

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.

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.

ANALYSIS

Presentation of Findings

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

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.

Return on Investment Report

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

ADVISORY

Our story

About Fusion5

We deliver business solutions that make a difference

Fusion5 offers a full range of digital innovation solutions, applications, consulting services, development, cloud and managed services as well as first class support services for your business. Our expertise covers all your key functional areas, including Enterprise Resource Planning, HR / Payroll, Customer Experience, Customer Relationship Management, Service Management, and Infrastructure.

We are also known for the vertical specific solutions we've developed across a number of key industries.

Our strategy and implementation teams work with you to improve the way you do business. Use our thought leadership and best practice consultancy to drive your company value. Feel the confidence that comes from having the backup of our highly skilled support services. And we're rightly proud of our track record of delivering projects on time and to budget.

Right now, over 800 customers are using our services. Our success is recognised by our key partners including Microsoft, Oracle / NetSuite, Pivotal, Ivanti and AWS.