



PeopleHub[™]

Overview

Enabling Organizations of
the future to Excel NOW

Setting the NorthStar

Mission Enable Organizations of today & tomorrow to maximize their performance & success.

Vision To become the trusted platform that enables great working environments for every person and organization to perform their best.

Value Proposition Empower fast-moving organizations to optimize business performance, effectively manage people-centric challenges and nurture holistic employee experience.

Ethics → Privacy & Security → People-centric → Diversity & Inclusion → Sustainability

PeopleHub Focus Areas



Maximize Business Performance
by enabling organization
efficiency & effectiveness

**Business
Performance**

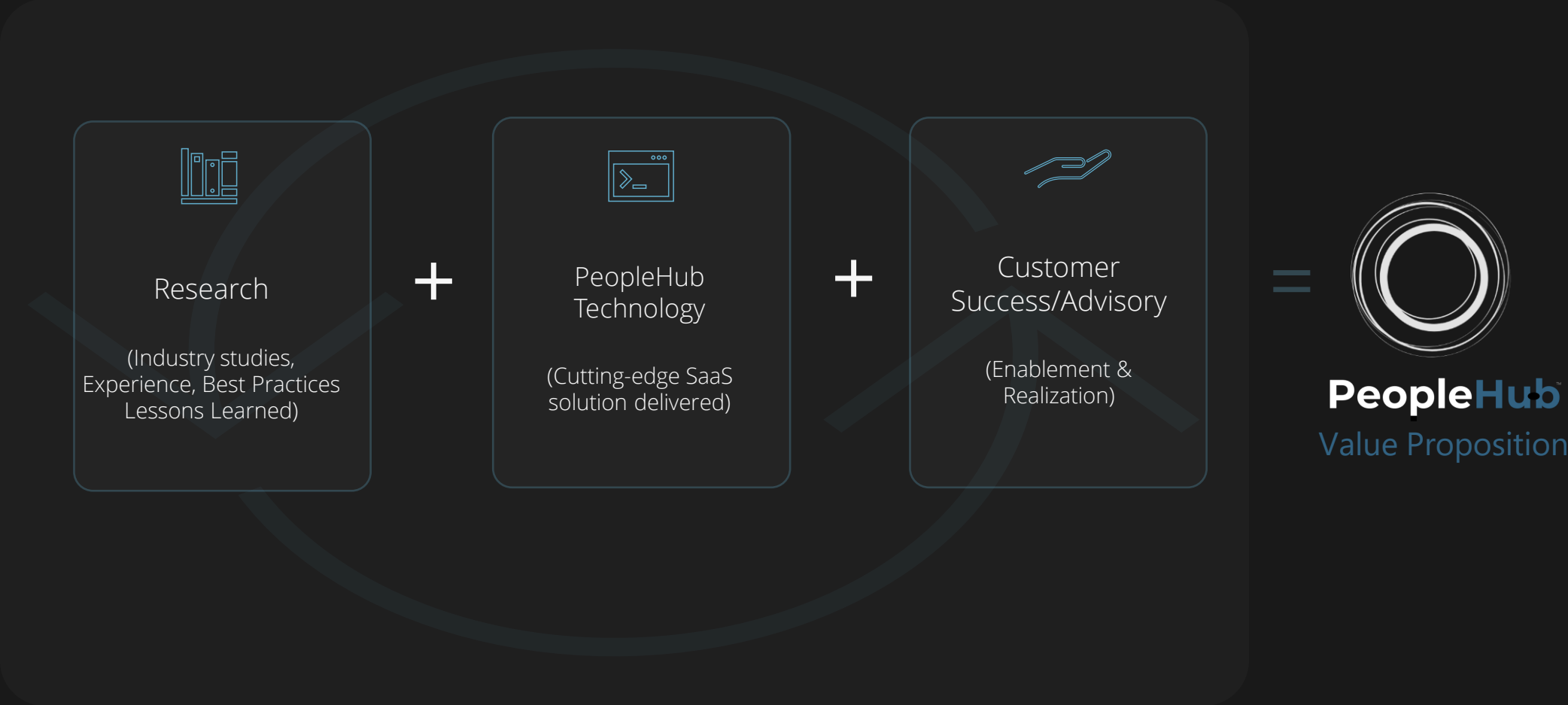
Support organizational dynamics
that promote productivity & focus
on the right priorities

**Organizational
Dynamics**

**Employee
Experience**

Focus on all people's aspects:
connection, engagement, morale,
wellbeing and development

PeopleHub Components



PeopleHub as the enabler



PeopleHub
by xelense



OBJECTIVES & KEY RESULTS
Organizational/Business Goal Setting

- Clear insights on strategy & goals
- Make clear what is important and who works on what
- Keep everyone informed, transparently & instantly



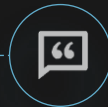
SUCCESS & IMPACT
Individual Performance Management

- Assignments coming from business priorities
- Value/Outcome based (self/joint) assessment
- Closed gap on productivity/performance perspectives



GROWTH & TALENT
Talent Management & Development

- Personal Development & Career Development processes
- Talent insights: Skills, Competences with capacity (current vs developing vs required or beneficial)



FEEDBACK 360
Peer & Manager Feedback

- Feedback healthy infused in personal development and performance management
- Vital input for personal growth and org/team spirit & culture evolution

Transparency | Measurement | Engagement | Stretch | Performance | Growth

Functionality per area



PeopleHub

OKR & Goals Settings

Set goals & targets with clarity & transparency

- OKRs: Org, Division, Business Unit, Team level
- Private OKRs for sensitive Initiatives or Projects
- OKR Exploration throughout the Organization
- OKR owners and Managers for handing over OKRs management in PeopleHub

Get everyone connected with Strategy and Purpose

Success & Impact

Drive people & organization performance

- Individual performance reviews
- Self-review (performance)
- 360 Feedback channeled in ongoing review/check-Ins
- Performance Improvement Plans to support performance acceleration
- Goal settings using OKRs and Goal library in a mix

Shift from activity-based to value-based.

Grow & Talent

Drive talent evolution in alignment to business

- Workforce planning: match skills, capacity, competences to business needs & prospect.
- Successor planning & Enablement
- Org/Business/Team level skills & competences assessment
- Personal development planning & Career Acceleration Planning as different approaches

Maximize Value from people as real asset

Feedback 360

Infuse people engagement to the entire framework

- Feedback on certain areas (Individual Performance, Personal development etc.).
- Self started feedback
- Requested Feedback
- Anonymous Feedback as option

Fuel framework with constructive feedback

Solution features



Cloud Based SaaS Solution

Securely accessible from anywhere and any device. Cloud Based and ready for adaptation with zero installation time.



Integration Ready

Integration possibilities with existing HRMS, HRIS, Authentication, Collaboration or other infrastructure.



Pipeline of features

Provided with full transparency of features pipeline (18-24m lead time). Led by customers' Feedback & ongoing studies & research.



User Experience that fits-in

Enhanced user experience by enabling user interface to adopt Organization's logos, color scheme etc.



Sustainability responsible

People oriented with high sense of sustainability responsibility infused from many aspects.



Not another 'modern' HR App

A complete platform to support modern organizations combining up-to-date studies with technology and advisory.

Value differentiation



PeopleHub



Focused on Productivity & Performance

Org Performance and Org health are on focus. Instead of providing a set of HR relevant people process automation.



Advisory & Guidance

It bundles with fitted advisory & guidance aiming on business value realization instead of product/technology deployment.



Less Complexity more Intuitive

Leaving behind any ERP/HRMS-like complexity. Provide an intuitive way of use. Reduce any requirement for onboarding. Forget technology – focus on culture and its evolution.



Best Practices & Lessons Learned

Based on extensive research, incorporates and suggests all industry standards, best practices and lessons learned.



Multilingual & Multicultural

Supports **languages** and tailored around **cultures** for the areas it's offered.



People oriented

People oriented instead employee focused. Guests, vendors, employees all are people and part of a business environments. PeopleHub caters for all of them.

PeopleHub Offering Details

Organizations

- Organizations with presence in locations with Xelense's presence & focus
- >100 employees (Information workers) enrolled
- Pre-qualified organizations on certain areas

Characteristics

- ✓ SaaS delivered minimizing delivery & deployment time
- ✓ Dedicated & Isolated instance per Organization
- ✓ Runs on Microsoft Azure Platform available globally
- ✓ Enterprise Class solution designed for scalability, security, interoperability following all best-practices and latest commercially available technologies
- ✓ Security & Privacy supported by industry-standards for Single-Sign-On and data encryption
- ✓ Supported by Xelense Customer Success & Technology units

Extras

- Customization on User Experience/Interface upon arrangement
- WhiteGlove Approach to enhance value realization
- Additional support/effort/involvement in Org enablement & value realization process

PeopleHub at-a-glance

The screenshot displays the Xelense PeopleHub dashboard. At the top, there is a navigation bar with the Xelense logo, an 'Org Menu' dropdown, a search bar, and utility icons for window management, dark mode, notifications (4), and language (EN). The main content area is titled 'HOME' and features a vertical sidebar with navigation icons. The primary section is 'My PeopleHub at a Glance', which contains eight data cards:

- OKRS ON TRACK:** 65%
- MY PERFORMANCE PERIOD:** On Track
- PERSONAL DEVELOPMENT PLAN:** On Track
- CAREER ACCELERATION PLAN:** On Track
- (NEW) FEEDBACK RESPONSES:** 5
- (NEW) FEEDBACK REQUESTS:** 8
- APPROACHING EVENTS:** 3
- PENDING ACTIONS:** 5

Below these cards is a 'Quick Access to:' section with five links: Basic Information, Connected OKRs, Success & Impact, Feedback 360, and Growth & Talent. The bottom section of the dashboard is 'My Organization at a Glance'.

Interchangeable schemes:

- Light/Dark
- Normal/Full Screen
- Sidebar/Horizontal bar

The image displays two versions of the Xelense user interface, demonstrating interchangeable schemes. The top version is a dark theme with a vertical sidebar on the left. The bottom version is a light theme with a horizontal bar at the top. Both versions show a 'HOME' dashboard with a 'My PeopleHub at a Glance' section containing several metrics and a 'Quick Access to:' section with links to various features.


Dark Theme (Top):

- Header: xelense, Org Menu, Search...
- Home: HOME, Home
- Dashboard: My PeopleHub at a Glance
- Metrics:
 - OKRS ON TRACK: 65%
 - MY PERFORMANCE PERIOD: On Track
 - PERSONAL DEVELOPMENT PLAN: On Track
 - CAREER ACCELERATION PLAN: On Track
 - (NEW) FEEDBACK RESPONSES: 5
 - (NEW) FEEDBACK REQUESTS: 8
 - APPROACHING EVENTS: 3
 - PENDING ACTIONS: 5
- Quick Access to:
 - Basic Information
 - Connected OKRs
 - Success & Impact
 - Feedback 360
 - Growth & Talent

Light Theme (Bottom):

- Header: xelense, Org Menu, Search...
- Home: HOME, Home
- Dashboard: My PeopleHub at a Glance
- Metrics:
 - OKRS ON TRACK: 65%
 - MY PERFORMANCE PERIOD: On Track
 - PERSONAL DEVELOPMENT PLAN: On Track
 - CAREER ACCELERATION PLAN: On Track
 - (NEW) FEEDBACK RESPONSES: 5
 - (NEW) FEEDBACK REQUESTS: 8
 - APPROACHING EVENTS: 3
 - PENDING ACTIONS: 5
- Quick Access to:
 - Basic Information
 - Connected OKRs
 - Success & Impact
 - Feedback 360
 - Growth & Talent


Explore Organization OKRs


Org Menu ▾

🔍 Search...

EXPLORE ENTIRE ORGANIZATION'S OKRS

Collapse All
Fit-to-screen
Center Active
Swap
Zoom out



Amayah Chan
Chief Executive Officer
Department: Executive


Objectives

- 🟢 Drive Company Growth
- 🟢 Foster a High-Performing Team
- 🟢 Achieve Operational Excellence
- [More OKRs...](#)

Key Results

- 🔴 Increase investor satisfaction scores to 95%.

- 9



Sage Le
Chief Technology Officer
Department: Technology


Objectives

- 🟢 Drive Company Growth
- 🟢 Foster a High-Performing Team
- 🟢 Achieve Operational Excellence
- [More OKRs...](#)

Key Results

- 🔴 Increase investor satisfaction scores to 95%.

- 3



Rocky Liu
Chief Financial Officer
Department: Finance


Objectives

- 🟢 Drive Company Growth
- 🟢 Foster a High-Performing Team
- 🟢 Achieve Operational Excellence
- [More OKRs...](#)

Key Results

- 🔴 Increase investor satisfaction scores to 95%.

- 3



Lucas McCarthy
Chief Marketing Officer
Department: Marketing


Objectives

- 🟢 Drive Company Growth
- 🟢 Foster a High-Performing Team
- 🟢 Achieve Operational Excellence
- [More OKRs...](#)

Key Results

- 🟢 Achieve a 10% increase in annual revenue.
- 🔴 Conduct 2 market research studies.
- 🔴 Increase investor satisfaction scores to 95%.

- 5



Leonard Sweeney
Chief Revenue Officer
Department: Sales


Objectives

- 🟢 Drive Company Growth
- 🟢 Foster a High-Performing Team
- 🟢 Achieve Operational Excellence
- [More OKRs...](#)


Key Results

- 🟢 Expand into 5 new markets or regions.
- 🟢 Increase profitability margin by 3%.
- 🔴 Increase investor satisfaction scores to 95%.

- 3




Kate Stephens
Executive Assistant
Department: Finance



Messiah Odom
VP of Finance
Department: Finance

- 3



Kira Ware
Executive Assistant
Department: Marketing

Objectives

- 🟢 Drive Marketing ROI
- 🟢 Enhance Brand Awareness
- 🟢 Content Marketing Excellence
- [More OKRs...](#)


Key Results

- 🟢 Achieve a 10% increase in annual revenue.
- 🔴 Conduct 2 market research studies.

Owned Objectives & Key Results

By (Indvd001) - Amayah Chan - Chief Executive Officer

ID	Objectives	Start Date	End Date	Status
Obj0171	Drive Company Growth	01-06-2023	31-05-2024	On Track
Obj0172	Foster a High-Performing Team	01-06-2023	31-05-2024	On Track
Obj0173	Achieve Operational Excellence	01-06-2023	31-12-2023	Completed
Obj0174	Innovate for the Future	01-06-2023	31-05-2024	At Risk
Obj0175	Enhance Customer Experience	01-06-2023	31-05-2024	On Track
Obj0176	Lead Market Research	01-06-2023	31-05-2024	At Risk
Obj0177	Enhance Investor Relations	01-06-2023	31-12-2023	At Risk
Obj0178	Strengthen Partnerships	01-06-2023	31-05-2024	At Risk



OKRs Overview

The screenshot displays the Xelense OKR management interface. At the top, there is a navigation bar with the Xelense logo, an 'Org Menu' dropdown, a search bar, and utility icons for full screen, dark mode, notifications, and language (EN). A vertical sidebar on the left contains icons for home, reports, messages, calendar, and help.

The main content is divided into two sections: 'Objectives' and 'Key Results'. Each section contains a grid of cards representing individual OKRs. Each card includes a title, owner, objective, type, and timeline.

Objectives:

- Drive Company Growth**: Owner: (Indvd001) Amayah Chan / Chief Executive Officer; Objective: Strategic Objective; Type: ; Timeline: 01-06-2023 to 31-05-2024
- Foster a High-Performing Team**: Owner: (Indvd001) Amayah Chan / Chief Executive Officer; Objective: Strategic Objective; Type: ; Timeline: 01-06-2023 to 31-05-2024
- Achieve Operational Excellence**: Owner: (Indvd001) Amayah Chan / Chief Executive Officer; Objective: Strategic Objective; Type: ; Timeline: 01-06-2023 to 31-12-2023

Key Results:

- Achieve a 10% increase in annual revenue.**: Owner: (Indvd005) Lucas McCarthy / Chief Marketing Officer; Timeline: 01-06-2023 to 31-05-2024
- Improve employee satisfaction scores to 95.**: Owner: (Indvd009) Alonzo Donaldson / Chief Human Resources Officer; Timeline: 01-06-2023 to 31-05-2024
- Streamline core business processes, resulting in a 30% increase in efficiency.**: Owner: (Indvd003) Rocky Liu / Chief Financial Officer; Timeline: 01-06-2023 to 31-05-2024
- Expand into 5 new markets or regions.**: Owner: (Indvd011) Leonard Sweeney / Chief Revenue Officer; Timeline: 01-06-2023 to 31-05-2024
- Implement leadership development programs for 90% of managers.**: Owner: (Indvd009) Alonzo Donaldson / Chief Human Resources Officer; Timeline: 01-06-2023 to 31-12-2023
- Enhance product/service quality, reducing customer complaints by 10%.**: Owner: (Indvd049) Maci Ho / Chief Customer Success Officer; Timeline: 01-01-2023 to 31-12-2023
- Increase customer retention rate to 85%.**: Owner: (Indvd049) Maci Ho / Chief Customer Success Officer; Timeline: 01-06-2023 to 31-12-2023
- Achieve a 50% reduction in employee turnover.**: Owner: (Indvd009) Alonzo Donaldson / Chief Human Resources Officer; Timeline: 01-06-2023 to 31-05-2024
- Implement cost-saving measures, reducing operational expenses by 30%.**: Owner: (Indvd003) Rocky Liu / Chief Financial Officer; Timeline: 01-06-2023 to 31-05-2024

Success & Impact (Individuals Performance Management)

xelense Org Menu ▾ Search... [Icons: Home, Settings, Notifications, EN]

SUCCESS & IMPACT: HOME (MGR) Success & Impact > Home

PERFORMANCE CHECK-IN FREQUENCY (ON TRACK) 65% View More	% OF INDIVIDUALS ON TRACK OR HIGHER 65% View More	INDIVIDUALS WITH PIP 3 View More	FEEDBACK RESPONSE RATE 78% View More
PERFORMANCE IMPROVEMENT RATE 65% View More	OKR'S INCLUSION RATE 88% View More	SUCCESSFUL PIP RATE 90% View More	FEEDBACK 360 ADOPTION RATE 86% View More

Performance Periods
View Details of Performance Periods

Goal Library
View Goals Available in Library

Performance Period: Kick-Off
Initiate Performance Period for Individual(s)

Personal Improvement Plan: Kick-Off
Initiate a PIP for an Individual


Organization's Individuals Performance (Ongoing)

Growth & Talent
(Personal Development Plan)

xelense Org Menu Search... EN

VIEW PERSONAL DEVELOPMENT PLAN Growth & Talent > View Personal development plan

Objective **Develop skills relevant to upcoming promotion for Senior engineer**
Objective Work on this with priority
Start date 07/06/2021 - End date 08/06/2022

 Full Name: Amayah Chan
Job Title: Manager of Engineering
Position: Chief Executive Officer
Department: Executive

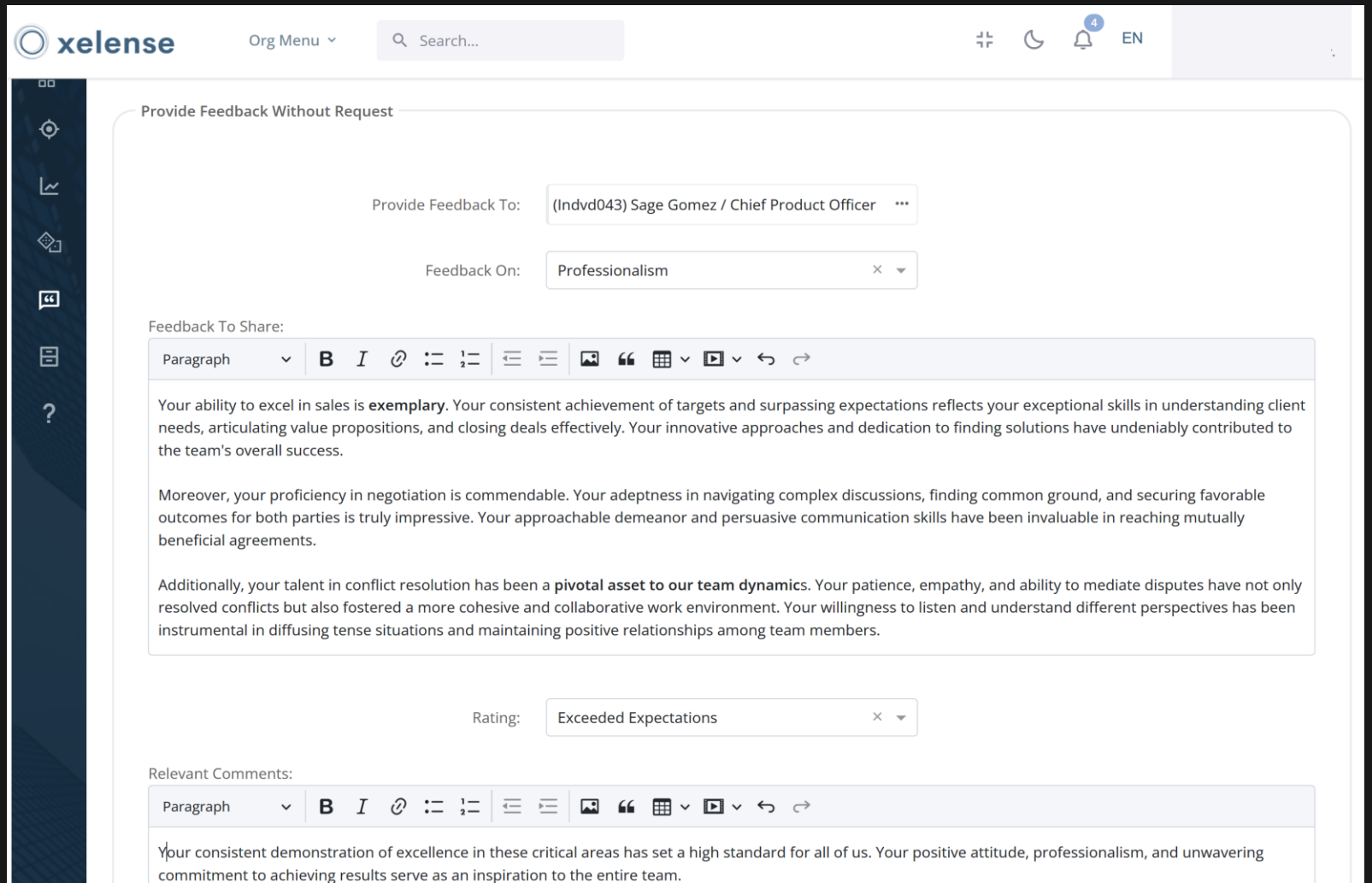
Export to Edit Check-in

Development plan Activities

Soft skill 1

Type: Hard skill
Skill/competence: DevOps engineering using Github
Existing level: 400 (Expert)
Primary activity type: External/Internal Training
Expected level of competence: 400 (Expert)
Notes & comments: work on this with priority

Feedback360 (Personal Development Plan)



The screenshot displays the Xelense Feedback360 interface. At the top, there is a navigation bar with the Xelense logo, an "Org Menu" dropdown, a search bar, and utility icons for grid, moon, notifications (4), and language (EN). A dark sidebar on the left contains icons for home, charts, reports, messages, and help.

The main content area is titled "Provide Feedback Without Request". It features two dropdown menus: "Provide Feedback To:" set to "(Indvd043) Sage Gomez / Chief Product Officer" and "Feedback On:" set to "Professionalism".

Below these is a "Feedback To Share:" section with a rich text editor. The editor's toolbar includes options for Paragraph, Bold (B), Italic (I), Link, Bulleted List, Numbered List, Indent, Outdent, Image, Quote, Table, Video, Undo, and Redo. The text in the editor reads:

Your ability to excel in sales is **exemplary**. Your consistent achievement of targets and surpassing expectations reflects your exceptional skills in understanding client needs, articulating value propositions, and closing deals effectively. Your innovative approaches and dedication to finding solutions have undeniably contributed to the team's overall success.

Moreover, your proficiency in negotiation is commendable. Your adeptness in navigating complex discussions, finding common ground, and securing favorable outcomes for both parties is truly impressive. Your approachable demeanor and persuasive communication skills have been invaluable in reaching mutually beneficial agreements.

Additionally, your talent in conflict resolution has been a **pivotal asset to our team dynamics**. Your patience, empathy, and ability to mediate disputes have not only resolved conflicts but also fostered a more cohesive and collaborative work environment. Your willingness to listen and understand different perspectives has been instrumental in diffusing tense situations and maintaining positive relationships among team members.

At the bottom of this section is a "Rating:" dropdown menu set to "Exceeded Expectations".

The "Relevant Comments:" section at the bottom also features a rich text editor with the same toolbar. The text in this editor reads:

Your consistent demonstration of excellence in these critical areas has set a high standard for all of us. Your positive attitude, professionalism, and unwavering commitment to achieving results serve as an inspiration to the entire team.