

# CIOReview

The Navigator for Enterprise Solutions

HR TECHNOLOGY SPECIAL

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## 20 Most Promising HR Technology Solution Providers - 2017

**H**uman Resources (HR) technology is undergoing one of the most disruptive periods than it has seen in a decade. The influx of new technologies has upped the ante to usher sophistication and flexibility in processes that will attract talent, engage employees and improve business outcomes, all at the same time. Businesses are no more using disparate systems or tools to measure employee engagement, feedback management or culture assessment and more. Instead, integrated and end-to-end cloud-based HR platforms have become the norm that combines a plethora of functionalities into a unified platform to discover the new order of talent management, people management and more.

Besides these advancements, people analytics is the next hot topic in the HR domain. The HR departments today are extremely interested in deploying a predictive analytics model that provides meaningful insights on the business—predicting what is likely to happen and why it's likely to happen. This has piqued the investment in organizations that seek to consolidate HR platforms simply to better understand their people and data. In addition, considering the deluge

of mobile solutions, the HR professionals are emphasizing more on developing intuitive mobile-first applications and user experiences. The use of mobile technology has paved the way for employee self-service, allowing for an increasingly global and mobile workforce to connect and collaborate.

Companies are realizing the significance of incorporating these disruptive technologies, which in turn adds a whole new dimension to the way HR managers manage people, practices, and account for an efficient and productive workforce environment.

In an effort to help HR managers nurture a more productive and engaging workforce, a panel of prominent CEOs, CIOs, CHROs, analysts, along with the CIOReview's editorial board has assessed scores of HR technology solution providers and picked out a list of prime choices. In our selection process, we looked at the vendor's capability to fulfill the need for cost-effective and flexible solutions that add value to the HR landscape. We present to you CIOReview's 20 Most Promising HR Technology Solution Providers 2017.



**Company:**  
Tango Health

**Description:**  
Tango Health is an innovative software and services company focused exclusively on solutions for employer-sponsored healthcare such as benefits communications, health plan decision support and ACA compliance and reporting

**Key Person:**  
Todd Praisner  
Founder & CEO

**Website:**  
[tangohealth.com](http://tangohealth.com)

## Tango Health

# Helping Employees Select the Best Health Plans

Even as employers get more inventive in recruiting and retaining talent—from offering improved leave policies to pet-friendly offices—health insurance remains the top benefit that employees value after salary. Employers and their benefits consultants invest a significant amount of time and resources in creating well-designed health insurance plans. However, choosing the right plan is often perplexing for employees.

Since a large part of the workforce has little understanding of health plans, deductibles and monthly premium rates, they need education and guidance to help them make informed health plan decisions. In addition, many HR and benefits professionals need to extend their teams with outside help to successfully support their employees during open enrollment and throughout the year. That's where Tango Health comes in.

Tango Health offers innovative software and services that empower employees who struggle with selecting the optimal benefits plan for their needs. Whether it's providing enterprises with year-round decision support programs or helping them remain compliant with the Affordable Care Act (ACA); Tango Health functions as an extension of the HR and benefits teams.

"Enabling employees to select the best health plan for their needs is the goal of the Tango Decision Assist™ Program. We combine predictive-modeling software, benefits communications, and expert benefits coaches to facilitate in decision-making," says Todd Praisner, founder and CEO, Tango Health.

The solution easily integrates with existing benefits platforms and enables

employees to run different medical scenarios to gauge a baseline for their healthcare spending. The software also pulls detailed, individual claims-data from the previous year and provides "people like me" peer data to help employees estimate spending.



Todd Praisner

**“Enabling employees to select the best health plan for their needs is the goal of the Tango Decision Assist Program. We combine predictive-modeling software, benefits communications and expert coaches to facilitate in decision-making**

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93 percent of employees typically choose the same benefits year after year, and 54 percent waste up to \$750

each year because of mistakes they made during open enrollment. Though it's easier for employees to just stay in the same plan, Tango Health has had success driving change and guiding employees to voluntarily select the best plan for their needs. In one case, a Fortune 500 company was offering a new high deductible plan (HDHP) to their employees, but after several years they were only at 16 percent adoption. Employees weren't used to the new kind of health plan and didn't understand health spending accounts (HSAs.) Tango Health developed a customized solution with decision support software, expert coaches, and a year-round benefits communication program educating on topics such as HSAs. In just two years, Tango Health increased voluntary adoption of the HDHP by 225 percent and saved employees over \$15 million in reduced benefits expenses.

The three-prong approach was key to shifting employees' preconceived ideas of HDHP. The year-round education warmed employees up to the idea of a new plan, the decision support helped employees make a data-driven decision, and when the coaches were consulted the plan recommendation was accepted over 80percent of the time. This expert validation of the plan recommendation gave employees the confidence to make the final decision and enroll in the health plan that best met their needs.

With health insurance as a top driver for employee satisfaction, it's important to continue to understand any shifts in the market. "We are focused on staying out in front of the evolution of health plan offerings and emerge as a reliable voice in the ever-changing landscape of health insurance and benefits," ends Praisner. [CR](#)