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for everything HR created by the
most trusted human capital advisors
in the world.

Venus Release FAQs & Details

Venus Release

Announcement Date: Tuesday, August 5, 2025

Overview

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Through the Venus release, The Josh Bersin Company continues to enhance its AI-powered HR Assistant, Galileo™, delivering breakthrough capabilities in work redesign, management support, and integrated learning experiences. This release represents the next evolution in AI-enabled HR transformation, building on the foundation established with the Mercury release in April 2025.

The Venus release introduces three major enhancements: the formal launch of Galileo for Managers to support non-HR professionals, integration with Reejig's Work Ontology® for AI-driven job redesign, and seamless integration between Galileo and Galileo Learn to break down barriers between knowledge management and learning.

These updates reinforce Galileo's position as the most comprehensive AI assistant for HR professionals, providing unprecedented capabilities to navigate the future of work in an AI-powered economy.

For more information or to purchase individual & small team licenses, visit <http://www.getgalileo.ai/agent>. Reach out to info@joshbersin.com for more information about enterprise- and large-team solutions.

Questions & Answers

Question	Answer
What is the Galileo Venus release and how does it advance HR professionals' capabilities?	<ul style="list-style-type: none"> ▪ The Venus release represents the next major evolution of Galileo, focusing on three transformative areas: human-centered talent management guidance & support for those outside of HR, work redesign through AI, and integrated learning experiences. This release positions Galileo users to lead organizational transformation in the AI era by providing tools to decompose jobs into tasks, assess automation opportunities, support managers at scale, and seamlessly bridge the gap between knowledge and learning. The Venus release enables HR professionals to become strategic partners in AI-driven organizational transformation. ▪ Note: the introduction of Galileo for Managers also adapts our existing expertise and cutting-edge AI-powered assistant to an entirely new audience – people & process managers
Why is the Venus release particularly relevant for organizations undergoing AI transformation?	<ul style="list-style-type: none"> ▪ The Venus release provides the essential infrastructure for organizations to thoughtfully implement AI while maintaining focus on human potential: <ul style="list-style-type: none"> ○ Through Reejig's work decomposition data, organizations can identify where AI creates the greatest ROI while ensuring strategic workforce planning. ○ Galileo for Managers helps scale people management capabilities during periods of rapid change. ○ The learning integration ensures that transformation is supported by continuous development. ▪ Together, these capabilities position organizations to become AI-empowered while avoiding the common pitfall of implementing AI without understanding the work itself.
What is Galileo for Managers and how does it differ from standard Galileo?	<ul style="list-style-type: none"> ▪ Galileo for Managers is a specialized agent within the Galileo platform designed specifically for non-HR professionals who manage people and is available at no extra cost with no additional opt-in required. <ul style="list-style-type: none"> ○ To use the agent, users simply need to select the Galileo for Managers agent on the top navigation bar ▪ While standard Galileo serves HR practitioners with professional-level insights, Galileo for Managers communicates without HR jargon, provides more detailed explanations, and focuses on common management scenarios like conducting interviews, having difficult conversations, managing hybrid teams, and providing performance feedback. ▪ It includes pre-loaded custom tasks for typical people management challenges and serves as an accessible resource for managers who may not have direct HR support readily available.

How does Galileo for Managers support organizations with limited HR capacity?

- Galileo for Managers democratizes access to HR expertise, enabling organizations to provide consistent, expert-level people management guidance even when HR resources are limited.
- Managers can access support for hiring, performance management, team dynamics, and employee development without requiring direct HR intervention for every situation.
- This is particularly valuable for smaller organizations or those with lean HR teams, as it extends the reach of HR best practices throughout the organization while freeing HR professionals to focus on more strategic initiatives.

Sample Galileo for Managers Prompts & Use Cases

- It's time for annual reviews. Can you provide guidance on writing performance reviews that are unbiased and focused on employee development?
- Draft a comprehensive project proposal to present to my boss, ensuring it clearly outlines objectives, timelines, and expected outcomes.
- How should I structure my 1:1s so that they are more effective?
- I need to have a coaching and feedback conversation with a low-performing employee. How should I prepare and conduct this discussion to ensure it's constructive?

What is Reejig's Work Ontology® and how does it enhance Galileo's capabilities?

- Reejig's Work Ontology® is a proprietary framework that maps every job, task, subtask, action, and skill across organizations, built from over 130 million job records and 41 million data points covering 23 global industries.
- This integration transforms Galileo into a powerful work redesign platform, enabling users to assess automation potential for various roles and tasks, identify efficiency opportunities with AI, and create strategic roadmaps for workforce transformation. The initial Venus release focuses on HR roles, with plans to expand across all organizational functions.

How does the inclusion of Reejig as a Trusted Content Partner practically benefit HR professionals using Galileo?

- The inclusion of Reejig data in Galileo's corpus empowers HR professionals to lead AI transformation initiatives by providing task-level visibility into work across their organizations.
- Users can identify which tasks within specific roles offer the highest leverage for AI-driven efficiencies, redesign job descriptions to optimize human-AI collaboration, and create data-driven strategies for workforce planning in an AI-powered future.
- Combined with existing trusted content like Lightcast salary data and Josh Bersin Company research, this creates a comprehensive toolkit for strategic workforce transformation.

Sample Galileo prompts that can leverage the Reejig data

- To access a curated prompt to assess AI automation opportunities for role-based tasks, navigate to the Tasks library and select the "AI Automation Opportunity for Role-Based Tasks" prompt from the "AI Opportunity Mapping" category.

How does the integration between Galileo and Galileo Learn work?

- The integration creates a seamless experience where users can access both knowledge and learning content through a single entry point.
- When a user asks Galileo a prompt (such as about career pathways), the system now surfaces not only research, case studies, and best practices from the Josh Bersin Company corpus, but also relevant learning courses from Galileo Learn.
- With one click, users can transition from consuming information to engaging in structured learning experiences. This integration recognizes that users often don't know whether they need information or learning—they just know they have a need that requires support.
- ***Users must have access to both Galileo and Galileo Learn to access the learning content surfaced in results**

What is the strategic value of combining knowledge management and learning in Galileo?

- This integration addresses a fundamental challenge in organizational development: the artificial barrier between knowing and learning.
- By combining these capabilities, Galileo becomes a powerful tool for surfacing learning in the flow of work, enabling HR professionals to provide just-in-time development opportunities and ensuring that learning consumption happens within the context where people are actually working.
- The result is more applicable learning experiences and increased opportunity for learning consumption across the organization.
- ***Note: this is the first time this type of LMS to Agent integration exists**

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Sample prompts for surfacing learning content in Galileo

- How do I build an AI strategy for my organization?
- What are the latest strategies for integrating learning into the flow of work?
- How can organizations develop career pathways to support talent mobility?
- What are the most effective leadership development models for modern organizations?
- How can organizations develop and sustain change agility to thrive in a rapidly evolving business environment?

What are the UI/UX enhancements to the Sana platform that are rolling out with Galileo Venus release?

Document & Image Creation: New "Create" functionality allowing users to generate images and documents directly within Galileo.

- Overall impact:
 - Expands Galileo from information assistant to content creation tool
 - Enables users to generate visual materials like career pathway diagrams and organizational charts
 - Streamlines workflow by keeping content creation within the same platform

Agentic Chat Functionality: Introduction of agentic chat capabilities that allow Galileo to operate more proactively and conversationally.

- Overall impact:
 - Allows Galileo to gather more context through follow-up questions, leading to more tailored and relevant responses
 - Enables more sophisticated, multi-turn conversations where Galileo can ask clarifying questions and engage in deeper dialogue
 - Provides a more consultant-like interaction model rather than simple question-and-answer exchanges

AI Model Selection: Enhancement: Users can now manually select which AI model (GPT-4.1, Claude Sonnet, etc.) processes their queries, replacing the previous intelligent routing system.

- Overall impact:
 - Provides advanced users with more control and flexibility over their AI experience
 - **For awareness:**
 - May confuse less technical users who don't understand the differences between models
 - Creates potential for inconsistent user experiences as different users may get different responses to the same query depending on model selection

Enhanced Source Filtering: Advanced filtering options allowing users to specify which types of content sources to include in responses (meetings, Galileo Learn content, research, etc.)

- Overall impact:
 - Gives users more granular control over the breadth and focus of their search results
 - Allows for more targeted queries when users know they want specific types of information
 - Reduces information overload by filtering out irrelevant content types

- Improves relevance by allowing users to focus on the most appropriate content sources for their specific need

Task Library Redesign: Significant changes to the look, feel, and functionality of the task library interface.

- Overall impact:
 - Improved Interface: Updated design for better usability and navigation
- Enhanced Functionality: New shortcuts for creating and saving custom tasks to your personal workspace
 - Streamlined Workflow: Better integration between task execution and task library management
 - Improved task templates and prompts should lead to more consistent and effective responses for common use cases
 - Better task organization helps users find and utilize the most appropriate prompts for their needs

Sample prompts for using enhanced UI/UX features

- Select the “Create Image” button and prompt Galileo. *Sample Prompt:* Create an image to explain the concept of talent density.
 - Select the “Create Image” button and prompt Galileo. *Sample Prompt:* Create an image that describes the process of moving from traditional HR reporting to a more Systemic approach.
 - Select the “Create Doc” button and prompt Galileo. *Sample Prompt:* Summary of the 2025 predictions and imperative report.
 - Create a pie chart that outlines the top five skills needed for a mechanical engineer.
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