Zigtal

Nurturing Workforce
Sharing experience across the world

Proposal Contents

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Zigtal
Nurturing Workforce

Executive Summary

SAP is striving to become the global benchmark in value creation and corporate citizenship - A Great Place to Work.

The world of SAP is one without boundaries - growing, changing and challenging, a world that embraces different skills, continuous innovation, sustainable growth and a better quality of life.

SAP Academy is thriving to scale the heights of excellence in all it does by nurturing talent and enabling SAP for "FUTURE READY".

Today SAP Academy boasts:

- Market leader in the Intelligent Enterprise

- Nurturing talent from more than 100 countries spread across six continents

- A benchmark of diversity and committed for human wellbeing

- Cascading the growth by leveraging profound experience of 40+ years of SAP employees and echo system

- Focus on innovation and transformation for improved efficiency, customer experience and productivity

Value Proposition and Benefits

Zigtal Value Drivers

- Cost reduction by leveraging internal capabilities across geography and sub-businesses

- Democratized Mentoring and Expertise across the enterprise beyond geographical boundaries

- Structured engagement model for Mentoring and Expert help

- Accelerated Human Intelligence Development

- Networked capability deployment

- Organizational Social Culture Evolution

- Integrated with HR and Enterprise solutions

Zigtal

Nurturing Workforce

Benefits - Collaboration, Networking & Personal Brand

Manifest Success by **MULTIPLYING**

- Employee Engagement
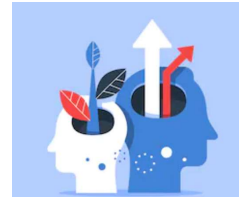
- Employee Experience

- Employee Wellbeing

Productivity increase by minimum 1%.

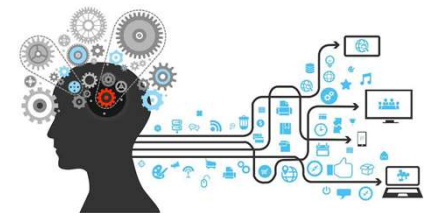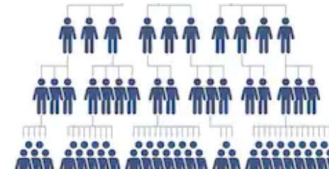Organization with annual employee CTC approx. 100 Million

Benefit of minimum 1 Million

+ improvement in customer experience and Revenue

YOU ARE YOUR OWN BRAND

Human Intelligence

Benefits - Reduction in training cost

Align trainings with goals and inspirations.

- Avoid irrelevant training leads to reduction in training cost by 2%

- Productivity increase by 0.1%

For an organization of 10,000 employee

- Annual training budget of $10 Million

- Employee average annual cost $150,000

Benefits of approx. $0.6 Million annual

- Training 0.5 Million

- Productivity increase - 0.15 Million

Benefits - Save expense of external consultants

Engage internal experts

- Reduce external consulting by leveraging internal experts – 2%

- Annual consulting expenses for fostering **new ideas & advices** – $5 Million

Benefits of approx. $100,000 ++

- Employee engagement

- Diversified exposure for experts

- Networking

- Branding

Benefits - Onboarding

Achieve productivity faster

- By engaging Mentor to have best experience of organization's culture and values

- Engage with expert to accelerate learning

Reduce onboarding time by 20%

Productivity improvement

9 Challenges Hindering Innovation in Your Organization

1. Employees aren't empowered to innovate

2. Employees aren't motivated to innovate

3. You're missing an innovation strategy

4. Innovation is centralized to one functional group

5. Lack of collaboration

6. Lack of diversity - Hiring for innovation

7. Current product offerings are successful

8. Missed connections with customers

9. You're measuring innovation incorrectly

Benefits – Innovation & Adoption

Increase in innovation across people, process and technology

- **Accelerate innovations by 10%**

- Lead to:

- Process improvements

- Adoption of new technology

- New business models

- New products and services

- Customer experience

Make Innovation successful and adopted

Benefits - Capability migration to evolving areas

Align workforce to evolving areas

- Ensure employees are asset, not liability

- Everyone have vision for themselves and organization

- Productivity increase by 0.2%

For an organization of 10,000 employee

- Employee average annual cost $150,000

Benefits of approx. $3 Million annual

- **+ Ability to transform**

Benefits - Corporate Social Responsibility

Extend the impact beyond boundaries for Human Wellbeing

- Grow engagement and awareness among employees beyond their organization roles and responsibilities.

- Employees **Learn** and **Earn** a pride

- Become a leader by engaging more employees and extending CSR – making a difference to world

Dedicated Mentors and Experts on **Zigtal** for CSR

Appreciate CSR behavior, measure impact on performance.

ZIGTAL BELIEF – FUTURE READY

If you want to go fast, go alone; but if you want to go far, go together."
(by African Proverb)

- Alignment between strategy and workforce mindset is inevitable for successful transformation.
- Zigtal value throughout employee lifecycle – starts from onboarding
- Performance goal setting is not always a true reflection of individual's capabilities and inspirations.
- Inclusive leadership drives boost trust and collaboration.
- Look beyond the boundaries is mantra for generating positive disruptions.
- A model to ensure outcomes with defined timelines and objectives.
- Cultural shift is must, this no more a choice.
- Transform today for better tomorrow.

WHY: Zigtal for your Organization

Zigtal survey found that organisations have multiple initiatives on mentoring and expert advices, but approaches are fragmented with lack of objective driven framework. The impacts are:

Isolation

No integration with core processes and HR systems

No effective model for enabling strategy to execution

The outcomes can not be measured

Limited understanding for achieving outcomes

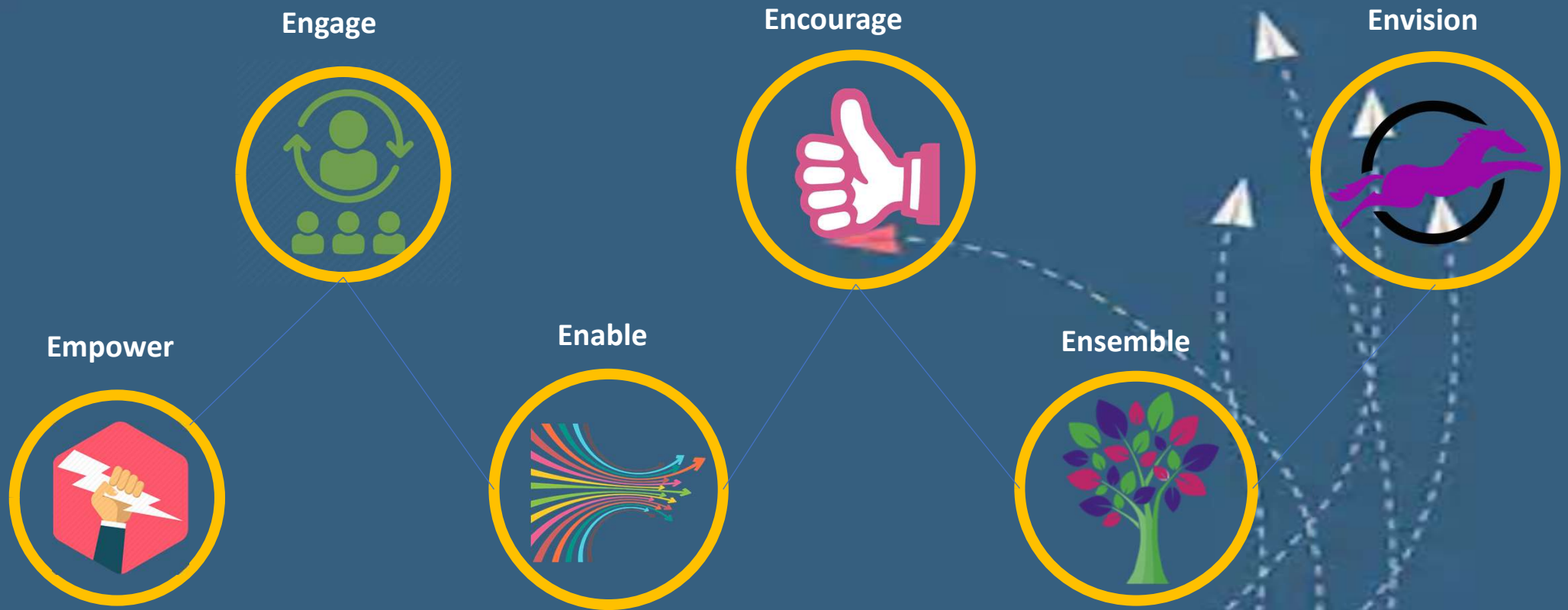**Busy for today, Not FUTURE READY**

Not an effective onboarding

Corporate Social Responsibility – limited involvement

No single source of truth

More discussions than actions – Leading to dilution of outcomes

HOW: ZIGTAL – A GAME CHANGER

Engage

Encourage

Envision

Empower

Enable

Ensemble

A GAME CHANGER – FOR WORKFORCE

Transform Human Intelligence from Liability to an <u>Asset</u>

Mentor as a Service

| Engage with mentor/s within organization | → | Explore and Discover self capabilities, inspirations & strengths | → | Define outcome-oriented milestones | → | Continuous evaluation |

Expert as a Service

| Engage with experts within organization | → | Explore options to gain / enhance skills | → | Define outcome-oriented milestones | → | Execute and deliver under the guidance of expert |

A GAME CHANGER – FOR BUSINESS HEADS

Transform and Innovate – Generate Disruption for positive results

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┌──────────────────┐      ┌──────────────────┐      ┌──────────────────┐      ┌──────────────────┐
│ Engage with      │  ►   │ Discover business│  ►   │ Explore options  │  ►   │ Define value     │
│ experts within   │      │ pain points,     │      │ to transform and │      │ drivers, outcome-│
│ organization     │      │ strategy and     │      │ innovate         │      │ oriented         │
│                  │      │ vision           │      │                  │      │ milestones       │
└──────────────────┘      └──────────────────┘      └──────────────────┘      └──────────────────┘

┌──────────────────┐      ┌──────────────────┐      ┌──────────────────┐      ┌──────────────────┐
│ Develop business │  ►   │ Develop prototype│  ►   │ Execute and      │  ►   │ Measure success  │
│ case             │      │ as viable        │      │ deliver under the│      │ and continuous   │
│                  │      │                  │      │ guidance of      │      │ improvements     │
│                  │      │                  │      │ expert           │      │                  │
└──────────────────┘      └──────────────────┘      └──────────────────┘      └──────────────────┘
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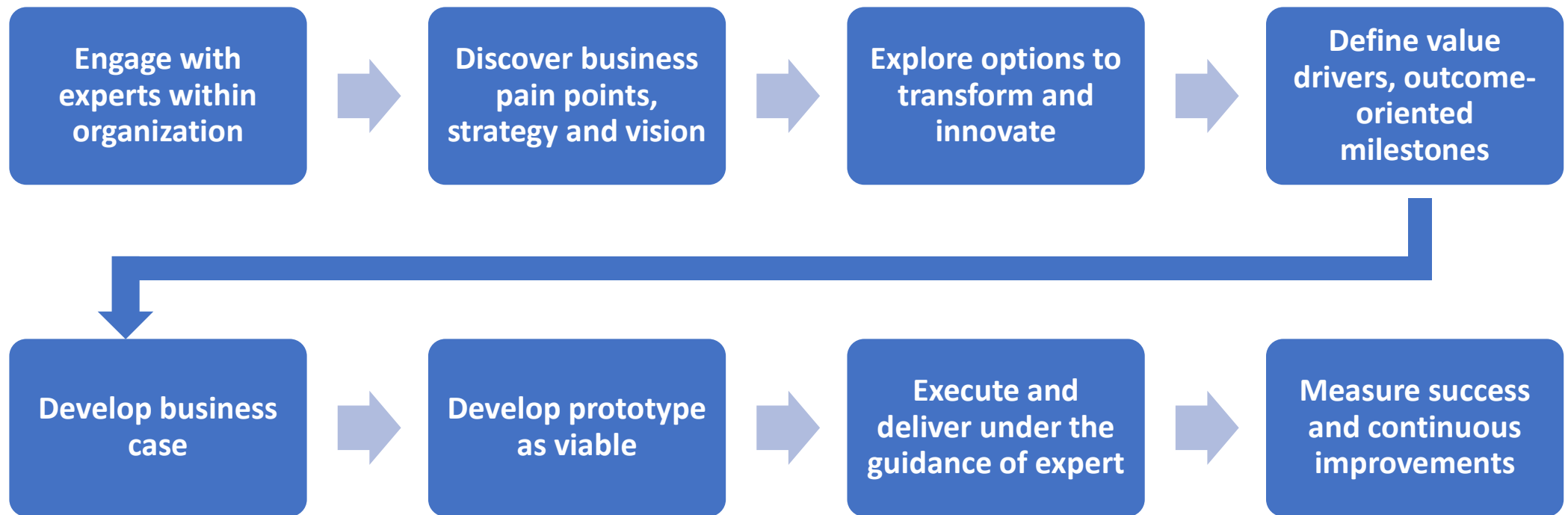
ZIGTAL ROI Study and value drivers

PEOPLE	ORGANIZATION	PROCESS
Highly Engaged	Increase Productivity	Define Framework across Organizations & Businesses
Increased Collaboration	Reduce Attrition	Collaboration framework
High Visibility	Innovation Growth	Enable Innovation
Equal/Diverse Opportunities	Reduce Expense to Hire Experts	Value realisation
Leadership	Nurture Organization Talent	Productivity matrix
Job Satisfaction	Full Utilization of Org Capabilities	Scientific Process to solve Complex Problems

About Zigtal

Zigtal Enables Organisations to Generate Disruption instead of getting Disrupted.

Zigtal is a start-up, established in 2018. Founder is having 20 years of profound experience in various global and regional leadership roles. The Zigtal offering is found as a gap in overall success of organization, employee wellbeing and maximizing the outcome of the human intelligence.

Zigtal has been manifested for Success of businesses by empowering workforce leading to , innovate, collaborate, motivate and results in improved customer experience and productivity.

Zigtal Cloud SaaS solution offering for organisations is a game changer for winning the competition through innovation and adoption of new business models and technology.

Leverage profound experience of your workforce and align their capabilities with strategy and demand.

Nominated employees become mentors and experts, other employees access mentors for new possibilities and experts for ideas and successful outcomes. Complement by optional onboarding external mentors and experts at Zigtal.

ZIGTAL offers multi dimension success

POWERED BY
ARTIFICIAL INTELLIGENCE

Unique value through

- Expertise as a Service
- Mentorship as a Service

ENABLED BY
BLOCKCHAIN

Organization achieves:
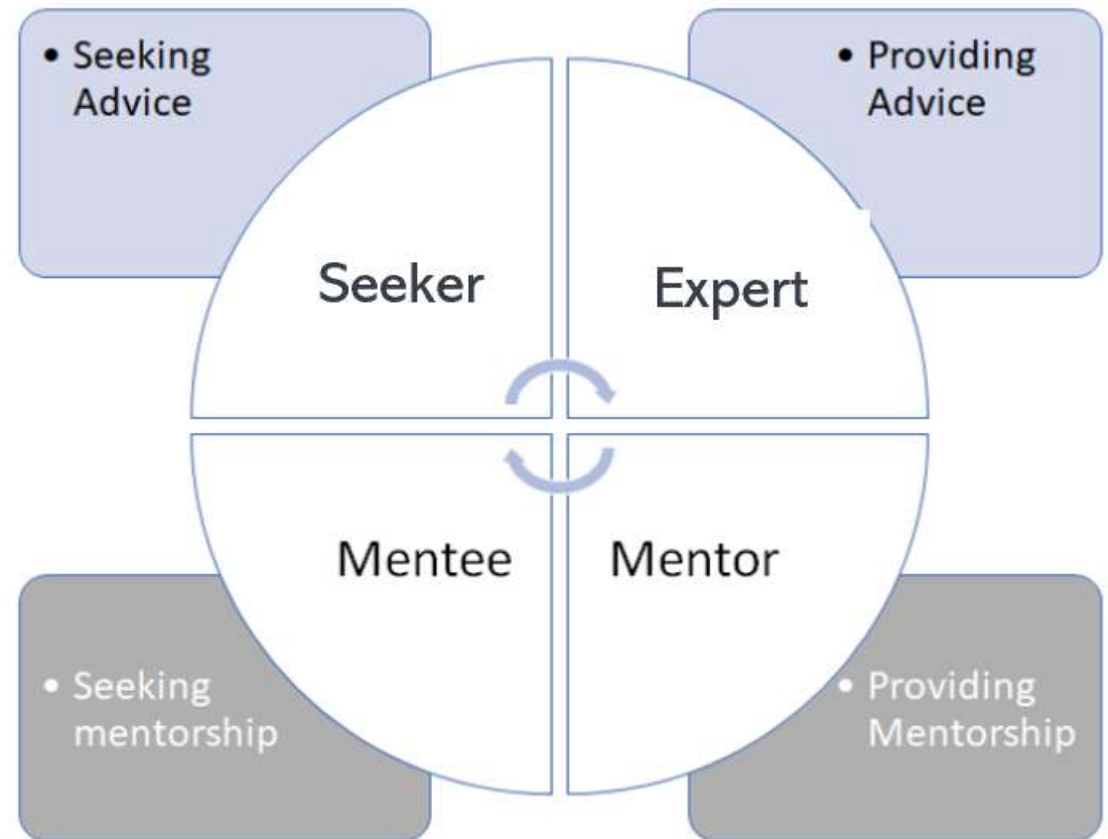
✓ Cultural shift with CAN-DO attitude

✓ Innovation and transformation across people, process & technology

✓ Boost collaboration, networking, confidence & leadership

✓ Employee wellbeing and empowerment

✓ Improved customer experience and revenue

✓ Ability to integrate with HR systems, measure the success

✓ Onboard external experts and mentors

✓ Complement with external tools like Appreciate

Roles for you @ Zigtal

Multiple user role at Zigtal
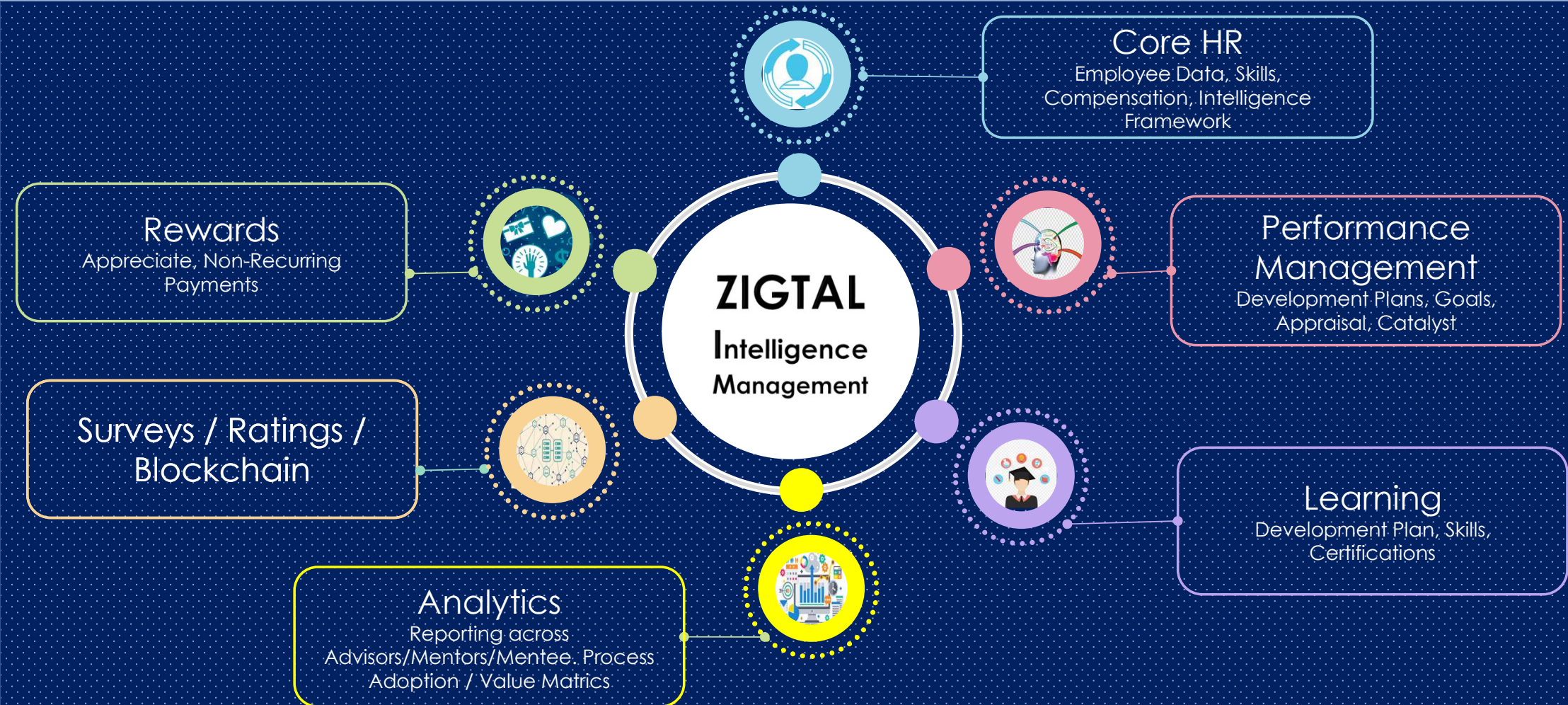
Zigtal allows four-dimensional roles so that everyone can experience and expand their overall capabilities. Leverage Zigtal and maximize success.

- **What - meaning of different user profiles:**
  - Mentors - Providing mentorship
  - Mentees - Receiving mentorship

  - Expert - Providing expert advice to seekers
  - Seekers - Seeking expert advice

- **Why - A deep thought behind four dimensional roles for you.**

- **The Zigtal offers to choose a single role, any combination of roles and all roles.**

Zigtal – Integrate with HR Echo System & ERP

Core HR
Employee Data, Skills, Compensation, Intelligence Framework

Performance Management
Development Plans, Goals, Appraisal, Catalyst

Learning
Development Plan, Skills, Certifications

Analytics
Reporting across Advisors/Mentors/Mentee. Process Adoption / Value Matrics

Surveys / Ratings / Blockchain

Rewards
Appreciate, Non-Recurring Payments

ZIGTAL
Intelligence Management

ZIGTAL – FEATURES OVERVIEW

01
Create your profile

02
Engage with experts / mentors

03
Collaborate to define & deliver agreed milestones.

Maintain worklog.

Supported by workflow

Supported by Admin Framework / Reporting

ZIGTAL – FEATURES OVERVIEW – CREATE PROFILE

Sign up / Sign in

Choose profile type

Create profile

- Flexibility to select your profiles, single or combination.
- Ability to control your availability and activate / de-activate profile types

Mentor & Expert profiles go through approval

ZIGTAL – FEATURES OVERVIEW – ENGAGE EXPERTS

Create projects

- **Engage single or multiple experts for a project**
- **Engagements supported by inbuilt messaging framework**
- **Receive continuous notifications for progressing the engagement**

Engage with experts

- ➢ Search experts
- ➢ Invite experts
- ➢ Interview discussions
- ➢ Engage experts
- ➢ Execute and close

Ability of feedback

Rating & Review

Rating

Review

Delivered with quality and as per schedule. Well structured definition of scope, milestones.

Submit | Cancel

Structure outcomes

Supported by milestone, worklog and workflow

ZIGTAL – FEATURES OVERVIEW – MENTORING

Search Mentor

- **Engage with multiple mentors**
- **Engagements supported by inbuilt messaging framework**
- **Receive continuous notifications for progressing the engagement**

Engage with Mentor

➤ Search mentors
➤ Invite mentors
➤ Discussions
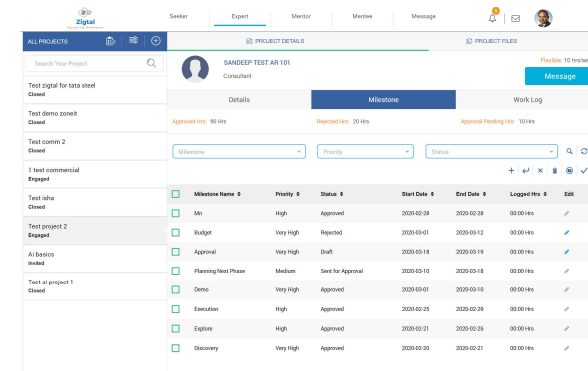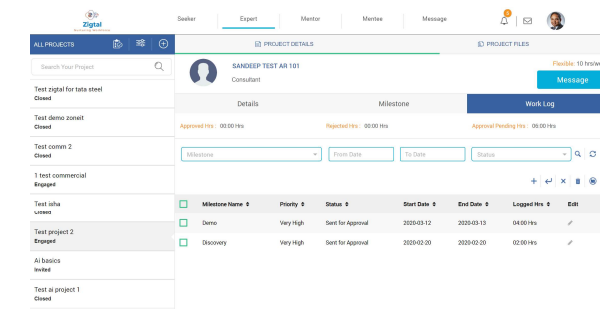➤ Engage for mentoring
➤ Execute and close

Ability of feedback

Rating & Review

Rating

Review

Delivered with quality and as per schedule. Well structured definition of scope, milestones.

Submit   Cancel

Structure outcomes

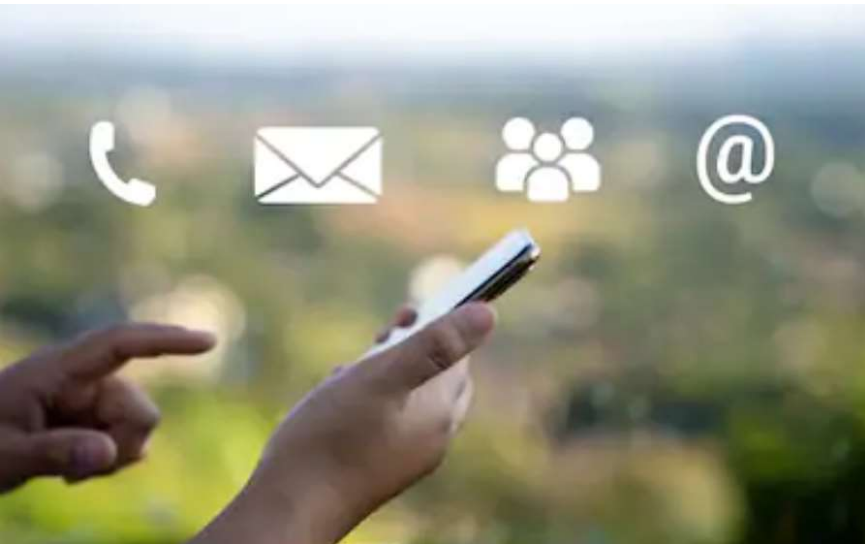Supported by milestones, worklog and workflow

Deployment

- Agile Cloud SaaS Provisioning
- Deployment with your logo & configuration
- Organization Access Activation
- Go-Live / Start-up Invite Campaign
- Members Profile Data Load
- Value Commencement
- Integration with your HR and ERP systems – Optional (add-on cost)

Customer for Life

- Continuous Innovation
- Digital Enablement
- Customer Success Services
- Customer Support
- Co-Innovation Success Model

CONTACT US FOR DEMO

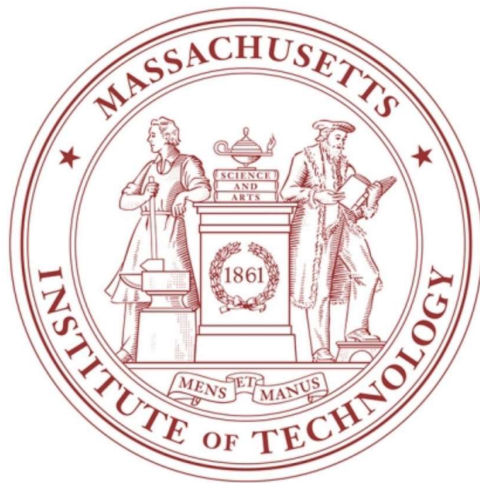|	
Contact us	sales@Zigtal.com
Contact number	+61 419 485 753

https://www.zigtal.com/

Appendix: Case Study - References

"Organizations need to completely rethink what they are about and what it means to lead. It's not about one person or even those residing at the top anymore. In today's world, everyone has to adopt a leadership mindset. We have to think of ourselves as members of a leadership community."

— Patty McCord, former chief talent officer, Netflix

CASE STUDY REFERENCES

- **Leadership Mindsets for the New Economy**

- *Successful companies are passionate about fostering a community of leaders with new mindsets.*

- https://sloanreview.mit.edu/article/leadership-mindsets-for-the-new-economy/amp

The most-cited obstacles encountered in digital transformations are talent and culture issues.

Challenges encountered as a result of digital transformations, % of respondents[1]

51	48	41	39	36
Skill gaps have opened up on traditional teams as top talent moves to digital teams or products	Cultural differences or conflicts have arisen between traditional and digital teams	Traditional teams have struggled to keep up with the pace of how digital teams work	Digital technologies have been harder to integrate into core architecture than previously thought	Speed of digital delivery and releases has made it difficult for the business to keep up

36	32	27	21	17
Employees have struggled in new roles (eg, scrum masters, product owners), despite training provided	Likelihood of cyberthreats and/or security breaches has increased	Newer ways of working have made it more difficult to manage funding and demand	Newer ways of working have reduced valuable governance or transparency on teams' work	Likelihood of technology outages or greater instability (eg, higher break/fix-incident rates) has increased

[1]Question was asked only of respondents who said their organizations had pursued digitization in past 2 years. Respondents who said "none of the above" or "don't know" are not shown; total n = 283.

McKinsey
& Company

McKinsey
Digital

CASE STUDY REFERENCES

- **Managing the fallout from technology transformations Leadership**

- https://www.mckinsey.com/business-functions/mckinsey-digital/our-insights/managing-the-fallout-from-technology-transformations?cid=other-eml-alt-mip-mck&hlkid=fc81cbe7ff46461cb7e1998b217c6884&hctky=10342158&hdpid=eac0bc3c-8635-4f36-a0ed-4322b51bbc6a

McKinsey Digital

CASE STUDY REFERENCES

Build up internal talent

Getting good people doesn't matter if you can't keep them. Top CIOs, therefore, develop diverse career paths so that top talent can advance in their own areas of strength—for example, by letting a top-notch software engineer advance while continuing to code design software rather than forcing her to manage others in order to succeed.

Retraining the existing tech workforce also needs to be an important element of this platform. The CIO of a large consumer company made digital and analytics upskilling one of the company's key strategic priorities, launching an enterprise-wide program, in tandem with HR's learning team. The program invested in an online learning portal to create personalized online learning experiences based on an employee's goals and learning needs. These were supplemented by other programs, including in-person training, top management immersion sessions, and the cultivation of an in-house expert network that people could tap on specific topics.

- **The CIO challenge: Modern business needs a new kind of tech leader**

- As technology becomes increasingly important, an organization's success depends on whether the CIO can move from being a functional to a strategic business leader.

- https://www.mckinsey.com/business-functions/mckinsey-digital/our-insights/the-cio-challenge-modern-business-needs-a-new-kind-of-tech-leader

CASE STUDY REFERENCES

- **9 Challenges Hindering Innovation in Your Organization**

- https://www.innovation-asset.com/blog/9-challenges-hindering-innovation-in-your-organization

Employees take the wheel.

It's not just D&I where employees will continue to shape companies' impact strategies. Hilary Smith, EVP of Corporate Communications and Social Impact at NBCUniversal, explained: "There is a growing trend for companies to craft their corporate social responsibility strategy around their employees' passions, first and foremost, as opposed to focusing mainly on their external brand reputation.

Investor interest in ESG will continue to swell.

Investor interest in environmental, social and governance (ESG) factors has gone mainstream, and the experts we spoke with believe this trend will continue into 2019 (and beyond), with socially responsible investing gradually becoming the new normal.

CASE STUDY REFERENCES

Corporate Responsibility: What To Expect

• As corporate responsibility continues to mature, one of the key shifts we've seen in recent years is a move toward "values." A company's approach to impact is a reflection of that company's values -- and the values of its customers, employees and (increasingly) investors.

• https://www.forbes.com/sites/susanmcpherson/2019/01/14/corporate-responsibility-what-to-expect-in-2019/#d14ec6b690f4