

Powered by Self Drvn. Turbocharged by Influence Solutions.

The F.I.R.S.T. Transformer™

Sustaining transformations by converting desired behaviours into habits.

IGNITE. Impact. Inspire.



Habits will sustain you,
whether you are inspired
or not.

- *Octavia Butler*

A proprietary organisational
development solution by:



1

ARE YOU TIRED OF **TRAINING** NOT DELIVERING **SUSTAINABLE RESULTS**?

That is because
the key to
transformation
is not just
knowledge.

It's having a **system**
that supports and motivates
individuals to demonstrate the
'desired behaviours' till they
become 'habits'.



2

People want to be **happy, engaged** and **high-performing**



**When they fail,
its not due to a lack of motivation.**

But the lack of a **system that encourages
them to demonstrate the right behaviours
till they become habits.**

Make it **easy** for your teams to succeed.

The only **Employee Experience (EX) Platform** that enables **Self-Motivated, Outcome-driven Culture** using **AI/ML, Gamification and Analytics**

THE F.I.R.S.T. TRANSFORMER™



Gartner

Vendor for Human Capital Management and Digital Workplace Hype Cycle Reports 2018-2020

PLUGANDPLAY

Fintech Startups 2019

Gold Microsoft Partner



Keeping you ahead of the curve

Introducing The F.I.R.S.T. TRANSFORMER™

Your proven, cost-effective solution in ensuring that your teams are systematically supported and continually encouraged till desired behaviours become daily habits.

1

VISION & GOALS

The leader is able to develop a **CLEAR VISION** and communicate **TANGIBLE GOALS** that have to be met to make the vision a reality.

2

VALUE & RISKS

The leader helps the team to realise the personal and professional **VALUE** of successfully implementing the plan, and the **RISKS** of not doing so.

3

ACTION PLAN

The team is able to evolve a plan comprising Simple-Repetitive-Visible Actions (ie. Desired Behaviours) that will help achieve these goals.

4

ACTIONS TO HABITS

Leaders and team members are supported by the F.I.R.S.T. TRANSFORMER till the **DESIRED BEHAVIOURS** become **HABITS**.

4 steps to sustainable transformation

5

THE F.I.R.S.T. TRANSFORMER™ - KEY DETAILS

An amazing Value-add, Powered by Self-Drvn

- Participating employees are logged into the TRANSFORMER, which is available on **multiple platforms** and also **integrated with MS Team**.
- During the workshops, participants identify behaviours which they believe would help **drive and reinforce the desired transformation**.
- After confirmation from your key stakeholders that these behaviours are in line with organisational expectations and values, and that they are a part of the performance management and appraisal system, these behaviours are made available as **gamified goals, challenges and settings** on the TRANSFORMER.

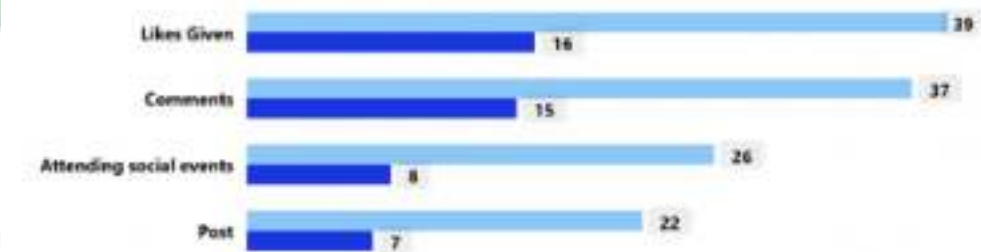
Example: *If we want managers to **empower** team members, and team members to **invest in their own development**, whenever leader and team member confirm in their TRANSFORMER apps that they have had a mentoring session, both will receive specified credits for it.*

- Credits accumulated over a period of time are used to select from a wide range of **Digital Rewards and Recognition** that are available on TRANSFORMER. These range from Public Recognition & Praise, to Commendation Stars, to a Celebratory Meal with a senior leader, a movie ticket, food voucher, or discount coupon etc.
- This consistent but gentle **Digital Nudging** encourages people to continue demonstrating desired behaviours, and soon these behaviours become hard-wired habits; **thus ensuring the desired transformation is sustainable**.
- The Transformer can also be used to manage the behaviours, output and **performance of a Remote Workforce**, track and provide valuable **Talent Analytics**, and manage an **Internal Gig Marketplace**.
- Technical details, additional and optional features of the TRANSFORMER are available on request.
- The TRANSFORMER is a scientifically-proven system to help individuals demonstrate the desired behaviours, in a natural and compelling way, with minimal effort and cost.

- ✓ Microsoft Teams Integration
- ✓ Gamified goals & settings
- ✓ Digital Rewards & Recognition Platform
- ✓ Digital 'nudging'
- ✓ Remote Workforce Management
- ✓ Internal Gig Marketplace
- ✓ Talent analytics

Connecting with & influencing others

Top 25% engaged departments (%) Average participation (%)



Performance

Top 25% engaged departments (%) Average participation (%)



Speaking up

Top 25% engaged departments (%) Average participants (%)



F.I.R.S.T. TRANSFORMER™: Powered by Self-Drvn, Turbo-charged by Influence Solutions

F.I.R.S.T. Transformer™ Success Stories



THE F.I.R.S.T. TRANSFORMER™

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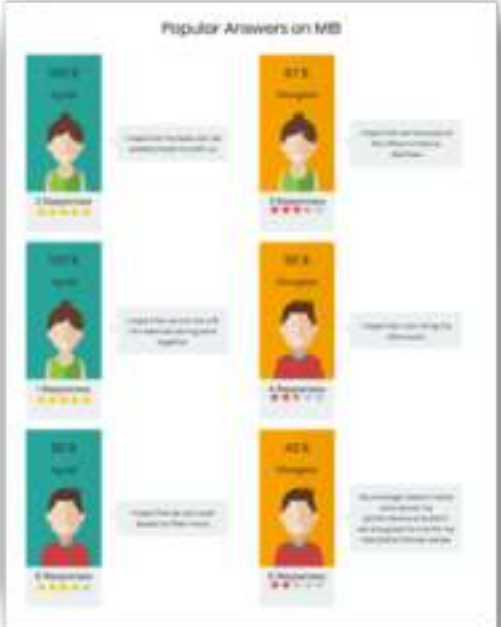
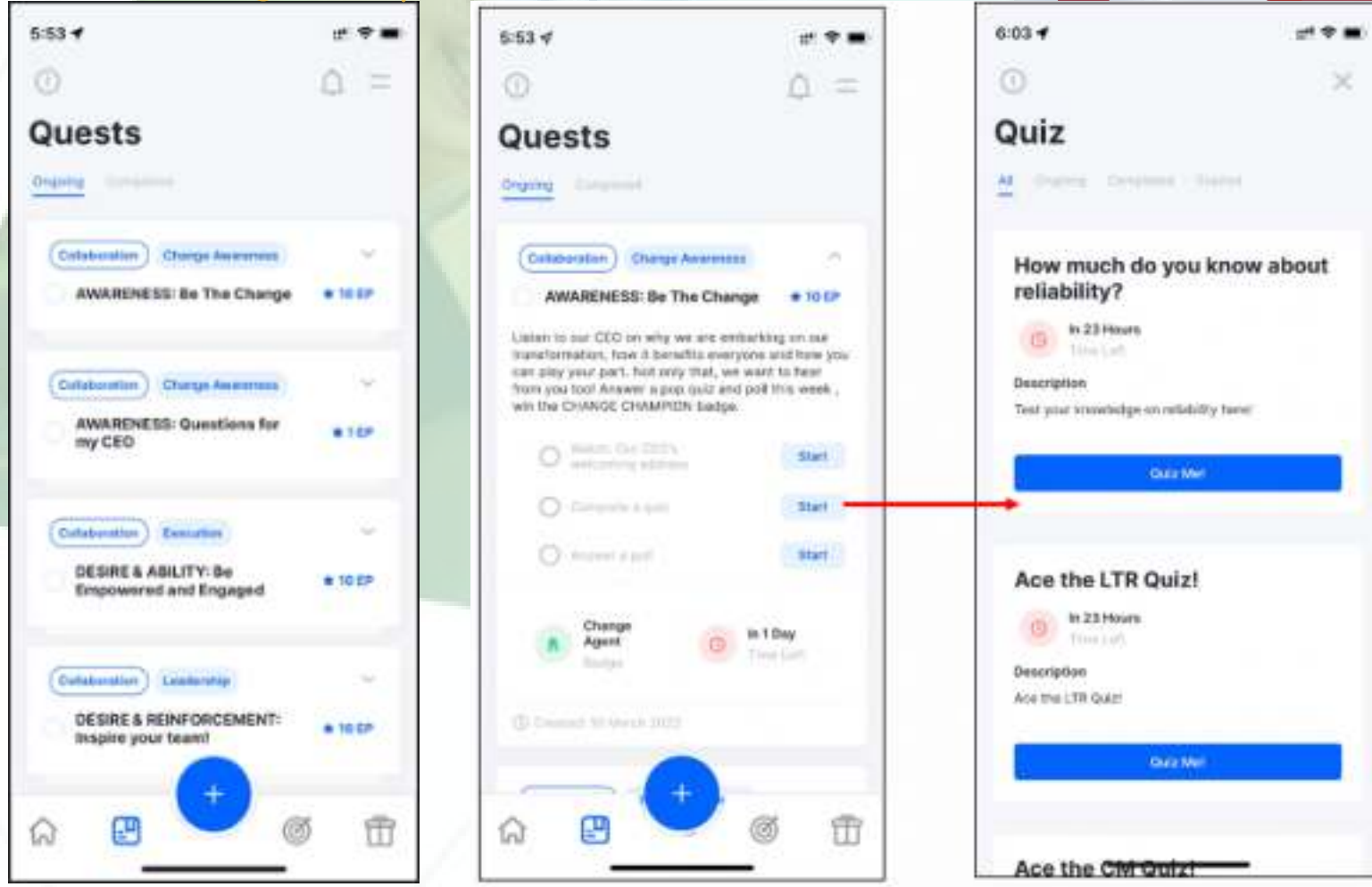
POWERFUL POSSIBILITIES TO SUSTAIN THE TRANSFORMATION

1 Motivate and sustain desired behaviours with digital employee engagement

- Desired behaviours are distilled into bite-sized activities (quests).
- Employees are motivated to complete the Quests tailored for their roles.
- Each quest is broken down into actionable steps with timelines.
- Participants are rewarded with social recognition badges and experience points when they complete the steps before the timeline.
- What's extra rewarding is that the experience points can also be used to redeem digital shopping vouchers and employee benefits.

2 Enhance ownership, collaboration and creativity with interactive, gamified polls

- Gamified anonymous polls such as Message-in-a-bottle enable:
 - * Ideation
 - * Collaborative involvement, where employee inputs are voted on by peers
 - * Sentiment analysis with text analytics
- Engaging infographics help simplify poll analysis and enable effective presentation of results.



EMPLOYEE MOTIVATION UNLEASHED

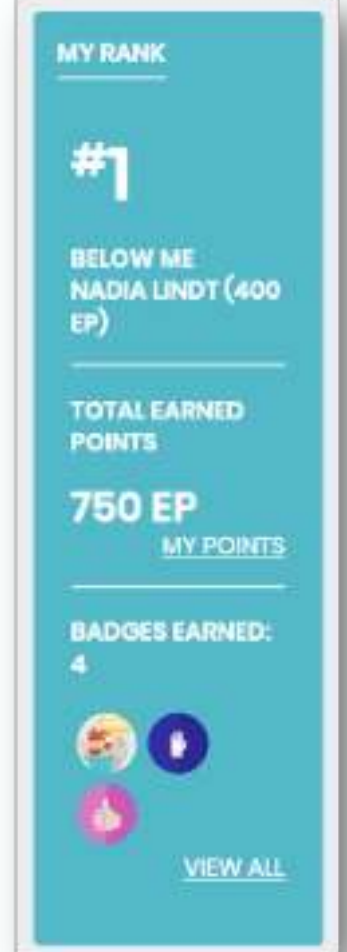
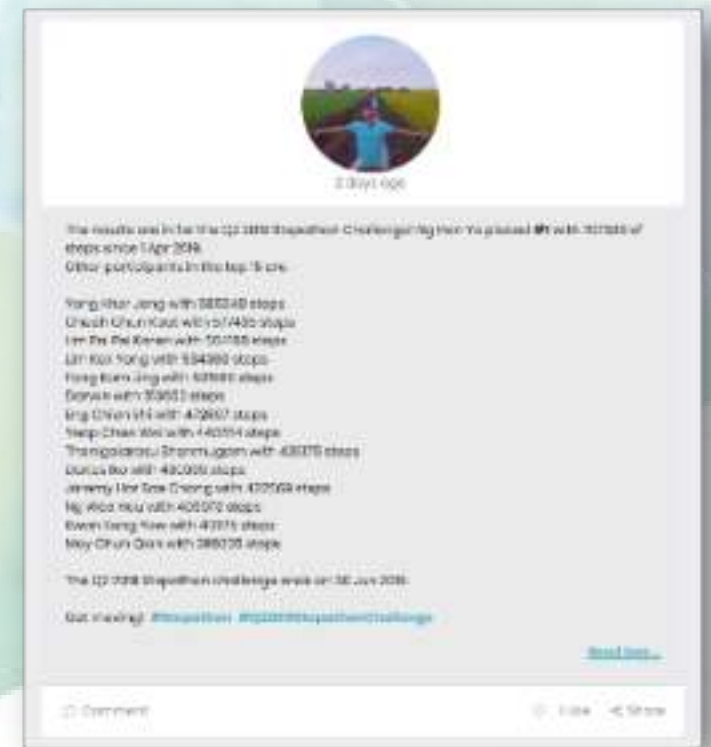
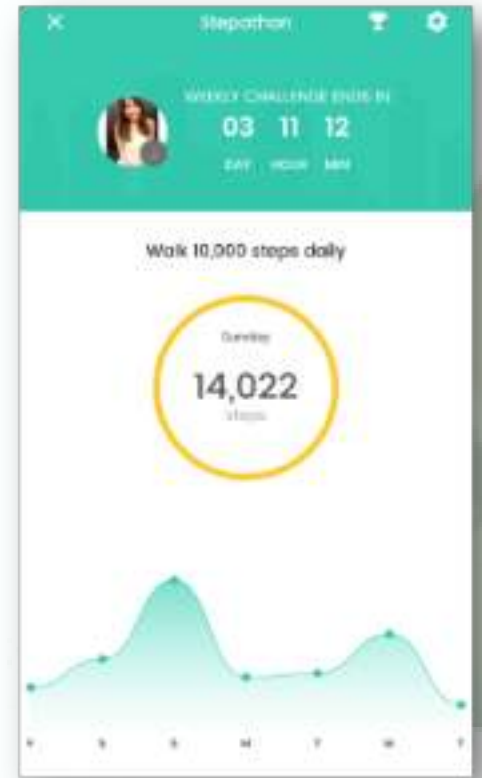
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THE F.I.R.S.T. TRANSFORMER™ *An amazing Value-add, Powered by Self-Drvn*

POWERFUL POSSIBILITIES

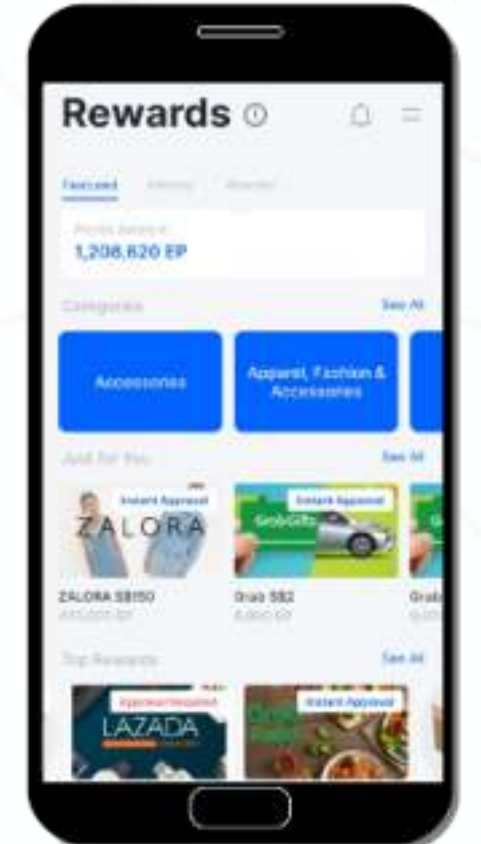
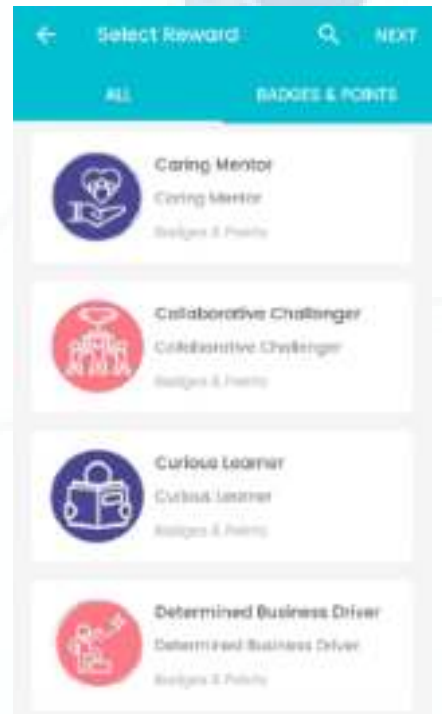
3 Enhance talent utilisation and retention with well-being initiatives

- Communicate that the organisation cares.
- Elevate work-life balance with well-being initiatives such as the Stepathon which enables:
 - * Employees to set and track daily goals of 10K steps per day
 - * Collaborative fun with a leaderboard to feature top performers
 - * Automated public recognition of winners



4 Build a culture of appreciation and recognition

- Boost extrinsic motivation of employees to complete desired actions through easy, automated recognition with badges, experience points, levelling up and rewards
- Managers are supported in building an inspiring team culture with:
 - * Automated reminders so they can provide timely recognition
 - * An experience points budget, so they can reward positive behaviours with instant e-vouchers, personalised perks like gadgets, vacations, health benefits and even additional time off from work.
 - * Personalised messages to employees



F.I.R.S.T. TRANSFORMER POWERED BY SELF DRVN, TURBO CHARGED BY INFLUENCE SOLUTIONS

Thank you

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Keeping you ahead of the curve



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