

A Better Way to Work



people first
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Welcome to the Future of Work

It's time for a better way to work. Where technology makes our lives easier. Where tasks are simplified. Where people are engaged, stimulated and happy to collaborate in better, more connected workplaces.



A woman with curly hair, wearing a white blazer over a green top, stands in a meeting room. She is smiling and looking towards the camera. The room has dark wood paneling and a wall covered in colorful sticky notes. In the foreground, the back of a person's head and shoulder is visible, looking towards the woman. The overall atmosphere is professional and collaborative.

A HR System That Makes Life Better for Everyone

People First is the driving force behind a more productive way of working. We can help you provide a more inspiring workplace – a place that nurtures talent, helps people realise their full potential, enables smarter working, and seamlessly delivers results.

Why Make the Change?

Gallup has revealed that businesses with highly engaged employees have **17% higher productivity levels.**

It's one of the reasons why we built People First, a software platform and a new work ethos designed to deliver a more enjoyable, productive and sustainable way of working for everyone.

People First gives you the tools to develop and empower your workforce, connect them to your business and ultimately drive higher performance to boost profitability.





How People First Works

We combine cutting-edge technology with game-changing ideas to put employee engagement and well-being at the heart of your business processes. People First has five key elements at its core:

- / The People First Alliance
- / Flow
- / Personal Digital Assistant
- / Pragmatic People Analytics
- / Check-ins

The People First Alliance: **A new partnership**

While so much of our working lives have changed in recent years, too often the employment relationship has not.

People First is focused on creating a new partnership between employers and their people.

A partnership that works within the reality of everyday work.

One that reduces staff turnover, drives productivity and improves efficiency.

One that makes your people happier and your business more profitable.

Flow: **Working 'in the zone'**

Recognise the feeling of being so absorbed in your work that you completely lose track of time? This is known as 'flow' or working 'in the zone'. Helping you achieve it is central to our work at People First.

People First Flow helps everyone:

- / Understand what gets them in the zone
- / Maintain skills to stay in the flow
- / Remove barriers to focus





Personal Digital Assistant: **Efficiency for all**

Our Digital Assistant is there to simplify your employees' lives, removing the friction and hassle from everyday processes.

It helps them plan their day, answers work-related queries, and empowers them to take charge of their personal admin.

And all this is available anytime, anywhere on their smart phones.

Our Digital Assistant:

- / Brings a new level of user experience to the workplace
- / Simplifies HR processes from booking leave to recording time and attendance
- / Devolves administrative tasks from HR to people and their managers
- / Gives people instant access to the information they need

Pragmatic People Analytics: **For unique HR insights**

By giving you access to data that can influence the lives of people working across your business, People First helps you make better, fairer and more employee-centric decisions.

Instead of old-fashioned dashboards and reports, People First provides you with real-time insights relating directly to your people, work and goals.

We help you understand the people at the heart of your business - and to make the decisions that will improve their happiness and productivity.



Check ins: **A better dialogue**

Check-ins allow employees and managers to discuss progress, performance, personal development, wellbeing and work-related issues on a regular, ongoing basis.

People First simplifies the entire check-in process, providing a platform for scheduling conversations, recording outcomes, and visualising progress.

With check-ins, you can:

- / Provide real-time feedback
- / Fix issues as they arise
- / Build better, more personal relationships at work
- / Continuously align work with goals





Collaboration and goals

People First allows people to work together virtually to help stimulate creativity, engagement and innovation.

With People First all your people, can clearly see how your mission, values and goals link together. Working within your projects, goals and tasks, we give you the ability to appoint project owners and agree team contributors along the way.

People First:

- / Enables people and teams to co-create and contribute
- / Drives business performance across even remote workforces

This means you can:

- / Create future priorities and link additional objectives
- / Show how goals drive strategic outcomes
- / Track how progress is being made against your company goals

Social Feed

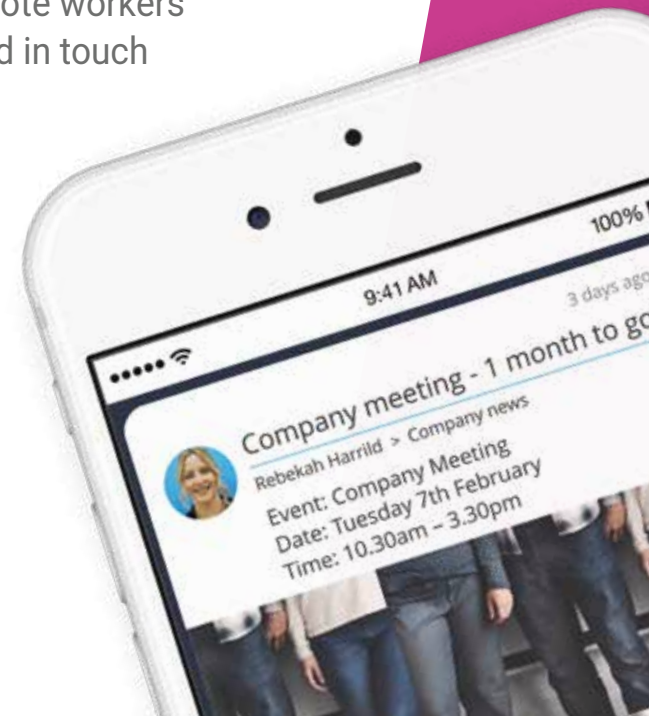
Our social feed taps into the power of social media as a medium for connecting people and sharing information.

Everyone has their very own social space, where they can share who they are, publish and share content, comment on their colleagues' posts, and give and receive feedback.

The social feed helps to break down organisational silos, boost collaboration, and creates a sense of community and togetherness, no matter where your people are based.

The Social Feed:

- / Enables like-minded people to connect across your organisation
- / Allows you to find out more about the people you work with
- / Helps both in-house and remote workers stay connected, informed and in touch



HR System

Underpinning People First is a complete HR system to support you throughout the employee life cycle - from recruitment to talent management to help you simplify complex HR administration processes.

/ HR Management

All the essentials you need to manage your people. Securely store all your HR data in one place and access full organizational information such as reporting lines and compensation

/ Talent Acquisition

We make recruiting easy from creating your own job board and sharing via global job boards, through to our applicant tracking system to help you attract the right people

/ Talent Management

Everything you need to attract, retain and develop your people from a smooth onboarding process, to talent profiles and match and gap analysis

/ Learning Management

With self-service booking, to customisable courses and competency frameworks, we have the tools to help you create a culture of ongoing learning and development

/ Time and Attendance

We enable you to deliver a streamlined digital experience for recording time and attendance, removing the need for manual processes and reducing the risk of errors

/ Localised Experience

People First supports a number of languages and regions to help you in collecting the right data and improving the employee experience



Compliance, Integrations and Extensibility

Gold
Microsoft
Partner



Extensibility

People First has been designed so that it can be customized to meet your individual business needs, making workflows quicker and more productive. You can build custom pages and information cards to create and store information that might not traditionally be held by HR solutions. While our Digital Assistant allows you to add your own dialogue to cover processes like recruitment and employee FAQs.

Integrations

Through the use of APIs we integrate with a range of tech partners, including a number of payroll and benefits providers in the UK, North America and Singapore to offer a complete business solution. We also integrate with broader business applications to help you automate even more routine tasks and make HR even faster and easier.

Safety and security

People First is hosted in Microsoft data centres using their super-secure Azure service. We're also certified and independently audited for ISO 9001 and 27001 standards. On top of this, People First:

- / Encrypts sensitive data using AES-256 in cipher block chaining (CBC) mode, with tenant-specific keys
- / Uses Role Based Access Control to allow you to enforce least privilege and segregation of duties for your users
- / Local data centres, allowing you to retain data sovereignty and reduce internal data transfer.

Clear Benefits

Whether it's simplifying HR tasks, boosting productivity, or enabling collaboration, People First is the driving force behind better, more connected workplaces.

We put employee engagement and wellbeing at the heart of business processes.

The result?

A happier, healthier, more productive workplace.





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