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With increasing focus on talent retention and engagement, how does your platform help GCCs personalize workforce strategies across diverse functions?

As GCCs navigate talent retention and engagement challenges across diverse functions, Darwinbox helps drive personalized workforce strategies with its AI-powered intelligence and real-time insights. The platform offers:

- **Predictive workforce analytics**, flagging attrition risks via sentiment and workload analysis; AI then suggests tailored retention actions like career moves or workload adjustments.
- **Continuous, context-aware performance enablement**, using AI-driven 360° feedback, real-time performance data, and role-aligned recommendations to boost fairness and clarity.
- **Skills-based internal mobility**, with semantic talent search and skills mapping that align employees to suitable roles and learning paths internally.

Collectively, these solutions empower GCCs to orchestrate tailored retention strategies, boost engagement, and fuel career growth across diverse functional teams, while scaling seamlessly across geographies and roles.

How are you integrating AI, automation, and analytics into your HR tech stack to support the

evolving needs of future-ready GCCs?

Darwinbox embeds AI, automation, and analytics across its HR tech stack to help GCCs shift from reactive HR to proactive, intelligent talent orchestration:

- **Darwinbox Sense** powers 45+ embedded AI features like sentiment mining, goal generation, attrition prediction, and automated nudges, making workflows smarter and consistent.
- The **MCP Server** enables secure, real-time orchestration between AI agents and HR systems, making Darwinbox the first HCM platform to support agentic AI across contexts.
- **Integration Studio**, with 300+ pre-built connectors, plus support for Microsoft collaboration tools, enables low-code automation and seamless ecosystem integration.
- **Analytics** provide descriptive and predictive insights through embedded dashboards, sentiment signals, and semantic search, guiding GCCs to make workforce decisions with agility and precision.

Architecturally, Darwinbox's **graph-database + microservices** foundation models real-world, cross-functional relationships (projects, squads, overlays), which is essential for GCCs where work cuts across hierarchies and regions. ■

How is Darwinbox empowering GCCs to digitally transform their HR operations and enhance employee experience at scale?

Global Capability Centers (GCCs) are evolving as innovation engines within multinational enterprises. Darwinbox empowers this transformation with a unified, AI-driven Human Capital Management platform, trusted by over 1,000 enterprises and 4 million employees in 130+ countries. Its mobile-first, consumer-grade design delivers deeply customizable, role-based workflows with high adoption. The AI-first architecture featuring Darwinbox Sense, LLM Gateway, and the MCP Server, enables intelligent insights, agentic automation, and secure orchestration between AI agents and HR workflows. Smart features such as Career Architecture, native Skills Ontology, semantic talent search, and embedded AI intelligently match talent to opportunity. Integration Studio further connects to 300+ enterprise systems via low-code, processing 100M+ API calls each month. Overall, Darwinbox scales HR efficiency while enhancing employee experience, strategically and at scale.