



Talent Excellence Through AI-led Conversational & Interactive Learning,
Assessments & Growth | May 2025



(Intelligence + Emotions)

Intem Labs is a behavioural science and AI-powered company with a bold mission to become *The Speaking Company*.

Founded by experts in behavioural design, Intem Labs is committed to enabling at least **1% of an employee's learning time** annually to speaking, because it is in the act of speaking - being heard, responded to, and reflected - that confidence, clarity, empathy, and influence are built.

Our products integrate deep emotional insight with advanced conversational AI to bridge the most critical gap in learning and development: **the opportunity to speak and be shaped by it.**

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As a 'Speaking Company,' our mission is to replace passive, one-size-fits-all methods with **interactive, 1:1 conversation-led growth**

AI-Led 1:1 growth engagements at enterprise scale for corporate and government



On an average young professionals spend 30K minutes annually listening in meetings, conference and learning programs. At Talent Tap we are missioned to substitute a portion of this listening time to meaningful interactions that drive clarity, confidence and growth-readiness.

Talent Tap is Intem Labs' enterprise solution for corporates and public sector institutions. It uses **conversational AI to coach, assess, onboard, and prepare talent** at scale

Several organisations are already leveraging Talent Tap to strengthen recruitment, compliance, training, and employee performance.

Designed for precision, personalisation, and performance, Talent Tap helps HR and L&D leaders to drive **readiness, retention, and results** through high-quality, AI-led conversations.



From checklists to a measurable, personalised & impactful engagement

Why It Matters	Conventional Approach	Talent Tap Way
<p>Only 12% say onboarding is effective (Gallup);</p> <p>50% higher retention with mentoring (Deloitte)</p> <p>Only 1 in 3 HR leaders believe POSH programs are effective</p> <p>Unstructured interviews correlate only 0.2 with performance</p> <p>58% of new hires fail due to behavioural misfit, not lack of skill (Leadership IQ)</p>	<p>Document-driven, passive, often ends in 1 week</p> <p>Ad hoc, limited access, one-size-fits-all</p> <p>MCQs, static surveys, vague feedback</p> <p>Annual workshops, checkbox training</p> <p>Knowledge-heavy, low verbal articulation</p>	<p>AI-driven, always-on, contextual, measurable & scalable</p> <p>Conversational, scenario-based, actionable reports</p> <p>Judgment-free, 1:1 immersive simulations</p> <p>Domain-led coaching with speaking fluency focus</p> <p>Assessment maps 47 validated indicators across 5 competency domains</p>

Talent Tap: Intelligence and Emotions

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Behavioural Science Core

- **Built for conversational learning:** Speaking is critical to structuring & processing knowledge, becoming influential and empathetic, and growing with confidence.
- **Trained AI:** AI trained for context specific scenario based coaching and assessment for greatest relevance in the leaning process.
- **Behavioural & Cognitive Indicator Mapping:** Each assessment, Designed by experts in cognitive psychology and behavioural sciences, captures real behaviours — decision-making, emotional regulation, resilience, adaptability — not just "correct answers."
- **Recommendation Systems:** Automated, human-like recommendation engines that suggest tailored learning paths, coaching topics, and reassessments.

Flexible Technology

- **Voice Chat Systems:** Dynamic switching between Agora, in-house voice, and other providers for stable, real-time audio interactions.
- **Text-to-Speech (TTS) Engines:** Swappable layers using Google, ElevenLabs, or internal engines to ensure natural, human-like conversation tones.
- **Speech-to-Text (STT) Systems:** Choice between Whisper (open-source), proprietary models, or commercial SaaS for accurate speech capture.
- **Large Language Models (LLMs):** Modular integration with OpenAI, Gemini, Azure, or internal LLMs for different client needs (security, cost, capability).

Business Cases that Talent Tap Customises for Organisations

- ✓ Turn **Compliance Programs** from knowing to practicing how to live it
- ✓ Build Speed, Precision and Confidence in Every Hire with **Recruiters Pack**
- ✓ AI-Led Personalised **Onboarding** and Coaching
- ✓ De-risk **allocation pipeline** with AI-Led FitScore Solution
- ✓ From acquiring **soft skills** to applying them effectively
- ✓ **Campus Ready** Talent Pipeline from Mentza

Business Metrics that Talent Tap Influences Significantly

- 1 Reduction in average ramp-up time through personalised, always-on onboarding, behaviourally adaptive coaching, and immediate role simulations.
Extent of Influence: Reduction in ramp-up time
- 2 A measurable impact on how prepared employees are to engage, influence, and respond effectively in real customer interactions.
Extent of Influence: Improvement in Customer-Facing Readiness Score (CFRS)
- 3 Reduce the percentage of new hires leaving within the first 90 days—often due to poor fit, poor onboarding, or unmet expectations.
Extent of Influence: Reduce early attrition
- 4 Accuracy of correct, safe, and compliant decisions in simulations
Extent of Influence: Increase in Scenario-Specific Accurate Response

The bespoke process for least-effort implementation and effectiveness

1. 100% Web Platform

Talent Tap is optimised on a web platform for each access to managers and employees

2. Quick Set Up

HR and L&D managers engage with dedicated PoC from talent Tap to set up specific & customised tools for organisation wide usage. Targeted turnaround time is less than 48 hours.

3. Manager Dashboard & Controls

Managers have access to the past and current jobs, employee loads, administrative permissions at department level and reports. Limited capability to also edit the AI-tools.

4. Employee Access

Employees participate in assignments through links distributed through emails. Employees click on links, email for OTP verification, engage with AI sessions and receive personalised reports on their emails

5. Consolidated Reports

Consolidated customised reports across jobs would be accessible to admin managers on the platform.

6. Custom Trials, Quick Launch

Limited trials, customised tools, internal trainings, white-labelling are encouraged.

Time to implementation of first project less than 8 weeks.

Turn Compliance Programs from knowing to practicing how to live it

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Policies like POSH, POCSO, and NEP 2020 remain ‘technically delivered’, yet abstract, under-implemented, and misunderstood

Talent Tap’s AI-driven compliance coaching tools help institutions internalise policy mandates through conversational learning. With 1:1 coaching simulations and feedback. This solution ensures high relevance, deep understanding and ownership; not just compliance. It’s not just about knowing the law. It’s about practicing how to live it—confidently, empathetically, and consistently.

Talent Tap Value

Completion Rate | Empathy and Sensitivity Index

Metric to Track

Scenario Response Accuracy



Build Speed, Precision and Confidence in Every Hire with Recruiters Pack

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Leaner Recruitment teams are handling 56% more requirements and 2.7x more applicants than 3 years ago Gem's 2025 Report.

Recruiters are underprepared, undifferentiated, and hard to measure - especially when it comes to high-stakes hiring. Talent Tap Recruiter Pack empowers recruiters with AI-led training, assessment, and simulation tools for enhanced candidate engagement across CXO, Mid, Mass Hiring

Talent Tap Value

Contextual Pitching | Bias Free | Preparedness

Metric to Track

Acceptance Rate & Time to Turnover



AI-Led Personalised Onboarding and Coaching

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Only 12% of employees strongly agree that their organisation does a great job of onboarding new employees.

Talent Tap transforms passive onboarding into active engagement. Through custom-trained AI that understands company values, policies, and tasks, new hires ask questions, get clarity, and navigate their early days with confidence; while HR tracks progress via dashboards.

Talent Tap Value

Tailored Learning Paths | Real-Time Feedback | Scalability | Enhanced Engagement

Metric to Track

Reduction in ramp-up time



De-risk allocation pipeline with AI-Led FitScore Solution

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Anecdotal evidence suggest rejection rates of up to 50%, particularly for onsite or high-stakes allocations

Talent Tap de-risks your allocation pipeline by ensuring every employee you place on a client-facing role has already practiced, been assessed, and been coached to perform - not just technically, but behaviourally. It's not just who you allocate - it's how ready they are when you do.

Talent Tap Value

FitScore Dashboard: Communication & Confidence Index |
Customer-Facing Behavioural Score | Domain Expression
Clarity

Metric to Track

Increase in Client Acceptance Rate
Improved Average Billing Rate



From acquiring soft skills to applying them effectively

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Skills training had a 250% return on investment for the employer - MIT Sloan Research

Most mass soft skill training programs lack the individuals unique context and skill gaps, making the tools that help acquire knowledge but fall short on practical application. Talent Tap's Interactive-AI driven baseline assessment, modular coaching and post assessment, delivers custom & measurable success.

Talent Tap Value

Communication | Collaboration | Emotional Intelligence | Problem Solving

Metric to Track

Improvement in Confidence Scores



Campus Ready Talent Pipeline from Mentza

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Resumes talk but rarely prove. Mentza Profiles shows exactly who you're hiring before you schedule the first call

Talent Tap clients now have exclusive access to Mentza's Campus-Ready Talent Pool—a dynamic group of students and young professionals who have not only honed their skills but have also been assessed across communication, soft skills, domain fluency, and real-time readiness through Mentza's conversational AI and live coaching ecosystem.

Talent Tap Value

Top Campuses | Pre-Verified on Vision, Competency, Learnability, Agency and Anti-Fragility | Role and Resume Fit | Voice samples

Metric to Track

Acceptance Rate



Case Study 1:

Communication Transformation at Aerospace Tech MNC

The Challenge

Managers struggled with high-stakes communication, assertiveness, and simplifying technical content.

The Objective

Enhance communication effectiveness across internal and external stakeholder interactions.

Talent Tap Approach

AI-based assessment of 4 core communication competencies.

Modular AI coaching journeys with real-time feedback.

Behavioural post-assessment after 1 month.

Outcomes

100% engagement across modules.

40% improvement in communication competency scores.

High real-world application in meetings and presentations.

Case Study 2:

Measuring Leadership Growth in Energy Consulting

The Challenge

Baseline leadership behaviours and track post-training growth.

Derive individual and team insights for ongoing development.

The Objective

Strengthen leadership pipeline by measuring growth across 4 core competencies.

Talent Tap Approach

AI-led 25-minute assessment across Knowledge, Skill, Attitude dimensions.

Personalised participant reports and leadership dashboards.

Outcomes

100% participation rate.

35% average increase in competency scores.

Clear actionable for targeted coaching and leadership development.

Process & Experience Journeys

Workflow

Bespoke Job Set Up

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Talent Tap PoC will coordinate with client teams to set up specific jobs with customisation and provision master log in for the client organisation.



Log In

To get started, please enter your email address. We will send you a verification code

Email address

typeyouremailldhere@mailmail.com

Send verification Code

Employee Log In here →

My Account

Manage Admins

+ Upload CSV

Analytics

Log out

Products under Subscription

Recruitment Package

About

Try it out



More than 100,000 students across campuses like IIT, CSJMU, IISER, Hindu amongst others are using IntEm Labs Mentza AI platform to enhance technical, communication, interview and soft skills to be ready for corporate life. Talent Tap provides access to corporates to these talented students. [SEE MORE](#)

Other products in the Talent tap Portfolio

Project Readiness

About



Talent-Tap is designed to evaluate candidates against every project requirement, provide personalised feedback and development pathways to address gaps [SEE MORE](#)

Compliance

About



Talent Tap delivers 1:1, scalable, personalized POSH training via AI-led, conversation-style coaching and assessment that feels more contextual, natural, judgment-free, and engaging aside from providing records of sessions and assessments. [SEE MORE](#)

Onboarding & Orientation

About



It ensures every new joiner gets real-time answers, personalized guidance, and a self-paced yet context-rich path to belonging and productivity, from Day One. [SEE MORE](#)

Campus Ready

About



More than 100,000 students across campuses like IIT, CSJMU, IISER, Hindu amongst others are using IntEm Labs Mentza AI platform to enhance technical, communication, interview and soft skills to be ready for corporate life. Talent Tap provides access to corporates to these talented students. [SEE MORE](#)

Soft-Skills Development

About



Talent Tap bridges the gap between learning and lasting behavior change. Using behavioral science frameworks and AI-driven tools, we deliver custom programs that create measurable, scalable impact. [SEE MORE](#)

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Workflow

Client-End Job Management Functions

Master Admins can define admins by products and product admins can define users/ members for each product. Master admins and product admins also get access to reports at aggregated and individual level.

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My Account

Manage Admins

Upload CSV

Analytics

Log out

Manage Admins

Admin email	Admin For	Added On	Added by	Deleted on	Deleted by
Uday@intemiabs.com	ALL	12/05/25	Uday@intemiabs.com	12/05/25	Uday@intemiabs.com
Jaldeep@huntpartners.com	Recruitment Package, Soft Skills Training	12/05/25	Uday@intemiabs.com		
Anjali@huntpartners.com	ALL	12/05/25	Uday@intemiabs.com		
Uday@intemiabs.com	Soft Skills Training	12/05/25	Uday@intemiabs.com		

Add Email

Enter new Admins email address

Select one or multiple

All

Recruitment Package

Onboarding & Orientation

PoSH

POCSO

Add

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My Account

Manage Admins

Manage Users

Analytics

Log out

Manage Program Usage

Save and Update

Admin email	Name	Product
Uday@intemiabs.com	Uday Kiran	ALL
Jaldeep@huntpartners.com	Jaldeep Arora	Recruitment Package, Soft Skills Training
Anjali@huntpartners.com	Anjali Krishnamoorthy	ALL
Uday@intemiabs.com	Uday Kamble	Soft Skills Training

Upload Email CSV

Choose File

Select one or multiple

All

Recruitment Package

Onboarding & Orientation

PoSH

POCSO

Add

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My Account

Manage Admins

Manage Users

Analytics

Recruitment Package

Log out

Hunt Partners Training Management Report

Metric	Value
Total No of Consultants	43
Total No of Simulation Minutes	1020 mins
Avg Simulations per Consultant	2.3
Avg Overall Score	6.8/10
Total No of Coaching Minutes	8643 mins
Avg Coaching time per Consultant	201 mins

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Workflow

Users Experience Flow

Users get access to custom pages with products that are allotted to them. Each product provides multiple language options for the AI-Interactions. While the home age provides some feedback in terms of engagement with the products, the analytics page provides access to reports &/ or recommendations from each session.



