

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

Galileo for Managers

FAQs

Overview

Welcome to Galileo for Managers - the AI-powered expert assistant specifically designed to support people managers, team leaders, and non-HR professionals in building irresistible organizations through effective people management practices.

Galileo for Managers represents a paradigm shift in how non-HR professionals approach people management. By providing instant access to 25+ years of HR research and best practices, it transforms every manager into a more effective leader. Whether you're conducting your first interview, managing a difficult performance conversation, or building team development plans, Galileo for Managers provides the expertise and guidance typically available only to HR professionals.

The platform's integration with existing workflow tools like ServiceNow and HiBob, combined with its enterprise-grade security and customization capabilities, makes it an essential tool for modern organizations committed to building irresistible workplaces through excellent people management.

Ready to transform your management approach? Explore [Galileo for Managers](#) today and join thousands of leaders already using AI to enhance their people management capabilities.

What is Galileo for Managers and Why is it Right for Me?

Question	Answer
What exactly is Galileo for Managers?	<ul style="list-style-type: none"> Galileo for Managers is a specialized version of Galileo, the world's first AI-powered expert assistant for HR, specifically tailored for frontline managers. While the core Galileo agent provides expert assistance to HR professionals, Galileo for Managers sits alongside it as an alternate agent designed to help people managers, line leaders, and supervisors with their day-to-day management challenges.
Who is Galileo for Managers designed for?	<p>Research shows that a disproportionate amount of the employee experience is impacted not by HR, but by people managers. The Josh Bersin Company specifically designed Galileo for Managers to provide expert guidance, research-based tools, and best practice-driven deliverables to assist with the day-to-day challenges managers face</p> <ul style="list-style-type: none"> Hiring new staff, onboarding new employees Creating goals, giving feedback, aligning people toward mission Team meetings, check-ins, and project management Performance management and appraisals Organizing a team, developing staff, focusing teams on new skills How to manage pay, bonuses, employee requests for raises How to improve wellbeing, health, and employee energy HR-related questions on policy, employee challenges, and pay
How is this different from regular Galileo?	<ul style="list-style-type: none"> Galileo for Managers is essentially a reframing of the existing Galileo platform with pre-loaded prompts and agentic tasks optimized for managerial use cases. The functionality and reference corpus is the same, but the key difference is the focus on managerial, people management, and HR-related tasks specifically designed for non-HR users. It's available to every Galileo user with no additional add-on required.
I'm not in HR. How Galileo for Managers help me?	<p>Many managers lack formal HR training but are responsible for critical people decisions. The inspiration for Galileo for Managers comes from real experiences - like the first time someone needs to hire but doesn't know how to conduct an interview. Common challenges include:</p> <ul style="list-style-type: none"> Limited HR Support: HR business partners and generalists often lack time to provide hands-on support Manager Self-Reliance: Managers often don't think to go to HR for guidance or do not have access to formal HR support through their organization Skills Gap: Most managers learn through trial and error rather than proven best practices

How does Galileo for Managers help my organization overall?

Galileo for Managers empowers people managers across the business with access to extensive HR knowledge [\[100+ Proven Use Cases for Galileo: Applying the AI-Powered Expert Assistant for Everything HR\]](#). This approach:

- **Elevates Decision-Making:** Provides evidence-based guidance for talent decisions
- **Fosters Excellence:** Creates a culture of HR best practices throughout the organization
- **Reduces HR Burden:** Enables self-service for common management challenges
- **Improves Employee Experience:** Better-trained managers create better work experience

I work in a small to mid-sized company with limited internal HR support. Is Galileo for Managers appropriate for us?

Galileo for Managers is especially valuable for organizations with limited internal HR capacity. Small and mid-size companies can provide the same level of guidance across the organization, even when people seeking guidance aren't HR practitioners by trade. The Josh Bersin Company has partnered with industry-leader HiBob, to make Galileo for Managers available to their customers, who typically have small, busy HR teams, exemplifying the benefit of fast access to best practices and talent intelligence [\[Galileo Now Embedded Into ServiceNow and HiBob\]](#)

What can Galileo for Managers help me with?

Galileo for Managers provides guidance, tools, and expertise for both everyday people management tasks and more complex ad hoc situations. Key capabilities include support for:

Everyday Management Tasks

- Creating and conducting behavioral interviews
- Setting clear, measurable goals
- Running effective team meetings
- Providing ongoing coaching and feedback
- Managing team communications

Special Projects & Challenges:

- Conducting end-of-year performance reviews
 - Putting someone on a performance improvement plan
 - Having difficult conversations with team members
 - Hiring new team members
 - Managing hybrid and remote workforce dynamics
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Sample Prompts & Example Use Cases

Use Case Category	Sample Prompts
Hiring & Recruitment	<ul style="list-style-type: none"> "How do I create and conduct a behavioral interview for a [specific role]?" "What skills should I look for when hiring for [job position]?" "How do I make sure we have an inclusive hiring process?" "What types of questions are not legally permissible in interviews?" <p><i>Expected Outcomes:</i> Structured interview guides, behavioral question frameworks, skills assessment criteria, and compliance guidance.</p>
Performance Management	<ul style="list-style-type: none"> "How do I structure a performance review meeting?" "How do I deal with a low performer on my team?" "What's the best way to set clear and measurable goals?" "How do I create stretch goals and reward achievements?" <p><i>Expected Outcomes:</i> Performance review templates, improvement plan frameworks, goal-setting methodologies, and recognition strategies.</p>
Team Management	<ul style="list-style-type: none"> "How do I assign roles and responsibilities effectively?" "What's the best frequency and format for team meetings?" "How do I identify and resolve team challenges?" "When should I make decisions vs. delegate them?" <p><i>Expected Outcomes:</i> Team structure guidelines, meeting frameworks, conflict resolution strategies, and decision-making models.</p>
Coaching & Development	<ul style="list-style-type: none"> "How do I assign roles and responsibilities effectively?" "What's the best frequency and format for team meetings?" "How do I identify and resolve team challenges?" "When should I make decisions vs. delegate them?" <p><i>Expected Outcomes:</i> Team structure guidelines, meeting frameworks, conflict resolution strategies, and decision-making model</p>
Difficult Conversations	<ul style="list-style-type: none"> "How do I explain pay decisions to employees requesting raises?" "What should I do when employees ask for raises?" "How do I coach an employee who feels burned out?" "How do I convince someone to take a challenging assignment?" <p><i>Expected Outcomes:</i> Conversation scripts, negotiation strategies, burnout intervention techniques, and motivation approaches.</p>

**Sample Agentic Prompt
Scenario**

Scenario: You need to hire a software engineer for your team but have never conducted technical interviews.

Step-by-Step Galileo for Managers Workflow:

1. **Job Description:** "Help me create a job description for a senior software engineer, including required skills and experience levels"
 2. **Skills Assessment:** "What technical and soft skills should I prioritize for a senior software engineer role?"
 3. **Interview Planning:** "Create a behavioral interview guide for assessing software engineering candidates"
 4. **Salary Benchmarking:** "What's the competitive salary range for senior software engineers in [your location]?"
 5. **Interview Evaluation:** Upload interview recordings and ask "Compare these candidates based on the criteria we established"
 6. **Onboarding Preparation:** "Create an onboarding plan for a new senior software engineer joining my team"
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Getting Started & Best Practices

Question	Answer
What's the learning curve like with Galileo for Managers?	Galileo for Managers is designed to be intuitive for non-technical users. Think of prompting as the new business literacy - like learning Excel was for the previous. The 100+ built-in prompts serve as templates you can modify and extend to suit your specific needs. Additional features – like AI model selection – support advanced AI users, making it a great option regardless of your current comfort level with AI agents.
How can I get the most value from Galileo for Managers?	<p>Galileo for Managers is easy-to-use and leverages both standard AI agent features and revolutionary functionality. The Josh Bersin Company team recommends that users</p> <ul style="list-style-type: none">▪ Leverage pre-populated prompts: Josh Bersin Company experts have included over 100 queries focused on common managerial challenges to help address common use cases and spark inspiration for more personalized use.▪ Start with Real Challenges: Begin with actual management situations you're facing rather than hypothetical scenarios.▪ Provide Context: The more specific information you provide, the better the guidance you can receive. Include details about your industry, team size, and company culture.▪ Use Follow-up Questions: Galileo is designed to ask follow-up questions to explore problems more effectively.▪ Save and Share: Build a library of useful prompts and responses for your team.▪ Iterate and Improve: Refine your prompts based on results and feedback.

Product Details & Capabilities

Question	Answer
What data and research powers Galileo for Managers?	<p>Galileo for Managers leverages 25+ years of The Josh Bersin Company's HR research, case studies, and expertise. The platform includes:</p> <ul style="list-style-type: none"> ▪ Comprehensive HR Research: All Josh Bersin Company official publications covering work, recruiting, talent, learning, leadership, business, economics, and HR technology ▪ Trusted Partner Content: Global employment practices (Oyster), leadership assessment models (Heidrick & Struggles), skills by job role, salary data (Lightcast), retention benchmarks (Visier), behavioral skills (SHL), and task-level HR job data (Reejig) ▪ Leadership Models: Including the Irresistible Leadership model and extensive case study library
How often is the Galileo corpus of knowledge updated?	The Galileo corpus is continuously updated and gets smarter over time through regular additions of new research, case studies, benchmarks, and trusted partner content & datasets.
What languages does Galileo for Managers support?	Galileo can communicate in 160 languages and includes real-time data on regulatory practices in 130 countries. This makes it valuable for global organizations managing diverse, distributed teams.
How do I access Galileo for Managers?	<p>Galileo for Managers is available through several access methods:</p> <ul style="list-style-type: none"> ▪ Direct Access: Through the main Galileo platform with manager-specific prompts and templates ▪ Integrated Platforms: ServiceNow (Now Assist) and HiBob integrations ▪ Enterprise Deployment: Available in enterprise Galileo instances
Can I access Galileo for Managers through other platforms?	<p>Yes! Galileo for Managers is available through strategic integrations:</p> <ul style="list-style-type: none"> ▪ ServiceNow Integration: Available through Now Assist for HR policies, case management, and support [Galileo Now Embedded Into ServiceNow and HiBob] ▪ HiBob Integration: Embedded directly in the HiBob platform for their 4,000+ fast-growing customers [Galileo Now Embedded Into ServiceNow and HiBob] ▪ Workday Partnership: As a selected Workday Innovation Partner with planned deep integration [Josh Bersin Company Named Workday Innovation Partner]

Is my data secure?

Yes, Galileo operates as an enterprise-grade, secure platform that isolates your data from others. When companies deploy the solution, the system learns about your HR policies while keeping them protected in your environment.

Pricing & Support

Question	Answer
How much does Galileo for Managers cost?	<p>Galileo for Managers is included as functionality within existing Galileo subscriptions - there are no additional fees and users don't have to opt into anything extra, as it exists natively within the platform.</p> <p>For individual access:</p> <ul style="list-style-type: none">▪ Galileo Professional: \$39/month or \$400/year for personal use▪ Enterprise Solutions: Contact for team and organization pricing▪ Platform Integrations: Available through ServiceNow and HiBob partnerships
Can I try it before purchasing?	Contact The Josh Bersin Company at info@joshbersin.com for demos and to discuss your organization's specific needs.
Where can I get help or training?	<p>To ensure you are able to make the most of your Galileo for Managers access, The Josh Bersin Company team has created an extensive user support approach, which includes:</p> <ul style="list-style-type: none">▪ Success Center: Video tutorials and guidance for effective prompting, feature education, and innovative use cases▪ User Groups: Galileo Users Groups launching globally for sharing best practices▪ Workshops: In-depth training sessions at industry conferences and events▪ Support: Email galileosupport@joshbersin.com for assistance
How can I share feedback or use cases?	The Josh Bersin Company actively seeks user feedback and success stories. Email info@joshbersin.com to share your use cases, as they're building a library of shared solutions to promote great ideas.