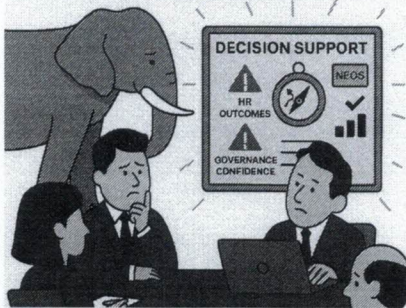


Results and Benefits for Executive Managers

THE ELEPHANT IN THE BOARDROOM: HR ISN'T BUILT FOR STRATEGIC DECISION-MAKING



- 98% of performance reviews don't improve performance
- Managers are guessing, not deciding
- Governance exposure is growing

We deliver governance-first HR Apps tailored for environments where legal defensibility, strategic alignment, and manager empowerment are paramount.

Compared to traditional solutions such as Elmo, Pay People, Workday, and SAP SuccessFactors, we stand out with unmatched ROI (3.5x over 12 months), rapid implementation (<4 weeks), and 100% success when defending unfair dismissal claims.

Our decision-logic design empowers managers, streamlines compliance, and enhances HR and risk management processes such as psychological safety, while reducing integration complexity and cost exposure.

Designed to support HR teams, line managers, and employees in governance-heavy environments, we offer custom board reporting, agile scalability, and a simple user experience that drives high adoption across all stakeholder groups.

HR DECISIONS ARE FAILING—QUIETLY, SYSTEMICALLY, EXPENSIVELY



98% of performance reviews don't improve performance
Mandatory training doesn't change behavior
Compliance is high—but outcomes still backfire.

For Executives committed to driving cultural reform and governance excellence, our Apps deliver the clarity, defensibility, and operational agility needed for you to lead with confidence.