

WELLHUMAN

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ADVANCED PEOPLE MANAGEMENT MADE SIMPLE, APPROACHABLE AND FLEXIBLE.

Handy human resources

WHERE?

Context.

A WORLD UNDER PERMANENT DISRUPTION AND EVER-EVOLVING NEEDS





1

Changing working environment

that is increasingly complex and demanding



2

Need for effective talent management strategies



3

Access to professionals

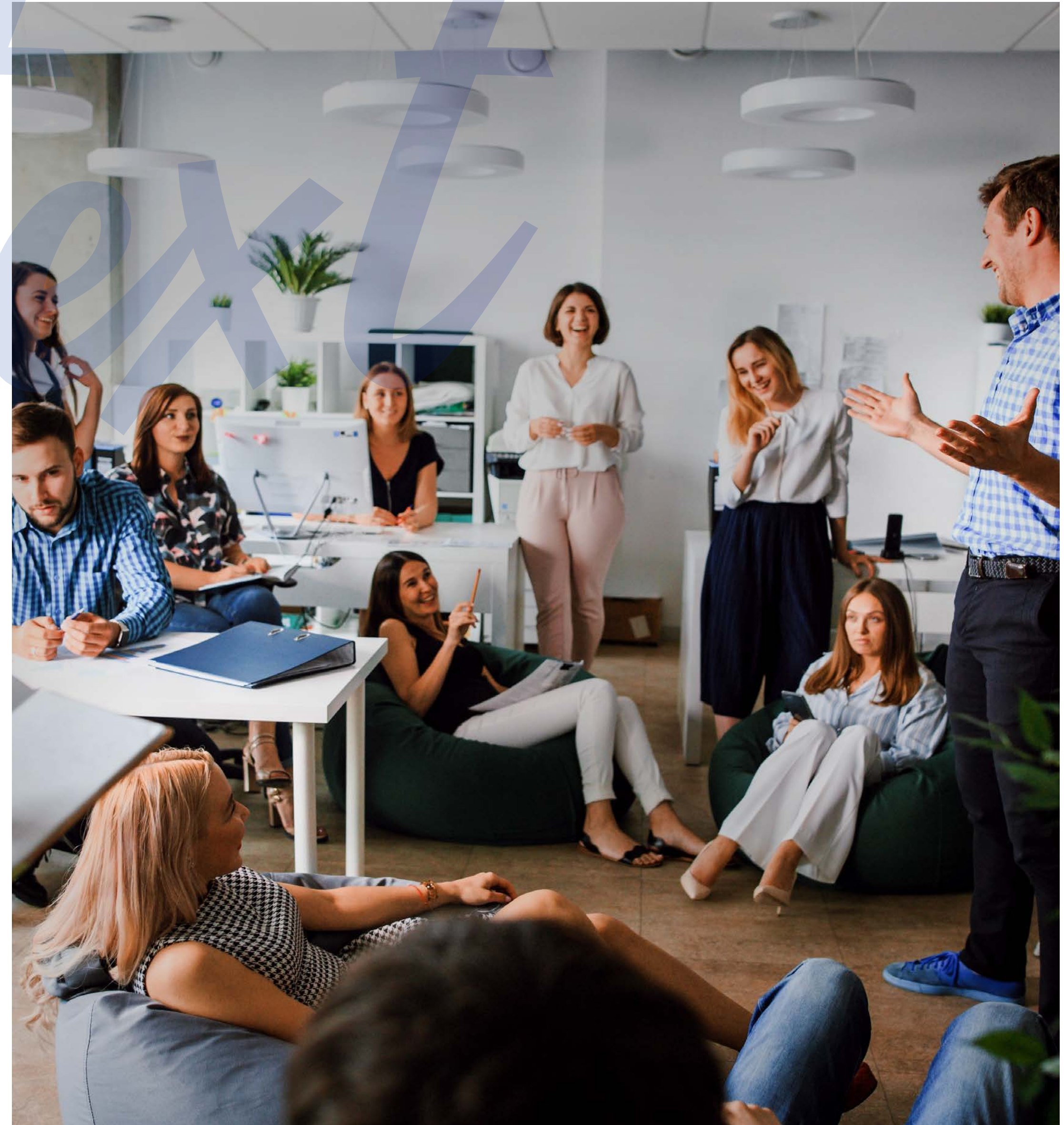
Expert HR professionals

Context

But...

Many companies **do not have an HR Department** that can meet these needs and...

tackle these new challenges, so companies end up not implementing people strategies (which is a risk) or setting up ones that are disjointed and misaligned with business goals...



WHAT?

Approach.

DO NOT THINK ABOUT YOUR LIMITS; THINK ABOUT HOW TO PUSH THEM FURTHER.



Approach

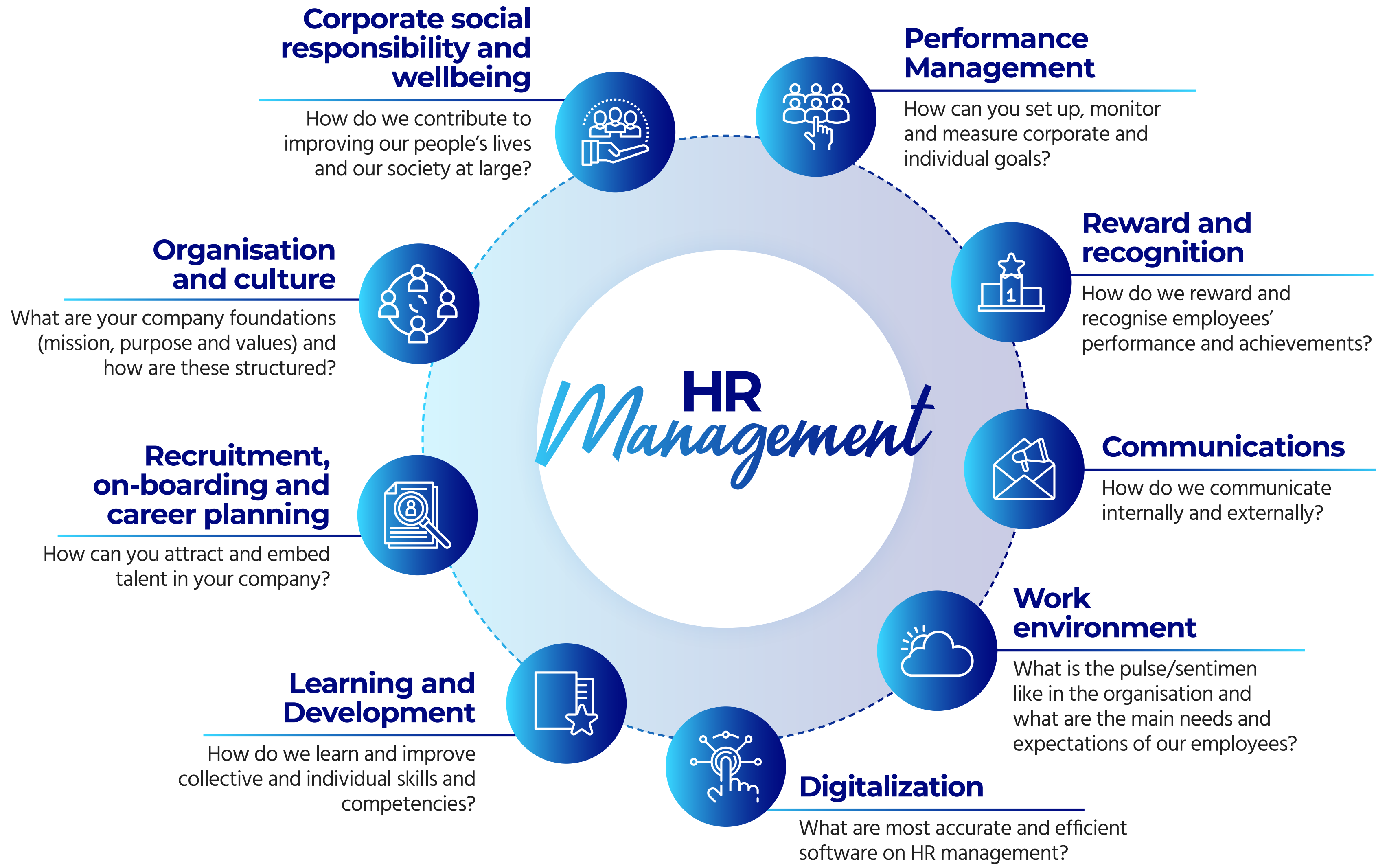
We provide advanced talent management solutions for organisations with limited resources or experience.

▶ We want to become your expert partner and help you redefine the way you manage your talent.

▶ We aim to be complement your HR Department and help improve your People function in **three stages**:



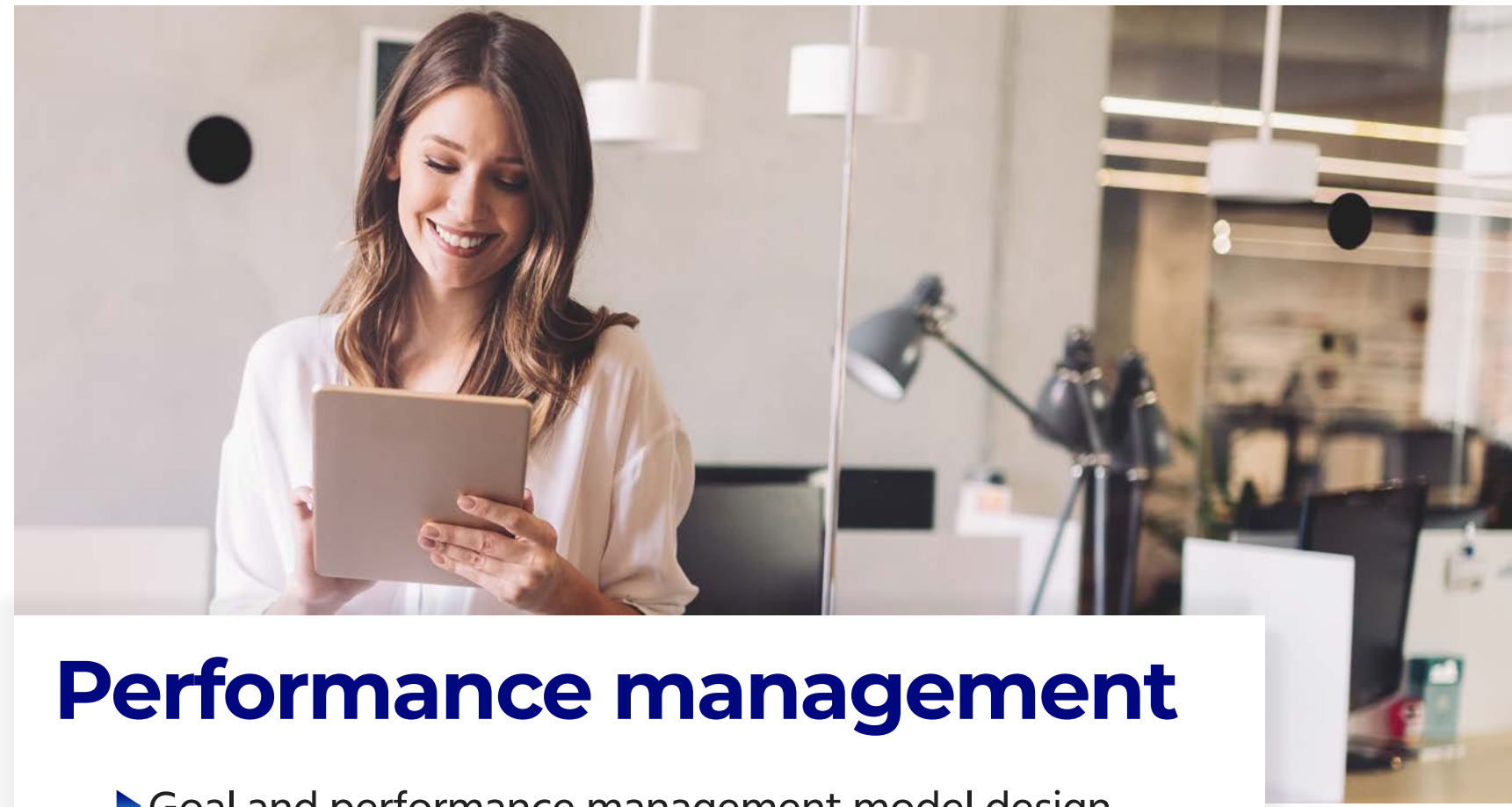
Diagnosis





Organisation and culture

- ▶ Organisational design
- ▶ Job descriptions and assessment
- ▶ Governance
- ▶ Leadership models
- ▶ Culture models
- ▶ HR Scorecards and KPI definition
- ▶ Workspace redesign



Performance management

- ▶ Goal and performance management model design
- ▶ Talent assessment and planning
- ▶ Programs to identify and develop top talent

Learning and Development

- ▶ Integrated Training Plans
- ▶ Development plans
- ▶ Executive development
- ▶ Mentoring and feedback programs

HR Digitalization

- ▶ Analysis of needs and identification of the best solutions
- ▶ Implementation process support
- ▶ Training on deployed solutions



Recruitment, on-boarding and career planning

- ▶ Employee value proposition
- ▶ Recruitment and on-boarding policies
- ▶ Succession planning and internal talent management.



Solutions



Reward and recognition

- ▶ Reward policies
- ▶ Performance-based reward and bonus scheme models
- ▶ Benefits
- ▶ Formal and informal recognition programmes

Internal and external communications

- ▶ Communications strategies and plans
- ▶ Employer brand and HR marketing strategy
- ▶ Identifying and developing communications channels
- ▶ Design, planning and implementation of events (face to face, virtual or hybrid)
- ▶ Audiovisual content production
- ▶ Blog and community management, including content creation



Work environment

- ▶ Work environment and employee satisfaction analysis
- ▶ Improvement plans
- ▶ Culture & Strategy alignment

Life Long Corporate Learning

- ▶ LXP (Learning Experience Platform) implementation
- ▶ Digital microlearning programs (self-development models)
- ▶ Webinars, livestreaming learning experiences or hybrid models (self-consume, masterclass and live)
- ▶ Internal learning channels audit and integration
- ▶ Designing learning and development content plans
- ▶ Corporate Universities design and set up
- ▶ Partnerships for internal training development (identifying trainers, industry partnerships, business schools..)

Social responsibility and wellbeing

- ▶ CSR Plans (sustainability and social action)
- ▶ Corporate volunteering
- ▶ Diversity and inclusion
- ▶ Wellbeing plans for employees (Wellness)



Solutions

How do we implement and follow up on action plans?

▶ **Continuous**

We allocate a set number of weekly working hours depending on the client's needs, providing sustained and continuous support that guarantees stability, homogeneity and consistency of plan definition and execution.

▶ **Project-based**

Through analysis, design and implementation of initiatives within a specific timeframe and scope.

WHY?

Value Proposal.

INCREASE YOUR BUSINESS RESULTS THROUGH EXTERNAL YET FULLY
INTEGRATED ADVANCED PEOPLE MANAGEMENT SERVICES.





Access senior expert consultants

Agile and reliable tested solutions in other organizations.

1



Continuous and sustainable service support

Reduce inefficiencies due to unconnected actions completed by different suppliers.

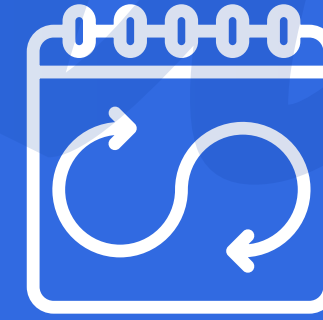
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Get consistent people management experience for your teams

Global vision with impact and control follow up (maximize business impact)

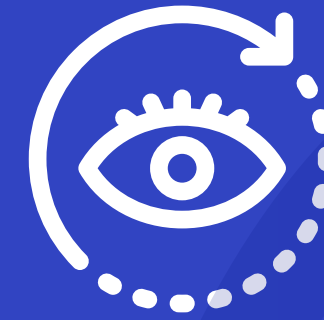
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Great flexibility

No constrains. Adjust support requested according business needs.

4



Add independent external perspective to your decisions

Support your decision making on expert partners.

5



Generate efficiency: optimal cost/benefit.

Reduce company cost and optimize use of available resources.

6



Develop new management models progressively

Implementation according business needs and resources, boosting innovation and value creation.

7



Improve talent development

You will save in recruitment, training and compensation cost.

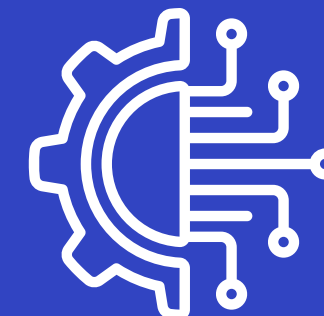
8



Generate an attractive employer branding and communication

Impact on talent attraction and reduce turnover.

9



HR Digitalization

Access to cutting-edge technological solutions

10

WHO?

Team

EXPERIENCE. KNOW HOW. GLOBAL CULTURE.



Team

- ▶ **Over 20 years' professional experience within the function, consultancy and assuming management responsibilities in international organisations across a whole range of industries.**
- ▶ **A proven ability to successfully align talent management and business strategy; being part of leadership teams.**
- ▶ **Specialist knowledge of the different human resource management areas and experience in global transformational/cultural projects management.**
- ▶ **Wide experience in well-established, proven HR methodologies and a good gauge of new trends, as well as HR management digitalization.**

Team



Jorge M. Ramallo

► Founding partner and Project Manager in Wellhuman. Designs and coordinates local and international projects, including both internal and client owned resources.

Expertise areas

- Change and talent management.
- Leadership and effective team development.
- Employer branding and productivity.
- CSR and social entrepreneurship.



Toño Duarte

► Founding partner and Project Manager in Wellhuman. Designs and coordinates local and international projects, including both internal and client owned resources.

Expertise areas

- Organisational strategy.
- Organisational culture.
- Leadership.
- Assessment and potential.
- Performance management.

REFERENCES

Experience.

WE ARE THE FRUIT OF OUR WORK.



Experience



THE GROUP

Structure

WELLHUMAN.COM

STRUCTURE

A SET OF INTEGRATED SOLUTIONS FOR YOUR ORGANIZATION.



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Our consulting firm relies on the expertise of other group companies to complement its value proposition with **specialized solutions in the areas of communication and technology.**

MIG Spain owns different brands that operate, both in **Spain and internationally**, in sectors such as marketing, communication, advertising, content production, the development of complex digital environments, business intelligence or technology consulting

In the same way, our company participates in or fully develops **new digital-based business models** that we put on the market to experiment with our own know-how.



Personio Implementation Partner

prisma

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- ▶ Creativity & Advertising
- ▶ Digital Innovation & Ad Tech
- ▶ Technological Development and Integration
- ▶ Contents
- ▶ Media
- ▶ Audiovisual Production

EMBRYONIC

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- ▶ Licensed Technologies
- ▶ Digttech Consulting
- ▶ New Business Development
- ▶ Partnership

SALES KETING*

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- ▶ Results-oriented
- ▶ Process review
- ▶ Sales tools
- ▶ Marketing needs
- ▶ Salesketing profile selection

Partnership



Partnership



- **Personio is the People Operating System for small and medium-sized companies** with 10 to 2,000 employees. Based in Munich, Madrid, London, Dublin and Amsterdam
- **More than 5,000 customers from all over Europe**
- **In October 2021, Personio received Series E financing**, increasing evaluation of the company at \$6.3 billion. This not only makes Personio the technology company for HR most valuable in Europe, but also catapults it into the top 10 of the most valuable startups on the continent.

Their solution

Make HR processes as transparent and efficient as possible so HR can focus on what matters most: people. Personio does this by offering an all-in-one HR software that includes HR, Recruitment and Payroll that enables HR to go beyond HR. Powered by People Workflow Automation, Personio helps eliminate delays and seize opportunities.

Partner

What does it mean to be a Personio Implementation Partner?

MIG Wellhuman is the first Personio Implementation Partner in Spain

- This certification recognizes the high knowledge and experience in Personio of our team
- Allows our clients to access a rapid digitization of the HR function with the most powerful tool on the market, for the medium-sized business segment.
- It involves connecting expert HR management services with cutting-edge technological solutions, thus facilitating organizational transformation.

What does this certification means?

- This certification enables MIG Wellhuman to develop Personio implementation processes autonomously and adapted to the circumstances and needs of our clients, guaranteeing the quality required by Personio.



What benefits does it bring to our customers?

- Our clients **have expert professionals in HR and Personio at the same time.**
- This streamlines the design of functionalities and information flows, always maintaining a practical approach to the needs of each client.
- **Reducing costs and implementation times.**

Our experience in Personio

- Throughout 2021 we have worked on **multiple implementation projects** and collaborations with Personio

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