A quieter month, a better time to plan

365Talents Newsletter — August 2026

Hi HR Leader,

The office is quiet, the inbox is manageable, and September is close enough to plan for properly. August is usually when the best thinking happens anyway!

Keeping it short this month—here are two customer stories, one exclusive webinar, and a quick read for while things are still calm:

- **Webinar: Driving Engagement with Alstom** — 22 September
- **New Success stories:**
  - **How Orange scaled to 80,000 employees**
  - **Infinite Campus and the 27 Director candidates nobody could see**
- **How can HR navigate uncertainty with skills intelligence?**

Catching up from a deckchair? The summer playlist is still live. 🎵

Webinar: Driving Engagement with Alstom



How do you scale user activation on a skills platform from **40% to over 60% globally** in just 12 months? **Alstom** cracked the code.

On **September 22nd at 5PM CEST**, join our exclusive *International Circle* webinar featuring **Dumitrita Vlad (Alstom)** and **Anastasia Panina (365Talents)** for a transparent, practical look at Alstom's global roll-out strategy.

What we'll cover:

- **The Growth Engine**: How Alstom tailored communication across regions to smash engagement goals.
- **HR Activation**: Practical tips on turning local HR teams into your biggest platform advocates.
- **Peer-to-Peer Exchange**: An interactive roundtable to ask your questions and share engagement tactics with other community members.

This is a customer-only event — reserve your spot today!

REGISTER NOW

New Success Story: How Orange scaled a skills platform to 80 000 employees



Orange started with a 10 000-employee pilot in May 2024 before going full scale in October 2025. Five months later? **65% of profiles were activated**, yielding more than 1 million skills declarations and giving HR and business leaders a live view of talent across the Group.

Here's what's inside the full case study:

- **A single Group framework:** 3 800 skills in 4 languages (FR, EN, NL, RO)—eliminating the need for separate job-role catalogs.
- **Breaking down silos:** How skills shifted from an "HR topic" to an active driver for business units.
- **Measurable mobility:** How **107 155 opportunity views** turned into **13 750 redirections** to the internal mobility portal.
- **The roadmap:** Reaching 100 000 eligible employees by the end of 2026, and 125 000 in 2027.

READ THE FULL STORY

New Success Story: 27 hidden Director candidates: Infinite Campus's mobility secret



Infinite Campus faced a problem many scaling companies recognize but few names out loud: during rapid growth spurts, they were hiring 100 to 200 people a year into an organization of a few hundred. The result? Nearly a **50% dilution of institutional knowledge** every year.

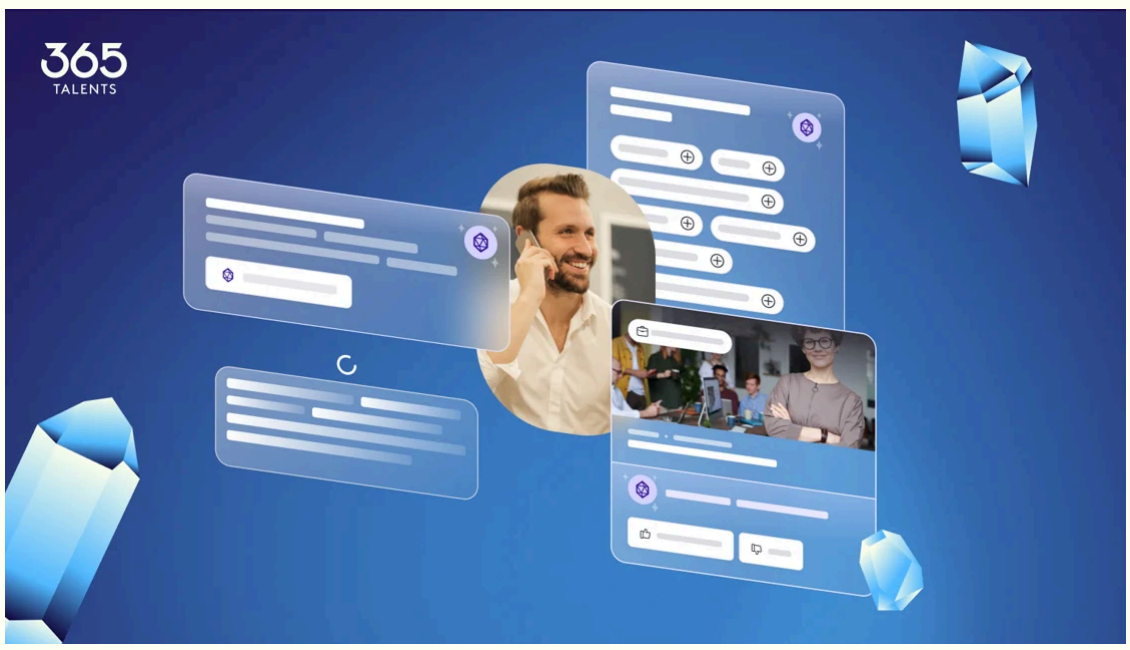
While several vendors dismissed them outright, **365Talents listened.**

What changed after deployment:

- **90%+ active profiles** within the first few months of deployment.
- **250+ new skills** logged by employees in a single month—completely unprompted.
- **27 qualified internal candidates** surfaced for hard-to-fill Director roles (people completely invisible in traditional performance reviews).
- **A smarter hiring strategy:** Recruiting at the entry level and developing talent upward, because career pathways are finally visible.

DOWNLOAD THE STORY

How can HR navigate uncertainty with skills intelligence?



One theme ran through HRcoreNordic 2026 louder than any other: uncertainty. Here is how HR can lead through it instead of bracing against it.

READ MORE

Listen to the playlist

Now playing 1/14 — Counting Stars, OneRepublic.

0:00 / 0:00

LISTEN TO OUR SUMMER PLAYLIST

Have a fantastic summer!



Joanna Gittens

Ecosystem Marketing Manager

365Talents

365Talents, 65 Cours de la Liberté, Lyon, Rhône-Alpes 69003, France

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