Next Gen Leave: What True Technology Disruption Could Look Like

With Cocoon, ADP Ventures, and Guardian

DMEC 2025 ANNUAL

Meet your panel

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Guardian

We experience disruption every day

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Communication

vs
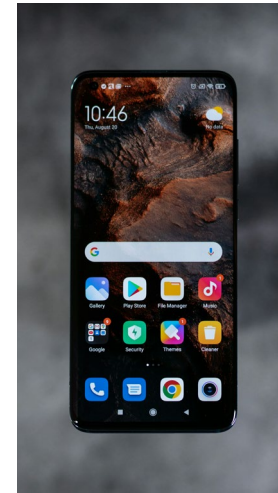
Transportation

vs
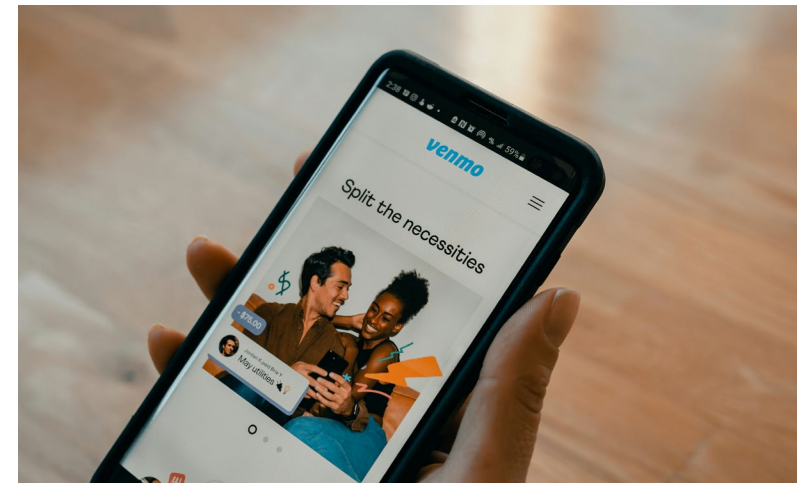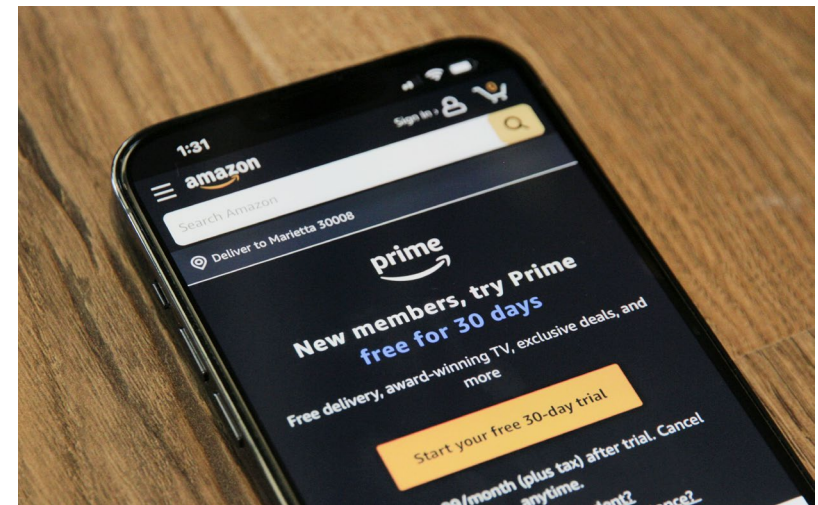
Travel

vs

Banking

vs

Music

vs

Mail

vs

What best describes your organization's current leave management approach?

- **Manual processes with reps**
- **Digital forms, human coordination**
- **Some automation, mostly manual**
- **Integrated platform technology**

Why now?

Which leave process causes your HR team the most frustration daily?

- **Answering employee eligibility questions**
- **Coordinating benefits and payroll**
- **Managing compliance across states**
- **Return-to-work planning**

What does leave look like after disruption?

What's your biggest concern about adopting disruptive leave technology?

- **Integration with existing systems**
- **Regulatory compliance risks**
- **Employee resistance to change**
- **Proving ROI to leadership**

What aspect of AI in leave management interests you most?

- **Automating compliance decisions**
- **Predicting employee leave needs**
- **Instant employee self-service**
- **Fraud detection and risk analysis**

What's next?

cocoon

Is your company ready for the future of leave?

Find out if you're positioned to lead industry transformation. Get personalized insights and actionable next steps—no matter where you land.

You'll get instant results on:

- Where you rank compared to industry leaders
- What's actually costing you the most time and money today
- Your biggest barriers to advancing leave technology
- Specific next steps tailored to your situation and timeline

Perfect for: HR leaders, People Ops teams, and Benefits professionals evaluating their leave management strategy.

Take the assessment to see where you stand →

Self assessment

Leave technology readiness assessment

Anonymous 5-minute assessment to discover where your company is on the technology disruption spectrum

Take the assessment

Section 1: How much is the status quo costing you?

Employees email in asking things like "Am I eligible for FMLA?" and waits over a day for an answer.

- 1 - Never, they get instant answers
- 2 - Rarely happens
- 3 - Sometimes
- 4 - Pretty often
- 5 - This is our normal process

Section 2: Is your organization ready for change?

Section 3: How urgent is change for you?

Q&A

Live disruption scale

Vote by raising your notecards

- **Call centers to report absences**
- **Verbal requests for leave**
- **Paper leave request forms**
- **Paper medical certification forms**
- **Snail mail delivery of eligibility and designation notices**
- **Human HR and leave representatives**
- **Human claim adjusters**
- **Human employment lawyers**

Gone forever

Forever changed

Here to stay

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