

MHR

Your go-to
for People First

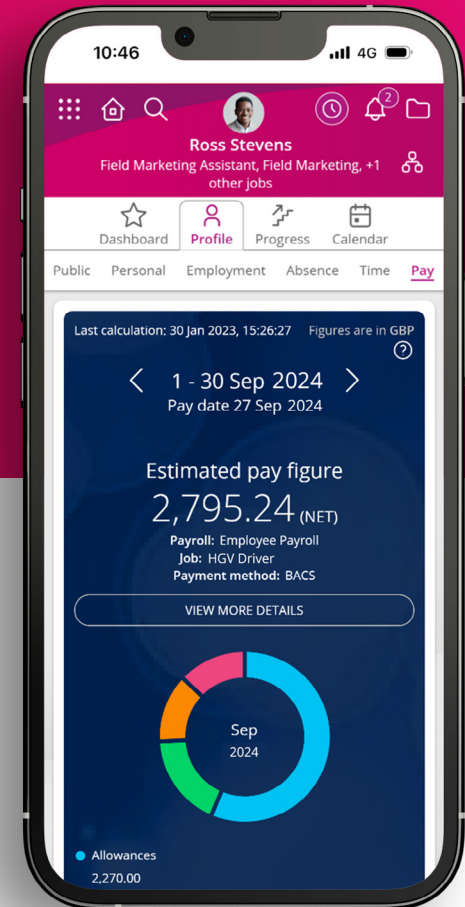
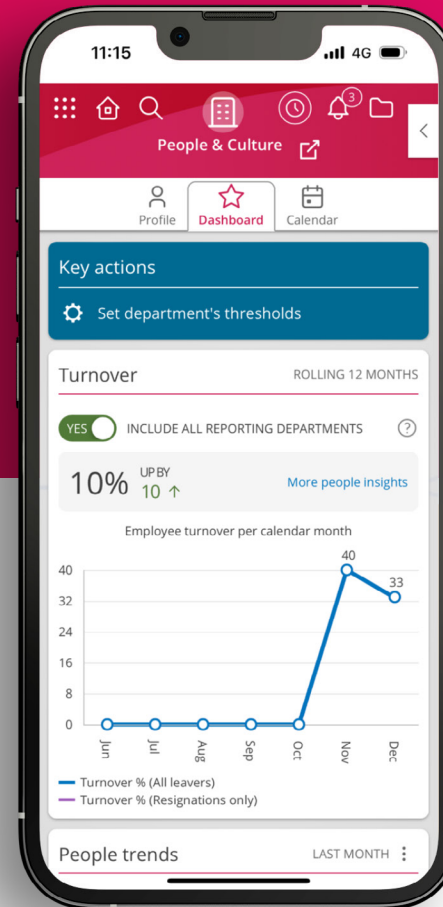
people first



Helping you drive transformation.

Market pressures are forcing HR, payroll and finance teams to evolve. It's time to move away from pure operational admin and become the driving force that delivers great results. People First gives you the tools to make this happen.

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It's time to put your people first.

Friction in your processes is hurting your organisation's ability to survive and thrive. From employee engagement, to retention, to growth, without innovation, you'll fall behind your competitors. It's time to ease that friction.

Experience



59%

of employees want their employer to focus on mental and emotional wellbeing.

Organisations will look at finding the balance in developing new, flexible working practices supported by tech solutions, that help foster collaboration, engagement, and wellbeing. These will be core considerations when it comes to retaining, attracting and building a workforce that can adapt to changes in the market.

Skills

Nearly

50%



of UK workers agree the skills required for their roles will change significantly in the next five years.

Organisations will need to move beyond just looking at peoples' roles, they will start to focus on the skills they need. That means connecting with your workforce, aligning skills with key objectives and staying agile enough to upskill or find new talent as it's needed. That means you need to create an environment that helps your employees thrive, grow and develop.

AI



76%

of HR leaders believe their organisation will be behind if they don't adopt AI solutions in the next 12 to 24 months

A workforce that blends human beings with AI has the potential to reach new heights that were previously impossible. But without spending time understanding and adopting AI, then unleashing its full capabilities, you'll never reach your full potential, leaving you lagging behind your competitors.

Efficiency

CEOs estimate their administrative inefficiency at

40%



Organisations of all stripes are under constant pressure to find more savings on time, money and resources. Without investment, HR, payroll and finance departments can wind up riddled with inefficiencies as legacy systems drag them down. You need to look for ways to reduce waste without risking your growth, keeping your financial performance healthy.

An employee experience to be proud of.

Your employees are the beating heart of your organisation. Without giving them an environment where they can thrive, developing their skills and working at their best, you'll never find the best talent. You'll be stuck in a revolving door of new employees, who move on when they get a better offer.

People First helps you to support your employees' mental, and financial wellbeing. It puts the emphasis in the right place, letting you use data across the platform to match the right people to the right opportunities

to optimise your workforce. Workforce. and decentralising processes from your HR team. This elevates their strategic value, enabling a focus on creating personalised and meaningful experiences.

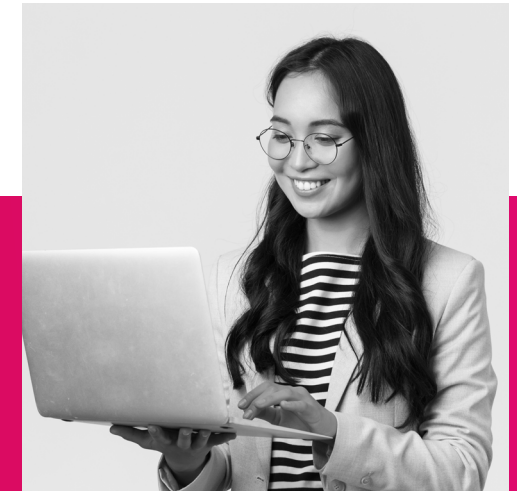
Get rid of the anxiety attached to ominous 'catch-up' meetings with consistent feedback loops for both managers and employees. Overcome the isolation that can creep in with remote work by offering community spaces that help your entire organisation stay connected.

You can even use People First to give recognitions, share success stories, and set goals for each individual employee, helping everyone feel like they're part of the team, no matter where they're based.

Instead of forcing employees to rely on HR's availability, we put them in the driving seat. Let them tell you when they need a new challenge and take hold of their own succession planning that retains that talent within the business.

Plus, give financial wellbeing the attention it deserves with our range of extra features, including earned wage access, and real-time pay data.

People First smooths over the edges of a day at work, helping give everyone a positive employee experience that makes them excited to come in to work.

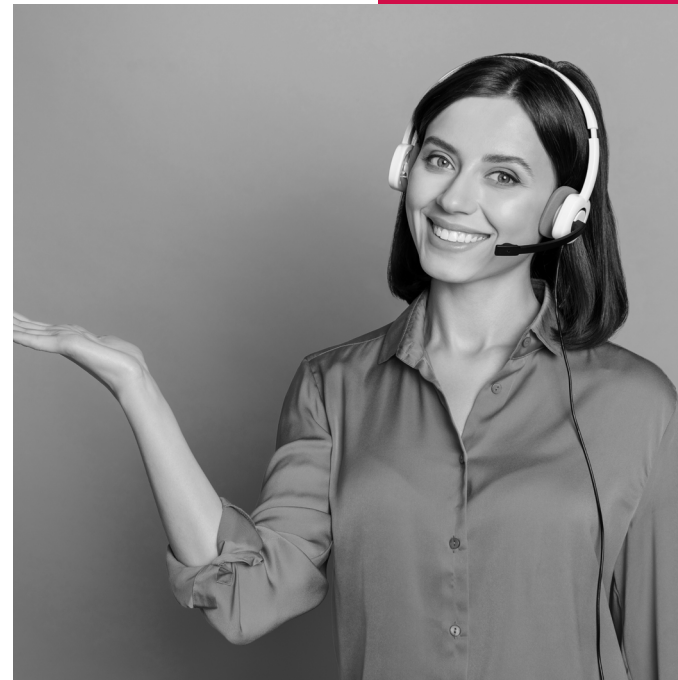


The skills you have versus the skills you need.

Organisations around the world are in a constant battle for the best talent, with skill gaps plaguing many industries. People First allows you to get on the front foot, providing your employees with the kind of personalised and comprehensive development experiences that encourage career growth.

The talent match and gap functionality support internal mobility by identifying the skills you have and need in key roles, today! From there, you can set goals and learning pathways for each individual learner to support their personal development while getting your teams the key skills they need.

You can also use People First to future-proof the workforce using the succession planning tools to ensure your business retains and develops the skills needed tomorrow, while identifying who has or is developing those sought after skills. People First doesn't just help you retain and develop skills but attract them as well, it helps smooth over your recruiting and onboarding process, meaning you'll put your best foot forward and give every candidate a great first impression.



Make the decisions that matter when it matters.

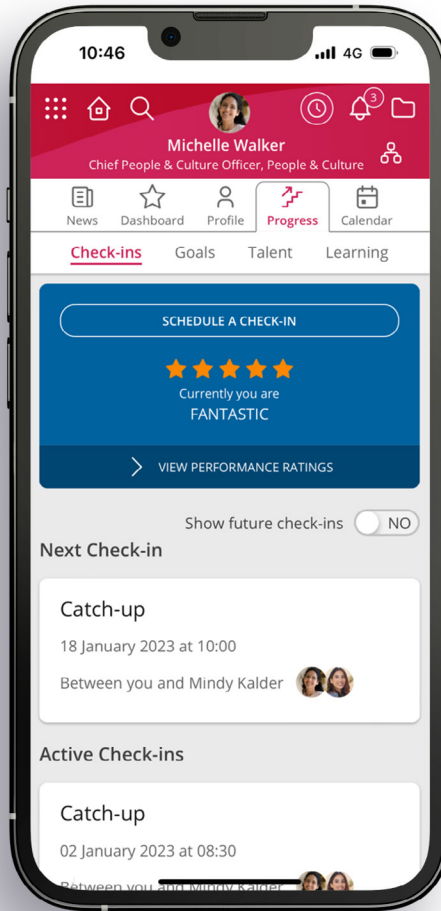
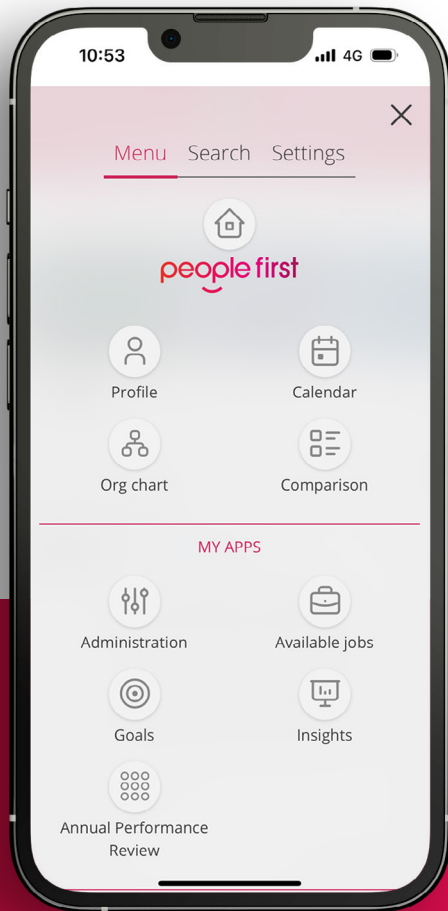
You can't afford to waste time when it comes to strategic decision making, you need to jump on opportunities when they appear. People First gives you the confidence to make those important decisions and define what action needs to be taken by providing you with a complete view of all your data.

We've leveraged the power of AI to accelerate outcomes, generating key insights to make confident and effective decision-making simple. Vital tasks can be identified with unobtrusive notifications and nudges to help you stay on track.

The AI built in People First will help recommend the right people matched against required skills and highlight gaps within your workforce. It can also give you a view of how your employees are feeling. The sentiment analysis across check-ins can show you're not only listening, but you understand and take action too.

Plus, there's in line analytics to use that create intuitive dashboard overviews – helping you understand common trends and themes across teams, your financial impact and define the actions needed to keep your employees happy, engaged, productive and most importantly, willing to stick around.





Optimised. Simplified. Unified.

So many organisations get bogged down with having to juggle multiple different software platforms. Employees get locked into an endless loop of learning and swapping between new systems. People First centralises recruitment, onboarding, HR management, payroll, workforce management, talent management, learning and finance software into one intuitive, unified real-time platform.

This means employees don't have to operate multiple systems with different logins and have multiple screens open at a time. They're always a lot happier to work in this ecosystem, boosting engagement and your return on investment.

With a unified, cloud-based platform, you'll also avoid double-keying and optimise the experience for employees, managers and system admins – so even when your people aren't always in one place, your people system is, without compromising security.

Welcome to People First.

Streamline your processes with the most accessible and easy-to-use integrated HR, payroll and finance platform on the market. People First connects your people into a seamless ecosystem, where every aspect of your working day feels effortless.



One.

People First enables you to manage everything in one place, massively saving on time and costs.

Two.

It helps build a more connected and agile workforce.

Three.

It democratizes data, giving you the complete picture of your entire platform, making it easy to action.

Four.

It's based in the cloud, meaning all your data is kept up to date in real time and updates can be rolled out as quickly as possible.

Five.

It makes ample use of advanced AI to smooth out manual processes and create better business outcomes.

Six.

It uses real-time payroll, reducing your risk of errors by 99.99%, freeing up more time for your payroll team to work on analysis and giving employees a clearer picture of what they're owed.

Your map of People First.

People First brings your workforce together in real-time. Giving you a clear picture of how your organisation is doing and helps generate insights to support it.



Your employee **data** is a treasure trove of information, but it can only stand out in a unified platform, People First eliminates data silos, letting you bring your data to life. Use your BI tools of choice to visualise this critical data to drive actionable insights.

No one knows People First as well as us so make the most of our dedicated consultants who can help drive adoption and realise maximum ROI. We'll ensure you and your employees understand every facet of the system.

Hosted on the familiar Microsoft Azure public cloud, allowing for hybrid capability so your business can manage your migration to cloud working at your own pace, while benefitting from state of the art security protocols and strong integration capabilities utilising future-proof technology.

Why MHR?

MHR has been driving innovation across the HR, payroll and finance space for 40 years. We're setting standards across the industry, and People First is our next great step. We've once again combined a fresh way of looking at the world with the latest technology. We're guided by what our customers actually need as they face down a rapidly changing world, delivering results that are needed today and growing to meet the standards of tomorrow.

**The right
solution for the
right problem**

**Fast return
on investment**

**Developed
with you,
for you**

**Future-proof
investment**

Here to help

MHR

ABOUT MHR

MHR supports businesses and organisations shaping their futures through these challenging times – increasing workforce adaptability through delivering integrated people management and learning solutions. We help reduce complexity and build business resilience – key to survival and growth. Find out how we can help you position your organisation for the road ahead.



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