

Leave Experience Management: Revolutionizing Leave with Unrivaled Support



For most HR teams, managing leave looks something like this: spreadsheets open, inbox full, Slack messages flying, and payroll waiting on reports. HR is stuck reconciling information instead of supporting people, employees are unsure about timelines and pay, and managers feel out of the loop as complexity piles up.

Whether leave is handled in-house or outsourced, limited visibility keeps confidence low and puts HR in the middle.

Leave Experience Management (LXM) resolves this by giving HR clarity, control, and support in one connected system, without adding operational burden.



What Is Leave Experience Management

Leave Experience Management is a modern approach that gives HR ownership, visibility, and control without burying teams in spreadsheets and busy work. Instead of handing leave off and hoping for the best, HR stays informed and involved as a leave unfolds.

With LXM, HR teams gain:

- A single view of timelines, documentation, pay, and communication
- Real-time awareness of changes and next steps
- The ability to guide employees without chasing information

Employees know what is happening and what to expect. Managers can plan and support their teams. HR no longer fills gaps with spreadsheets or manual follow-ups.

How LXM Is Different From Traditional Approaches

Leave Experience Management was built to address the gaps left by in-house and traditional outsourced leave models.

	In-House Leave Management	Traditional Outsourced Leave	Leave Experience Management (LXM)
Ownership & Control	HR owns everything, including day-to-day administration	HR remains accountable but hands off execution	HR retains ownership without carrying the workload
Visibility into Leave	High, but spread across tools and spreadsheets	Limited once leave is handed off	Full, real-time visibility in one shared system
Administrative Effort	High manual effort and frequent follow-ups	Reduced processing, ongoing oversight required	Administrative work automated in the background
Employee Experience	Personal, but inconsistent under strain	Often impersonal and fragmented	Clear, consistent, and human-centered
Manager Awareness	Dependent on HR communication	Often out of the loop	Proactively informed and educated
Updates to Leave	Manual updates required	Slow and opaque when circumstances shift	Changes tracked and surfaced in real time
Compliance Confidence	Risk increases as complexity grows	Compliance tracked, but hard to verify	Compliance actively tracked and documented
Scalability	Becomes harder as the organization grows	Scales operationally, not experientially	Scales with clarity, consistency, and confidence

“Tilt has been one of the best products we have ever implemented at our organization. We have an easy-to-use dedicated space to track all types of our company leaves... Our payroll team and the leave of absence team no longer have to use Excel files to constantly track an employee’s leave.”

How AI Supports LXM

AI makes Leave Experience Management possible at scale by reducing the manual work that slows HR teams down.

AI supports LXM by:

- Highlighting key information HR needs to take action with confidence
- Maintaining accurate records across policies, pay, and timelines
- Surfacing relevant leave and compliance requirements as circumstances change, informed by our in-house legal team

This enables AI to become a supporter for HR, not a decision-maker. People teams will still own necessary decisions and care throughout the leave experience.

Tilt: Your Leave Experience Management Partner

After supporting more than 32,000 leaves over nearly a decade, Tilt is ready to help HR teams confidently manage leave without sacrificing the employee experience.



“This leave experience category unlocks opportunities that, honestly, our HR partners have never even thought possible... [Companies] have never had somebody else figure out the weird, complex, dynamic, nitty-gritty math of a leave of absence until now. It's one of those delight opportunities to be able to bring to HR, especially those that are really interested in doing this differently, to say, we know you've never seen this before, but let us show you what's possible.”

— Jen Henderson, CEO at Tilt

With Tilt, Leave Experience Management becomes a practical reality—helping HR teams reduce complexity, support employees with care, and lead leave with confidence.