galileo™
the joshbersin company

The **essential AI assistant** for everything HR created by the **most trusted** human capital advisors in the world.

Mercury Release FAQs & Details

Mercury Release

Availability Date: Wednesday, April 9, 2025

Overview

Through the Mercury release, The Josh Bersin Company, the world's most trusted human capital advisory firm, unveils major upgrades to its AI-powered HR Assistant, Galileo™, delivering enhanced functionality, deeper data insights, expanded use cases, smarter coaching, and advanced leadership development capabilities.

The newest iteration of the HR advisory sector's smartest professional AI agent, Mercury—built on 25+ years of Josh Bersin Company expertise—now delivers unmatched, 24/7 support and deeply personalized resourcing for HR practitioners.

These updates build on the extraordinary functionality and utility established with Galileo's Professional version launch in October 2024, adding even more power to the platform.

For more information or to purchase individual & small team licenses, visit www.joshbersin.com/galileo. Reach out to info@joshbersin.com for more information about enterprise- and large-team solutions.

Questions & Answers

Question	Answer
What is Galileo Mercury and how does it enhance HR professionals' capabilities?	Galileo Mercury is the latest and most significant upgrade to Galileo, an AI-powered information assistant for HR. It represents a "marriage" between a vast collection of trusted HR-related data (spanning over 25 years of research, benchmarks, and case studies) and advanced AI technologies like large language models and reasoning models. This combination allows HR professionals to access and analyze information with unprecedented speed and depth, effectively augmenting their ability to perform tasks such as analyzing Chief Learning Officer interviews, developing tailored L&D roadmaps, benchmarking spending, and selecting vendors, potentially reducing weeks of work to mere hours.
What are the key new data sources integrated into the Mercury release of Galileo?	The Mercury release incorporates two major new data sources: the entire Lightcast dataset and the SHL Universal Competency Framework (UCF). The Lightcast data provides comprehensive, real-time global compensation, job market, and skills data, transforming Galileo into a powerful talent intelligence platform for salary benchmarking, skill identification, candidate pool analysis, and labor market trend assessment. The SHL UCF offers an authoritative, well-validated model of soft skills for thousands of roles, enhancing Galileo's understanding of leadership, management, teamwork, and other crucial interpersonal competencies.
How does the integration of Lightcast and SHL data practically benefit HR professionals using Galileo Mercury?	The integration of Lightcast data empowers users to conduct real-time salary benchmarking, build targeted interview guides, determine competitive pay offers, perform location analysis for talent acquisition, and gain deep insights into evolving skill demands. The inclusion of the SHL UCF allows users to define desired soft skills for various roles, assess these skills in candidates or employees, and develop targeted leadership development plans based on a comprehensive and validated competency model.
What is the "Meeting Assistant" feature in Galileo Mercury and how can it be utilized?	The Meeting Assistant is a new feature that allows users to invite Galileo to virtual or in-person meetings. Galileo can record the meeting, generate accurate summaries, and identify key follow-up items. Importantly, the meeting transcripts are stored within Galileo's knowledge base, enabling users to later ask questions about past discussions, track project decisions, and analyze interview content for candidate evaluation based on skills, empathy, and experience as defined by the UCF, Lightcast, and corporate job descriptions and capability models.

What is "Consultant Mode" in Galileo Mercury and how does it differ from the traditional "assistant" function?	Consultant Mode represents a significant evolution in Galileo's capabilities. Unlike a typical assistant that primarily answers direct questions, Consultant Mode allows Galileo to act more like an experienced organizational consultant. When activated (e.g., by asking to "solve a problem"), Galileo will proactively ask clarifying questions about the user's company, challenges, and environment. Based on these inputs and its vast knowledge, it can then provide tailored diagnostics, advice, and detailed action plans, mirroring the iterative process of a human consultant.
How does Galileo Mercury leverage its accumulated data and AI to function as a "coach" and "educator"?	By combining its extensive repository of HR best practices, research, and the detailed SHL leadership model, Galileo can function as a leadership coach. Users can ask it to identify necessary skills for specific leadership roles or to create personalized development plans based on an individual's background or identified challenges (even from recorded conversations). As an educator, Galileo provides access to a wealth of information and insights across various HR domains, helping users learn and grow their expertise.
Why is it important to provide Galileo with detailed information and for users to ask complex questions?	Galileo's effectiveness is directly proportional to the quality and detail of the information it receives. Just like a human consultant relies on understanding the client's specific situation, Galileo can provide more accurate, relevant, and insightful outputs when users ask detailed and difficult questions, and when they allow it to learn about their company, culture, and business environment. The more context provided, the smarter and more useful Galileo becomes.
What is the overall vision for the future development of Galileo beyond the Mercury release?	The Galileo Mercury release is just the beginning of Galileo's evolution. Future developments aim to incorporate even more advanced AI capabilities, such as enhanced chain-of-thought reasoning, image recognition, image generation, and the automated creation of learning materials. The ultimate goal is for Galileo to become an even more powerful consultant, coach, and educator, enabling HR professionals to operate with greater efficiency and strategic impact, essentially becoming Superworkers.