

# To solve a problem, one must first understand the problem

A human-centric approach to re-designing employee experiences and evolving organisational culture for the work place of the future

## Jemini - Discovery & Advisory

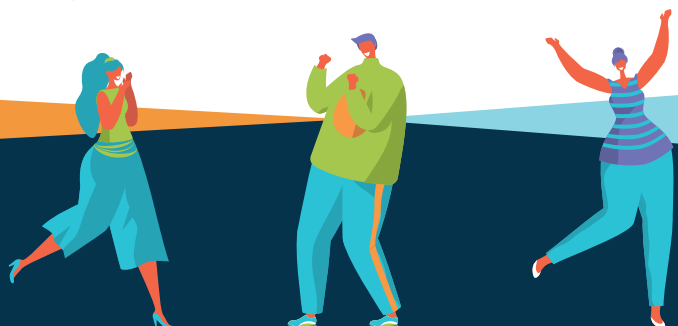
Workplaces are evolving. The workforce of the future will demand greater flexibility, more autonomy, and non-defined work spaces, without losing human connection, collaborative employment experiences, or effective and meaningful communication. Adaptable, elastic and malleable will become the critical indicators of a great People Management function - encompassing everything from Payroll to Culture, Onboarding to Engagement and Talent Management.

**How do you know where you're at currently?**

**How far do you need to go to meet the challenges of this future work-state?**

**And what will you need to do to get there?**

Jemini Discovery and Advisory is an human-centric consultancy service from Fusion5. Human-centric simply stated, is the study of people in their own environment through the use of methods such as participant observation and face-to-face interviewing. This provides you with an in-depth understanding of your organisation's current state, the role HR plays and how it impacts your employees, your business, and your culture. After discovering the landscape, processes and requirements of your organisation, we conduct a comprehensive analysis to uncover opportunities to create an improved future state, with positive short and long-term impacts for your company, and a measurable return on investment.





## DISCOVERY

### Co-creation Experience Mapping

A collaborative exercise bringing together key stakeholders, subject matter experts and employees to encourage shared understanding, breakdown silos, foster empathy and cross-organisational buy-in.

### Discovery Workshops

A combination of in-context workshops to allow detached observation of key processes in action, as well as meetings and discussions with significant users and stakeholders.

### Interviews

By gaining an 'insider's point of view', an ethnographic understanding is developed about cultural constructs within the organisation, using tacit impressions, emotional experiences, and insightful observations.



## ANALYSIS

### Collaborative Review

Once Discovery is complete, we conduct comparative analysis between desired end-state and current organisational state. This stage identifies, scores and catalogues satisfaction gaps employees and stakeholders have with key areas of HR, as defined prior to Discovery. These pinpoint specific focus areas which, when addressed, will have a high transformative impact on employee experience.

### Presentation of Findings

After evaluating Discovery findings and synthesising the insights gained during Analysis, the team will present the themes, opportunities, and possible future state of your HR and organisational processes.

### Return on Investment Report

The expected returns from undertaking Discovery & Analysis, as well as desired outcomes from implementation will be discussed prior to beginning the process. During Advisory, ROI potential will be outlined based on adoption.

### Tactical & Strategic Fix Recommendations

A combination of tactical fixes which can be deployed immediately or in the short-term for fast, but small, improvements, and long-term strategic changes to drive positive, lasting change.



## ADVISORY

Jemini is innovative HR & Payroll software, created to fill the gaps left by legacy solutions. Jemini enables people-oriented, future-embracing employers to deliver experiences that build employee engagement, while delivering measurable outcomes and benefits for your customers and organisation.

Combine every necessary functions within a design that will delight staff and foster high user adoption. Jemini enables forward-thinking organisations like yours to manage, engage, train, motivate, reward and remunerate employees in ways not previously possible.

**Jemini a Fusion5 Company.**