**JOMBAY**<sup>®</sup>  
A CIEL HR GROUP COMPANY

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HR inspired by science