

## Rayterton PeopleOS

A modern Human Capital platform that unifies the full employee lifecycle;  
*Core HR, Payroll, Talent, Career Planning, Learning, Employee Experience, and People Analytics*

**All in one people platform.**

### Single Platform for the full people lifecycle

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Rayterton PeopleOS is a unified people platform designed to support organizations at different stages of growth, from fast-growing companies to large enterprises and state-owned organizations. It provides a strong operational foundation today while remaining fully capable of supporting enterprise-level complexity, governance, and executive decision-making tomorrow.

Many organizations struggle because their HR systems are built only for their current size. Payroll tools work well at the beginning, but start to show limitations as headcount grows, structures become more complex, and leadership demands clearer insight and accountability. PeopleOS is designed to eliminate this problem by offering a platform that evolves with the organization, without forcing system replacement every few years..

### Who PeopleOS Core is for

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- *Growing companies scaling from hundreds to thousands of employees*
- *Large enterprises and state-owned companies with governance needs, with employees numbering in thousands to hundred thousands.*
- *Organizations that want one system to grow with them, not replace every 3–5 years.*

### Implementation Philosophy and Experience

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With **Rayterton** that specializes in customizing solutions to fit your needs 100%, you do not need to worry about disruption or change; the system can follow your existing business processes and operations as much as you like.

- *Phased rollouts, go live on specific modules with your own pace*
- *Existing processes respected and emphasized*
- *Change requests included in maintenance; no fear of missing out important business needs during initial implementation phase*

## Designed for Growth, Trusted at Enterprise Scale

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PeopleOS supports two common organizational realities.

For growing companies, **PeopleOS Core** delivers reliable payroll, structured HR administration, and manager-ready dashboards that reduce operational friction. It ensures accuracy, compliance, and visibility without introducing unnecessary complexity. Organizations can go live quickly, stabilize their people operations, and establish a clean data foundation for future growth.

For large enterprises and BUMN, **PeopleOS Enterprise** extends seamlessly into advanced people analytics, talent management, workforce planning, and executive governance. It enables leadership teams and boards to see people strategy with the same clarity and discipline as financial and business strategy.

Both segments use the same core platform. The difference is not capability, but how far each organization chooses to activate the platform.

## Why organizations outgrow payroll-centric systems?

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Many organizations struggle because their HR systems are built only for their current size. Their systems work well at the beginning, but start to show limitations as headcount grows, structures become more complex, and leadership demands clearer insight and accountability. That is because typical HR systems are centered around doing payroll. Every other feature such as employee records, recruitment, leave, etc. are made to support payroll calculations. But such systems only keep daily operations in mind, not for ease in future decision making. It is difficult to scale up and use for strategic workforce planning.

Contrast that to **PeopleOS**. PeopleOS doesn't just help you with doing daily Human Capital operations; it also helps you plan ahead in all facets of organizing your company's talents. We aim to provide you with a system that doesn't just record, but also provides you with actionable insights.

## Rayterton PeopleOS Core

For growing companies, to consolidate human capital operations with a foundation for future enhancements with the system growing along them.

**All in one platform.**

### Begin with PeopleOS Core

PeopleOS Core is designed for organizations that have moved beyond spreadsheets and basic payroll tools, but are not yet ready to invest in complex enterprise HR systems. It provides a **solid operational foundation today**, while ensuring **the organization will not outgrow its HC platform tomorrow**. PeopleOS Core is designed as the **first complete step** for consolidating your HC operations.

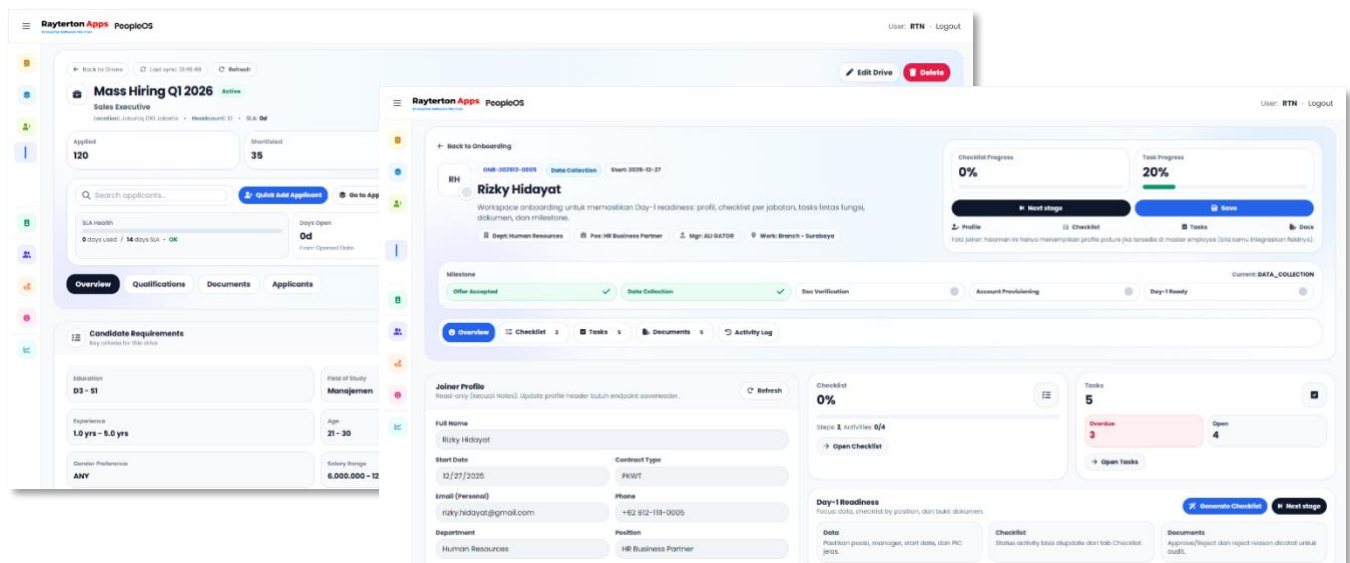
**PeopleOS Core** represents the solid foundations without compromising on breadth. All facets of managing your talents are included.

### Complete Core HR

#### Hire and Onboard

##### *Talent Acquisition, Onboarding & Offboarding*

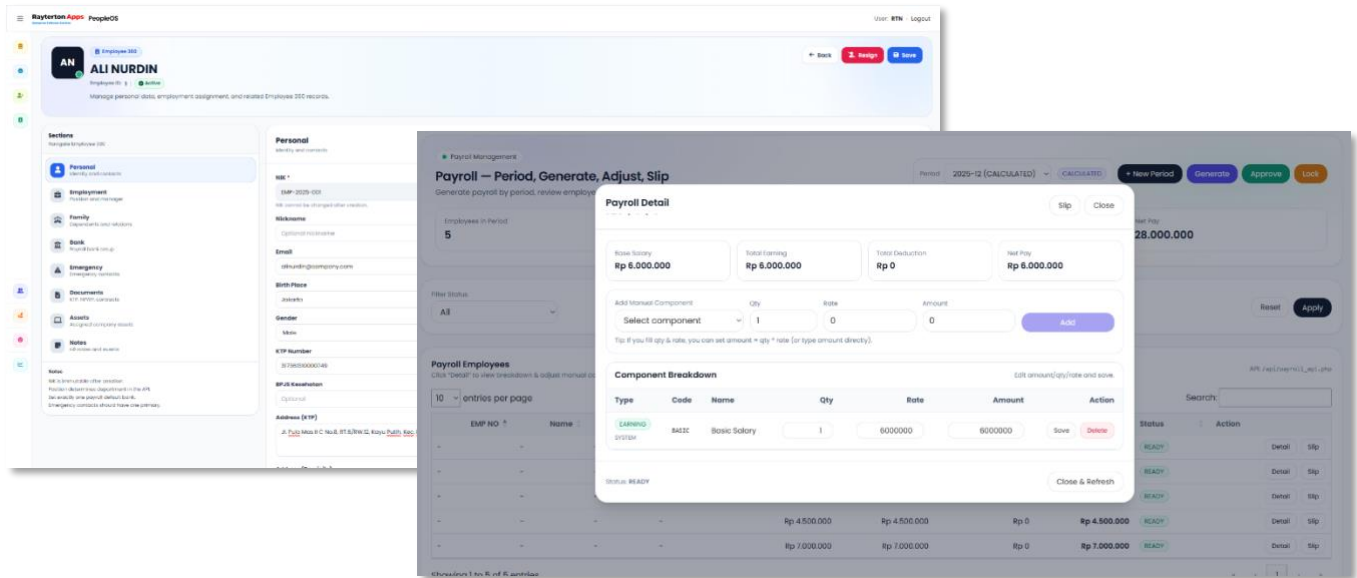
Talent Acquisition and Onboarding in one pipeline. HR can see recruitment status, and Onboarding steps completed for those hired.



## Core HR

*Employee Records, Payroll, Benefits Administration, Compensation Management, Absence & Leave Management, Time & Attendance*

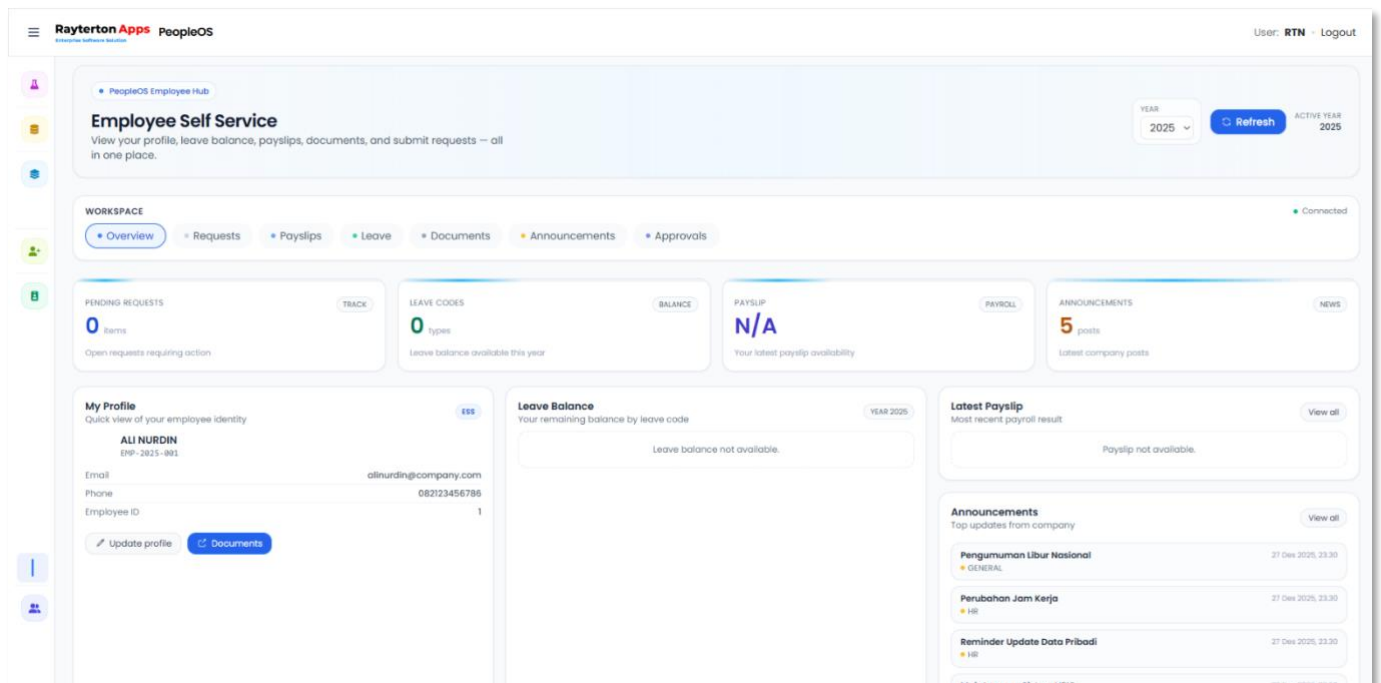
The basic core requirements for effectively managing your workforce.



## Employee Experience

*Employee Self Service & Management Self Service*

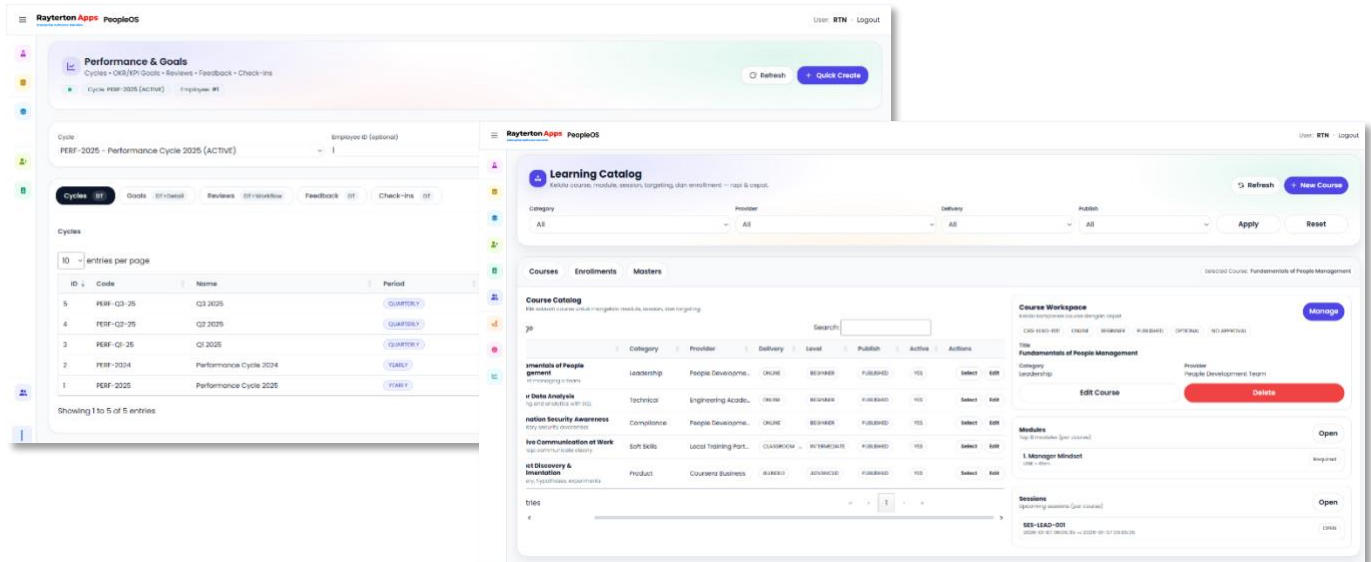
Offload burden from the HR team for various data requests, clerical, and administration tasks.



## Talent Development

*Performance & Goals, Career & Succession, Learning & Development.*

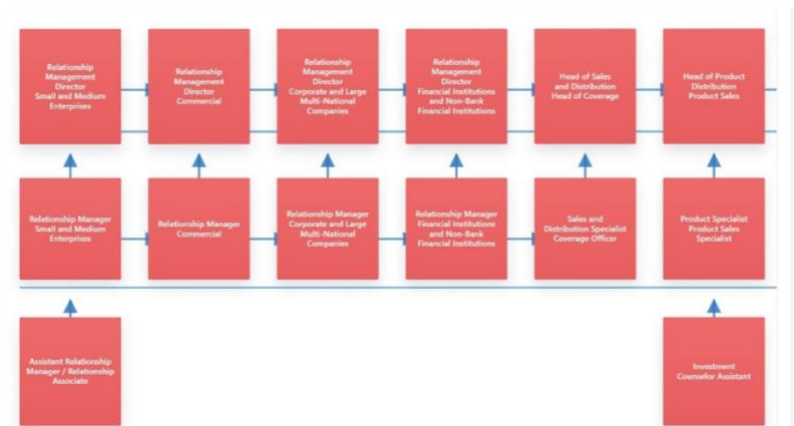
A comprehensive Talent Development system allows for objective evaluation of needed skills and competencies for positions against a talent's historical performance.



## Career Planning & Development

PeopleOS Career Planning & Development provides a structured, end-to-end framework to design career paths, define role expectations, map skills, and guide employee growth. By connecting job structures, competencies, and performance expectations, PeopleOS empowers organizations to build a future-ready workforce with clarity, transparency, and strategic alignment. Helping employees understand how to grow, develop, and progress with clarity.

## Career Structure Pathways



PeopleOS visualizes career progression clearly across roles, levels, and functions. Employees and leaders can see structured career movements, lateral opportunities, and leadership pathways in one integrated view, enabling transparent workforce planning and long-term talent development.

## Position Details

Each role in PeopleOS is defined with clear job descriptions, required technical skills, and core behavioral competencies. This ensures alignment between expectations, capability requirements, and career readiness at every level of the organization.

Position Details																											
<b>Agency Director/Segment Lead</b> <b>Job Description</b> The Agency Director/Segment Lead is responsible for the overall strategy of the agency or segment. He/She connects with the various partners and distribution channels to bring their products to market. He is responsible for formulating the policies and initiatives for the agency. He sets the targets for the agency and directs the agency in meeting the Key Performance Indicators (KPIs) that drive the agency's performance. He also provides mentorship to the teams. The Agency Director/Segment Lead is strategic and forward looking, setting the vision and direction for the agency and driving its achievement through disciplined agency management. He is also comfortable in working with senior stakeholders, and has strong interpersonal skills to forge relationships with external parties and also to lead the agency.	<b>Technical Skills &amp; Competencies</b> <table> <tr><td>Account Management</td><td>5</td></tr> <tr><td>Business Performance Management</td><td>6</td></tr> <tr><td>Cash Flow Reporting</td><td>4</td></tr> <tr><td>Channel Management</td><td>5</td></tr> <tr><td>Client Investment Subsidy</td><td>5</td></tr> <tr><td>Customer Acquisition Management</td><td>5</td></tr> <tr><td>Ethical Culture</td><td>5</td></tr> <tr><td>Financial Analysis</td><td>5</td></tr> <tr><td>Learning and Development</td><td>5</td></tr> <tr><td>Market Profiling</td><td>5</td></tr> <tr><td>Partnership Management</td><td>5</td></tr> <tr><td>People Performance Management</td><td>5</td></tr> <tr><td>Personal Finance Advisory</td><td>5</td></tr> </table>	Account Management	5	Business Performance Management	6	Cash Flow Reporting	4	Channel Management	5	Client Investment Subsidy	5	Customer Acquisition Management	5	Ethical Culture	5	Financial Analysis	5	Learning and Development	5	Market Profiling	5	Partnership Management	5	People Performance Management	5	Personal Finance Advisory	5
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<a href="#">Back to Career Structure Pathways</a> <a href="#">View Critical Work Functions</a>																											

## Job Functions and Tasks

Job Functions and Tasks		
Agency Director/Segment Lead		
Critical Work Functions	Key Tasks	Performance Expectations
Manage recruitment, development and performance management of team	Recruit agency team managers Oversee training and development of teams Allocate resources for training and development of teams Develop KPIs to measure performance of teams Provide mentorship and coaching to teams Drive culture of agency	As Above
Grow agency business offerings	Establish key partnerships and distribution channels for the organisation Create new channels for sales growth Ensure agency is up-to-date with all new developments in the industry Deepen relationships with existing business partners and acquire new business partners to expand portfolio of products and services Manage contracts with business partners	If agency provides advice directly to customers on life insurance products, Capital Markets and Financial Advisory Services (CMFAS) certification is required. Relevant modules include but are not limited to: 5, 9, 9A
<a href="#">Back</a> <span>1 / 2</span>		

PeopleOS breaks down each position into critical work functions, key tasks, and measurable performance expectations. Organizations gain clarity on accountability, while employees understand exactly what drives performance and career progression.

## Technical Skills & Competencies

PeopleOS maps technical capabilities by proficiency level, from foundational execution to strategic mastery. This structured framework supports targeted learning, capability gap analysis, and data-driven upskilling aligned with business needs.

Technical Skills & Competencies				
Account Management				
Manage, maintain and grow the sales and relationships with a specific customer or set of accounts. This includes in-depth customer engagement, relationship-building and provision of quality solutions and service to address customers' needs efficiently and generate revenue.				
Proficiency Level 2	Proficiency Level 3	Proficiency Level 4	Proficiency Level 5	
<p>Articulate advantages and disadvantages of the organization's product or service offerings to customers</p> <p>Obtain basic understanding of the organization's products and services with customers</p> <p>Conduct sales activities for assigned clients or accounts according to a defined sales plan</p> <p>Sell a limited range of products and services to specific assigned customers, following a standard protocol</p> <p>Execute day-to-day administrative activities for sales, including handling and management of sales contracts, systems, transactions, and documentation</p>	<p>Utilize suitable communication platforms to engage with customers</p> <p>Process feedback from customers on organization's products and services</p> <p>Interact effectively with customer and provide quality customer service</p> <p>Manage customer satisfaction</p> <p>Provide suitable product and service solutions to address customer needs</p> <p>Drive sales and marketing activities for existing clients or accounts</p> <p>Retain accountability for sales performance for one or a few small customer accounts</p>	<p>Formulate an action plan to cater to various customer accounts</p> <p>Establish existing and potential customer needs and expectations based on feedback</p> <p>Customize a customer service plan to cater to specific needs of different customers and clients</p> <p>Adapt proposed solutions as well as sales messages to suit the customer's business context needs</p> <p>Devise strategies to broaden or deepen relationships with existing customers</p> <p>Develop product and service solutions that will address current and future customer needs</p> <p>Set up processes to measure and manage customer satisfaction in line with key performance indicators</p> <p>Oversee sales performance of a set of customer accounts</p> <p>Assess business impact of account management activities</p>	<p>Develop organisational objectives and key performance indicators in managing customer accounts</p> <p>Establish a customer account management framework to evaluate and enhance customer satisfaction</p> <p>Develop an organisational customer service strategy to engage, retain and grow customers</p> <p>Oversee organisation-wide sales performance through all customer accounts</p> <p>Lead management of the organization's largest and most critical customer accounts</p> <p>Establish long-term, strategic relationships with external partners</p> <p>Review effectiveness of account management activities across customers, agencies and geographies</p>	
Abilities				



## Generic Skills & Competencies

PeopleOS defines essential behavioral and leadership skills across progressive levels, from basic communication to advanced influence and negotiation. This helps organizations systematically develop future leaders and strengthen workplace effectiveness.

Generic Skills & Competencies (Top 5)		
<b>Communication</b>		
Convey and exchange thoughts, ideas and information effectively through various mediums and approaches		
Basic	Intermediate	Advanced
Communicate information with others to respond to general inquiries and to obtain specific information.	Articulate and discuss ideas and persuade others to achieve common outcomes.	Negotiate with others to address issues and achieve mutual consensus.
1 1		
<b>Career Planning - Generic Skills &amp; Competencies</b>		
Outlining key capabilities for every level of generic skills required in the workplace, guiding employees' learning process		

## Ready to fully customize PeopleOS Core to your needs

Share your structure, policies, and pain points. Rayterton will deliver PeopleOS customized to your processes, enabling consistent HR workflows, accurate employee data, while addressing your main concerns.

### Contact Us :



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## Rayterton **PeopleOS** Enterprise

All the features of **PeopleOS Core**, but with more in-depth control, analytics and strategic layer.  
Built in the same platform, integrated, still as one system.

**All in one platform.**

### Depth, Scale, and Analytical Control for Complex Organizations

**PeopleOS Enterprise** builds on the complete foundation of **PeopleOS Core** and extends it with deeper analytics, advanced configuration, and organizational-scale capabilities. It is designed for organizations that have achieved operational stability and now require stronger control, insight, and structure to manage complexity across units, roles, and leadership layers.

Built on the same unified PeopleOS platform, Enterprise Edition does not introduce a separate system or fragmented modules. Instead, it includes features that support scale, governance readiness, and data-driven people decisions across the organization, going more in-depth in the basics already covered.

### Who PeopleOS Enterprise is for

For organizations with :

- *Multiple business units, subsidiaries, or locations*
- *More complex job grading and compensation structures*
- *Larger leadership layers requiring structured delegation and control*
- *Higher demand for analytics, reporting, and audit narratives*

**Typically, these organizations face these problems with managing talents :**

- Employees' HR data spread across **multiple locations**, across **separate business units** or subsidiaries, each in **different systems or formats**. Needs manual gathering and consolidation.
- With HR busy with messy data, no time or energy is left to handle planning ahead.
- Employees lost on where to ask for their data
- Existing systems limited to handle complex organizational data

#### **Comprehensive**

Handle multi  
organizational units  
in one platform

#### **Insights-first**

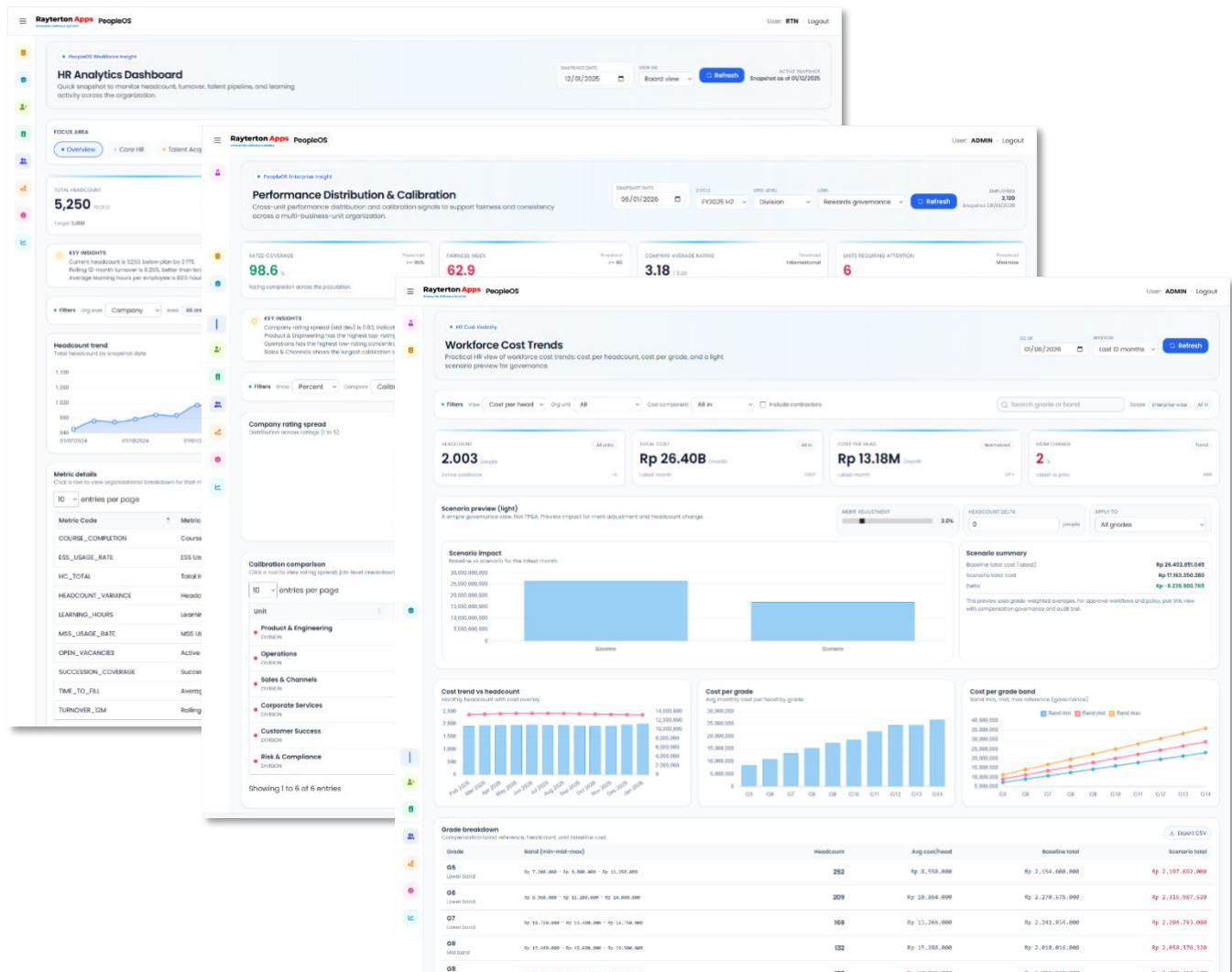
Built to provide insights,  
beyond simple record  
administration

#### **Integrated**

Insights as part of the  
system, not a separate add-  
on.



## Analytics and Insights Driven

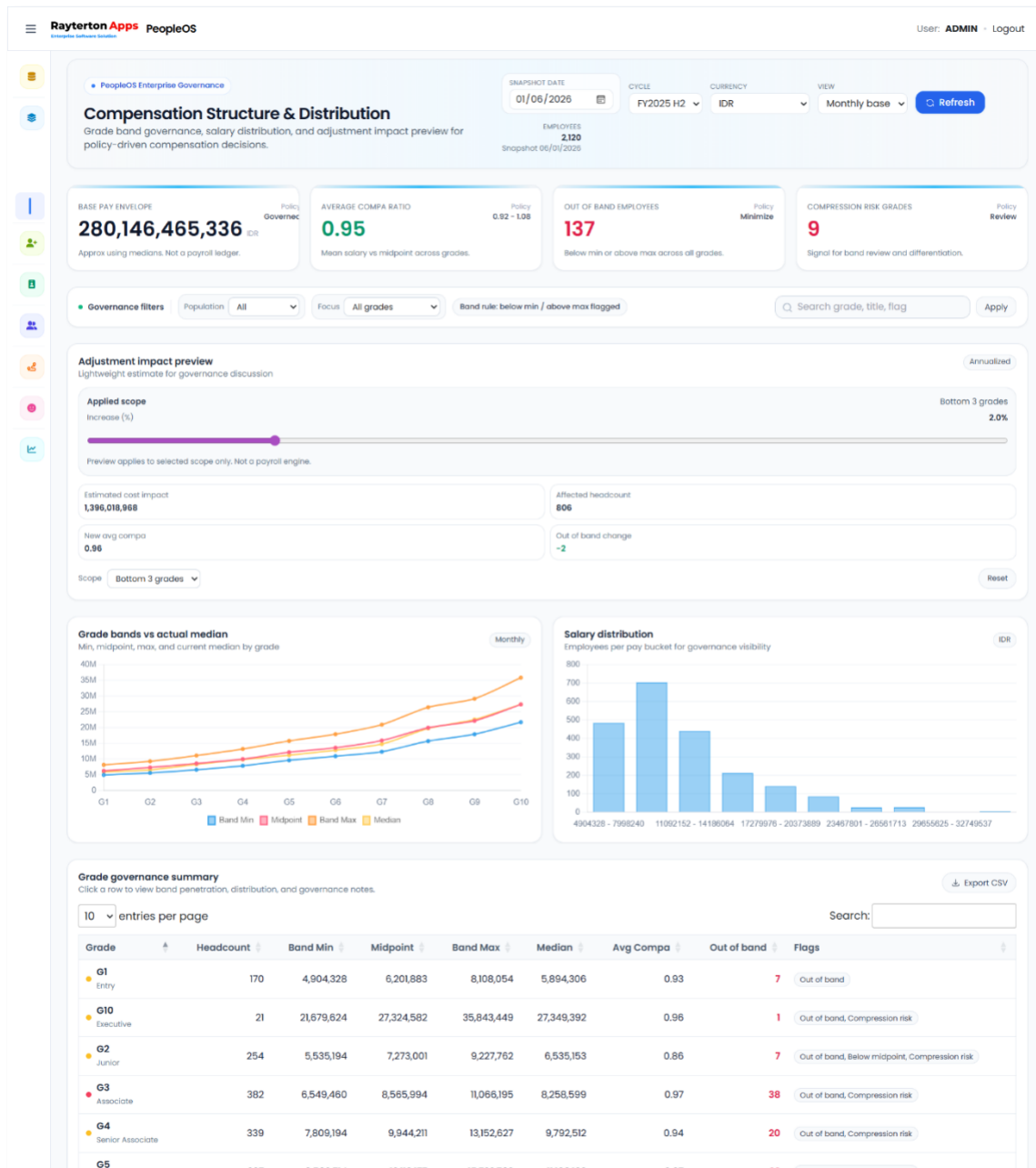


As a whole, PeopleOS Enterprise introduces analytics beyond descriptive reporting.

- Workforce trends across units, grades, and roles
- Attrition patterns and risk indicators
- Performance distribution and calibration views
- Compensation analysis across roles and organizational layers

These insights enable HR and leadership teams to move from reporting what happened to understanding why it happened and where risks are emerging.

## Advanced Workforce Structure and Compensation Management

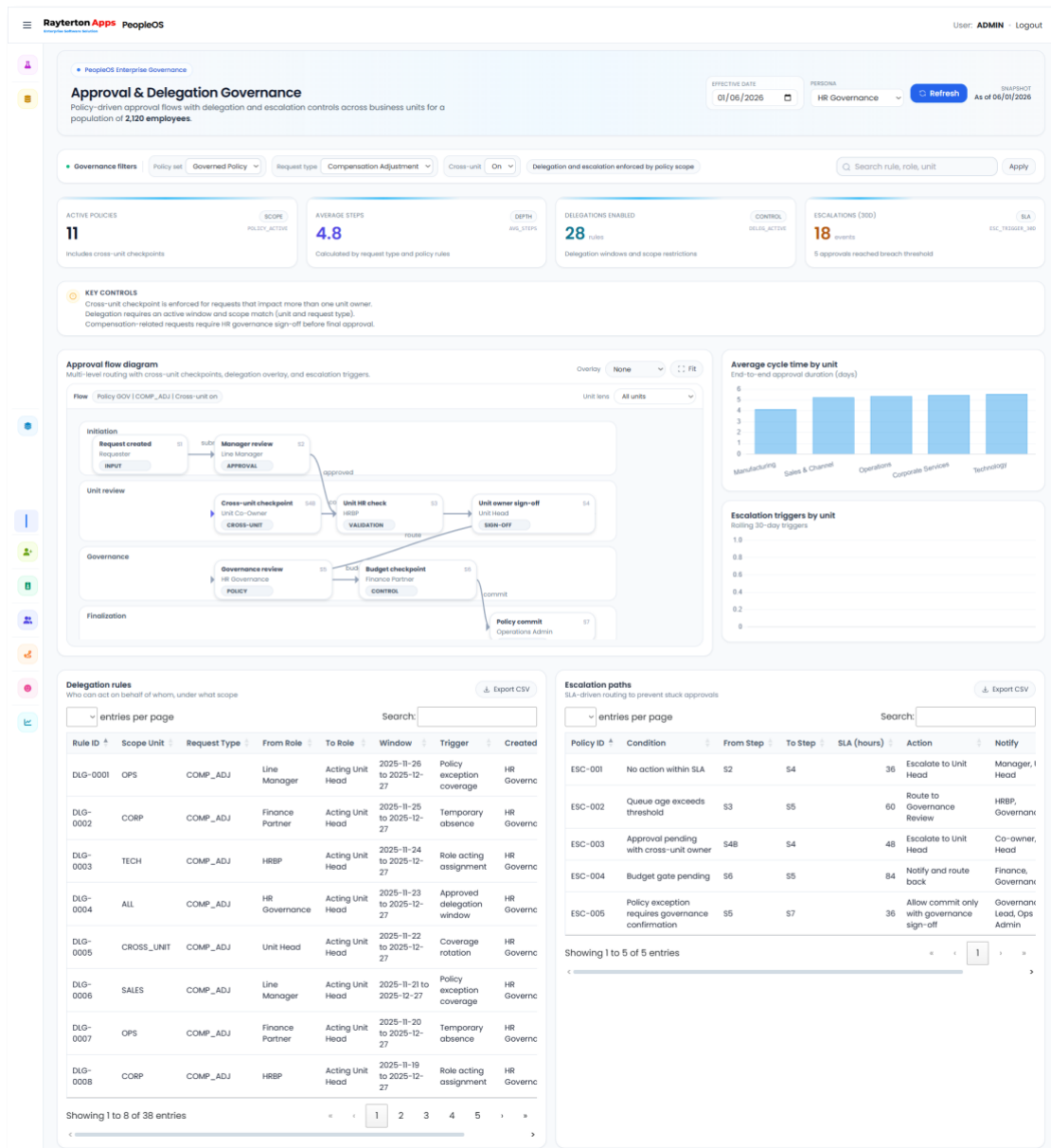


PeopleOS Enterprise supports more sophisticated organizational structures, including:

- Multi-level job grading frameworks
- Complex compensation components and eligibility rules
- Structured promotion and movement tracking
- Clear linkage between role, grade, performance, and rewards

This ensures consistency, fairness, and explainability across large and growing organizations.

## Enhanced Managerial and Approval Governance

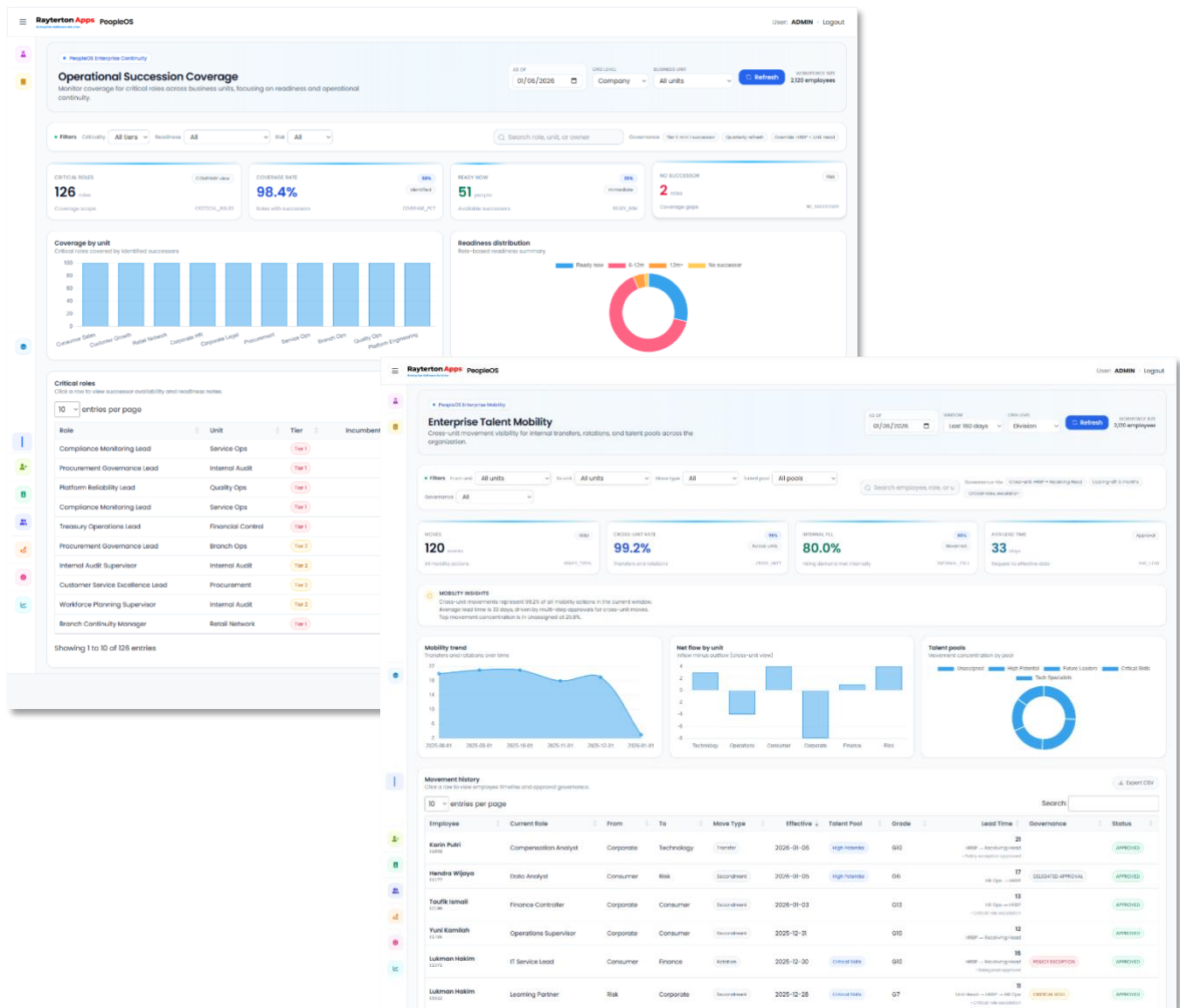


As organizations scale, informal approvals stop working. PeopleOS Enterprise introduces :

- Multi-layer approval workflows
- Delegation rules and escalation paths
- Role-based authority enforcement
- Policy-driven decision routing

This ensures decisions remain controlled, auditable, and aligned even as leadership layers increase.

## Talent Management at Enterprise Depth

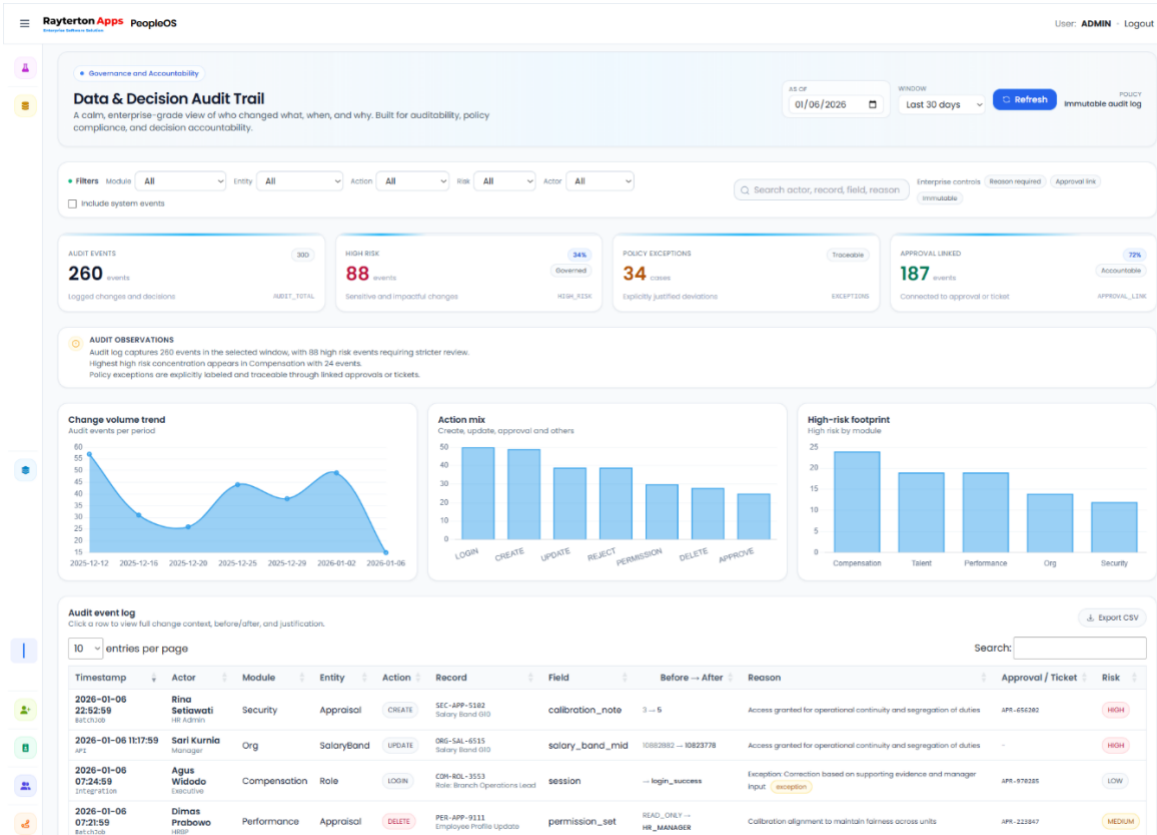


Building on Talent Development in PeopleOS Core, Enterprise Edition enables :

- Performance calibration across teams and units
- Enterprise-level succession readiness views
- Leadership pipeline visibility for HR and senior management
- Cross-unit talent mobility tracking

This allows organizations to manage talent not just within departments, but across the enterprise.

## Auditability, Control, and Readiness



PeopleOS Enterprise strengthens audit readiness through :

- *End-to-end data traceability*
- *Clear historical records of changes and decisions*
- *Structured reporting for internal and external stakeholders*

This is particularly important for regulated industries, public companies, and state-owned enterprises.

## Ready to fully customize PeopleOS Enterprise to your needs

Share your structure, policies, and pain points. Rayterton will deliver PeopleOS customized to your processes, enabling consistent HR workflows, accurate employee data, while addressing your main concerns.

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## Rayterton PeopleOS Strategic Talent Suite

*Advanced Strategic Layer for Enterprise Talent Architecture*

While PeopleOS Core and Enterprise addresses end-to-end Human Capital operations and insights, large enterprises often require a higher strategic layer to design, govern, and future-proof their talent architecture. The PeopleOS Strategic Talent Suite is designed as an executive-driven system to support enterprise-level talent decisions, workforce strategy, and long-term leadership readiness

**An additional Suite for Talent Architecture & Workforce Strategy System**

### Strategic Talent Suite Modules

**Talent Review & Classification** – Structured talent review sessions, performance-potential analysis, and enterprise talent pool governance.

**Success Profile & Job Architecture** – Success profiles per job family, role complexity mapping, and standardized job architecture.

**Strategic Workforce Planning** – Talent demand vs supply analysis, critical role identification, and multi-year workforce scenarios.

**Grade & Job Evaluation** – Grade descriptor engine, job evaluation scoring, and anomaly detection.

**Career Architecture** – Competency-based career paths, cross-family mobility rules, and succession readiness scoring.

**Strategic Learning & Curriculum** – Talent gap analysis, automated curriculum design, and leadership pipeline planning.

### Designed For

CHRO, HR Strategy Teams, Talent Committee, Executive Management and Board.

**Designed for organizations ready to elevate talent decisions from operational management to strategic governance.**

Share your workforce challenges and long-term talent goals. Rayterton will configure the Strategic Talent Suite to reflect your organization's architecture, governance model, and leadership priorities.

**Contact Us :**



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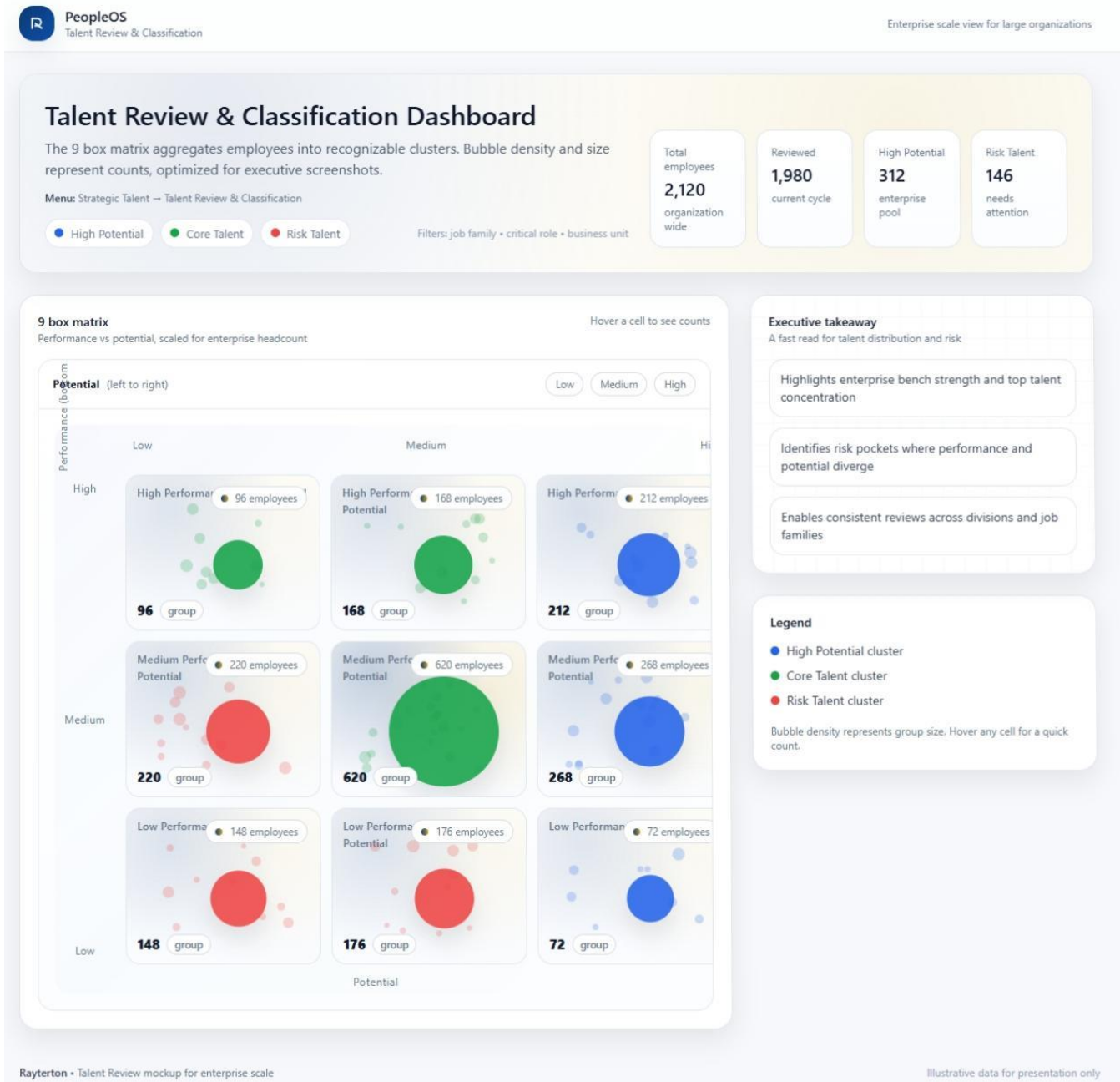


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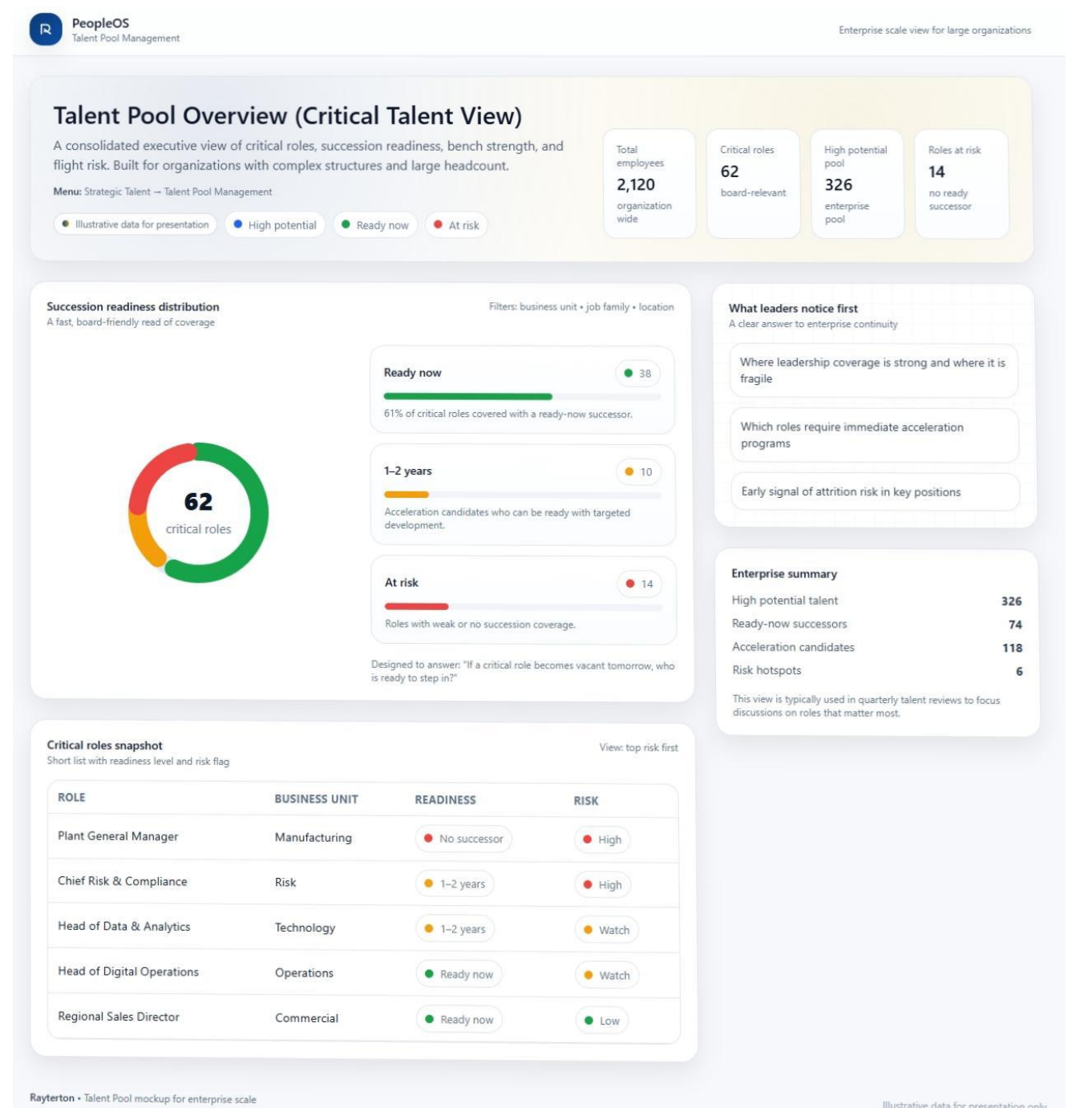
## Talent Review (9-Box Performance & Potential)

The Talent Review module provides leadership with a clear, structured view of organizational strength by mapping performance and potential across the workforce. Executives can quickly identify high performers, emerging leaders, solid contributors, and critical risk areas, enabling data-backed decisions for promotion, development investment, and succession prioritization. This view transforms talent discussions from subjective opinions into a shared, evidence-driven dialogue aligned with business strategy.



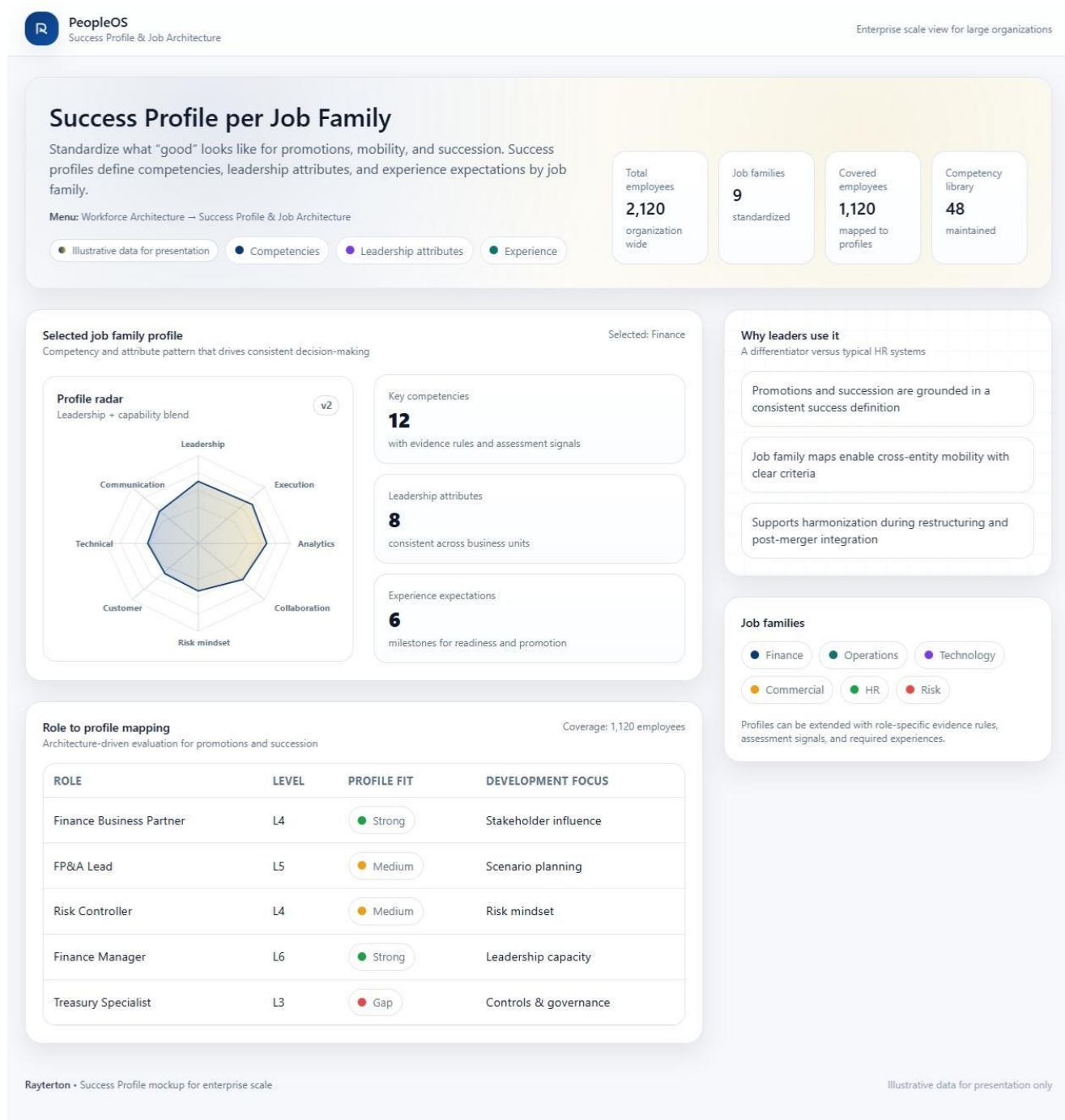
Talent Pool & Critical Talent Overview

Talent Pool consolidates high-potential and critical talent into a single, enterprise-wide view, allowing leaders to understand where future leadership capacity truly resides. By segmenting talent based on readiness, role criticality, and strategic value, organizations gain clarity on bench strength and vulnerability. This module ensures that growth, transformation, and leadership continuity are supported by a visible and measurable talent pipeline.



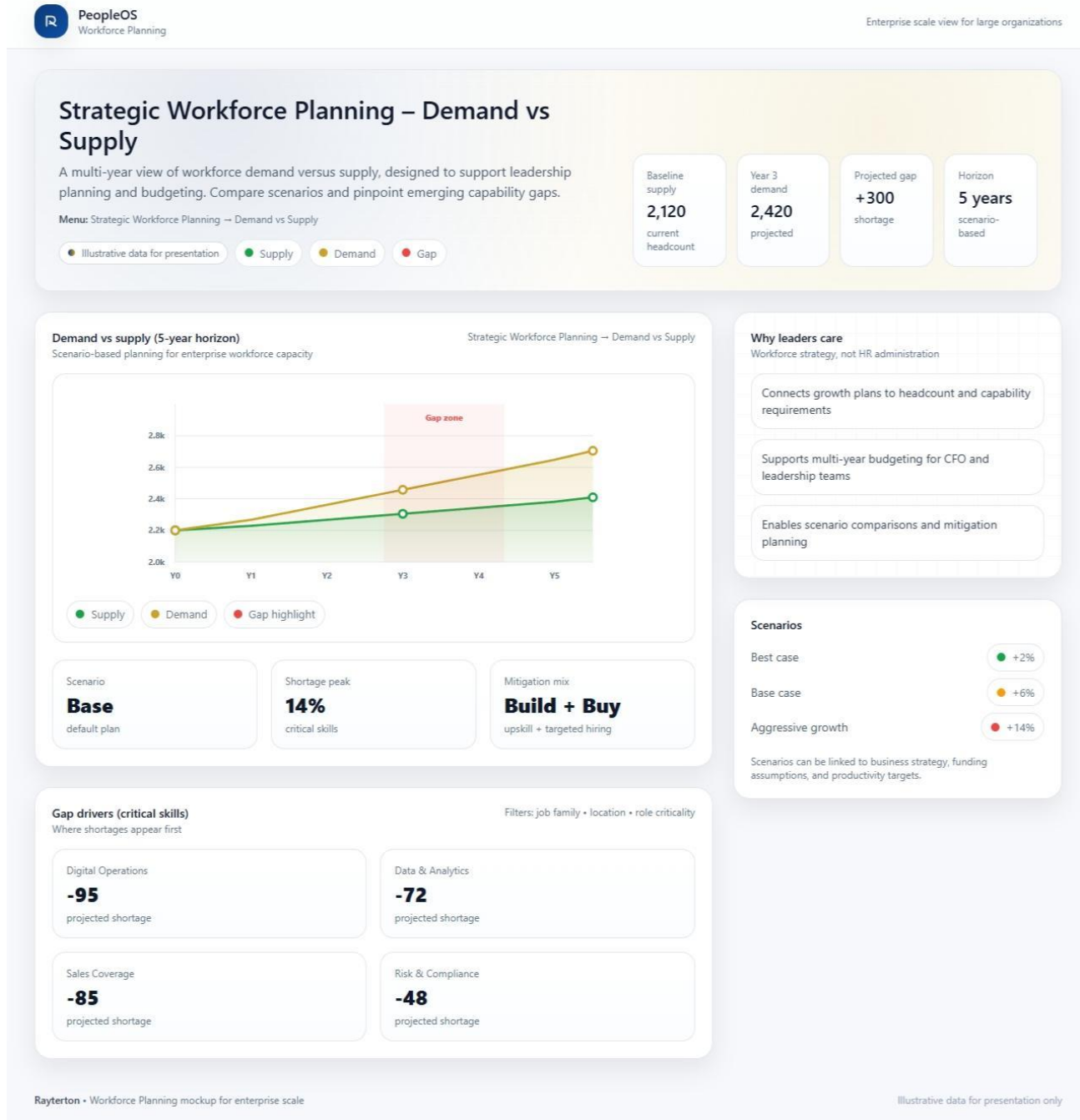
## Success Profile & Job Architecture

Success Profile defines what “great” looks like for each job family by formalizing competencies, leadership attributes, and experience expectations. This creates a consistent foundation for promotion, mobility, performance evaluation, and succession decisions across the enterprise. By standardizing role expectations, organizations reduce bias, improve fairness, and ensure that talent decisions are aligned with long-term organizational capability needs.



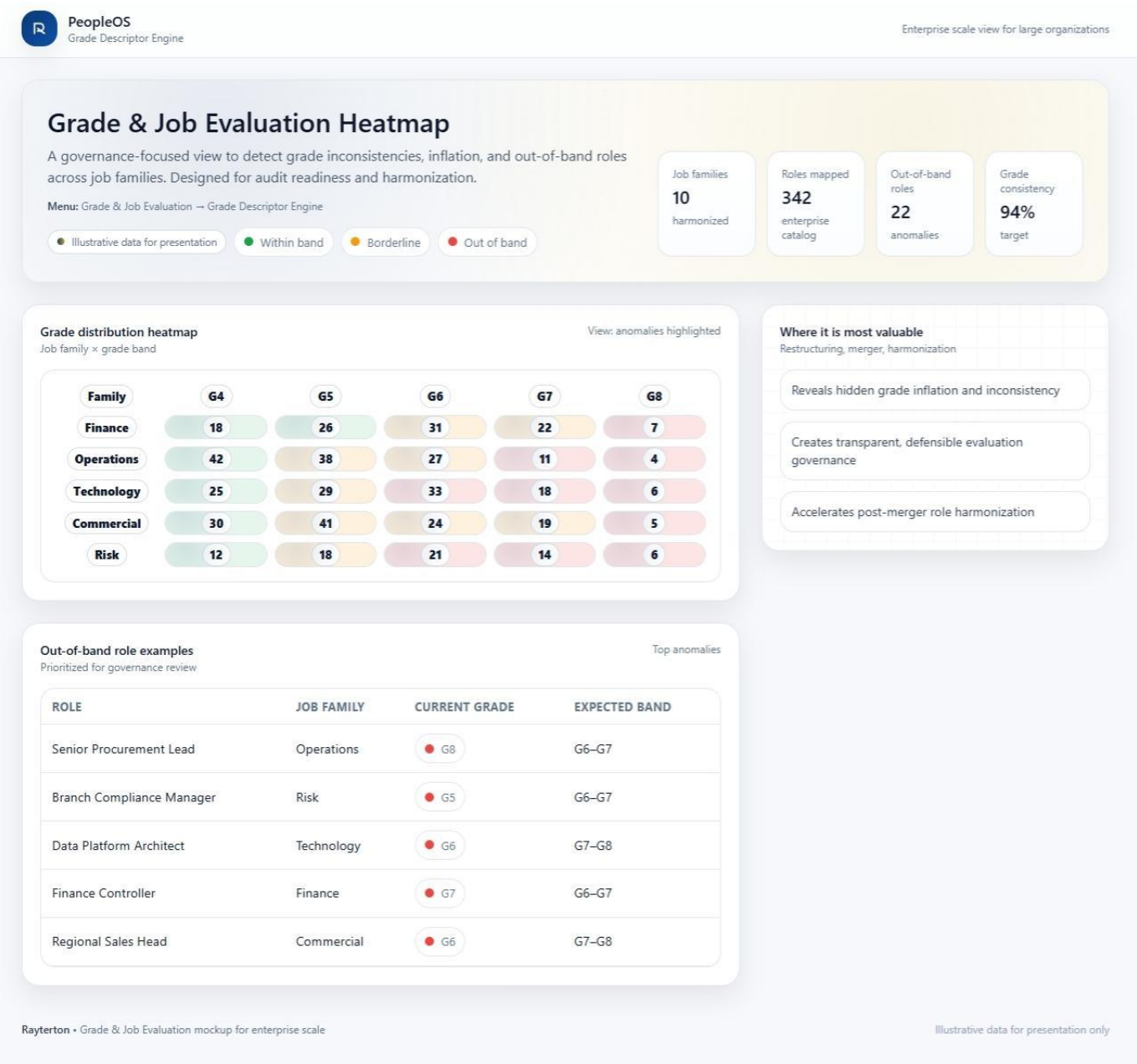
## Strategic Workforce Planning (Demand vs Supply)

Strategic Workforce Planning connects business growth plans with future workforce requirements through a multi-year demand and supply analysis. Leaders can visualize upcoming capability gaps, assess workforce risks, and compare scenarios before they materialize into operational constraints. This module supports informed budgeting, hiring strategy, and upskilling decisions, positioning workforce planning as a core element of enterprise strategy rather than a reactive HR exercise.



Grade & Job Evaluation Governance

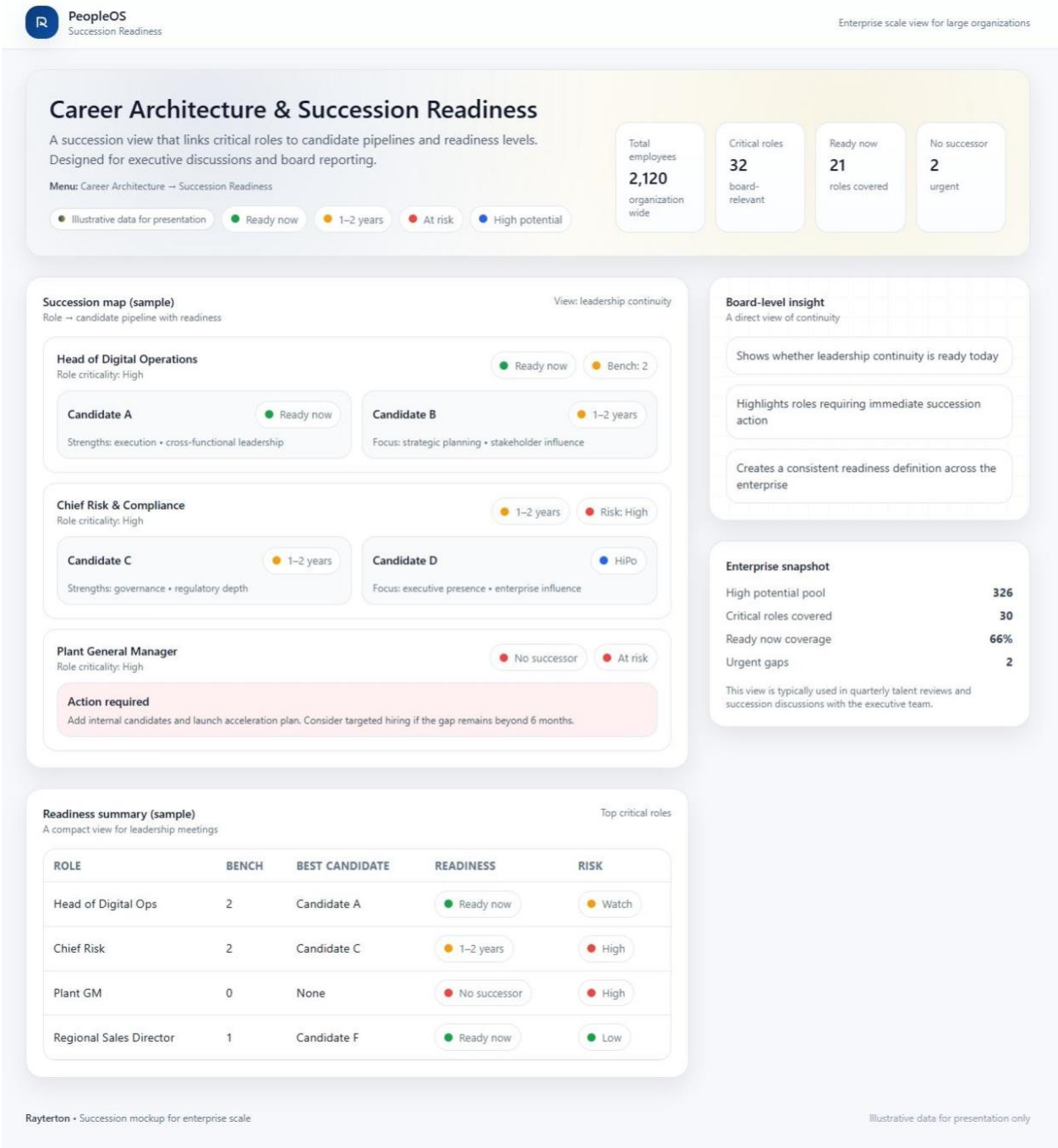
Grade & Job Evaluation provides a governance-focused view to ensure role consistency, internal equity, and structural integrity across the organization. Through distribution heatmaps and anomaly detection, leadership can identify grade inflation, misaligned roles, and post-merger inconsistencies with confidence. This module strengthens organizational credibility, audit readiness, and fairness by anchoring compensation and career decisions to a transparent evaluation framework.





Career Architecture & Succession Readiness

Career Architecture & Succession Readiness links critical roles to successor pipelines and readiness levels, giving executives a direct view of leadership continuity. By highlighting “ready now,” future-ready, and at-risk positions, organizations can proactively address succession gaps before they become business risks. This module enables confident board-level discussions on leadership resilience, continuity planning, and long-term organizational sustainability.





## Rayterton PeopleOS

### Executive Alignment & Governance Suite

*Designed as a unique executive-only strategic layer, this suite enables top management to align people strategy with business direction, formalize governance, and institutionalize critical decisions.*

*Unlike traditional HR systems, the Executive Alignment & Governance Suite is purpose-built for CEOs, Boards, and Executive Committees, with controlled access and governance-focused workflows.*

**An additional Suite for Executive People Strategy & Governance System**

### Rayterton PeopleOS Executive Alignment & Governance Suite

*Executive People Strategy & Governance System*

#### **Key Capabilities**

**Executive Alignment Workspace** – Strategy alignment canvas, HR-business linkage mapping, and executive decision notes.

**Organizational Diagnostic** – Talent risk assessment, capability gap heatmaps, and structural issue logging.

**People Strategy Roadmap** – Short, mid, and long-term initiative roadmap with priority and dependency mapping.

**People Governance Model** – Decision authority matrix, governance cadence, and talent governance charter.

**Change Readiness & Commitment** – Stakeholder commitment tracking, readiness scoring, and executive sign-off trail.

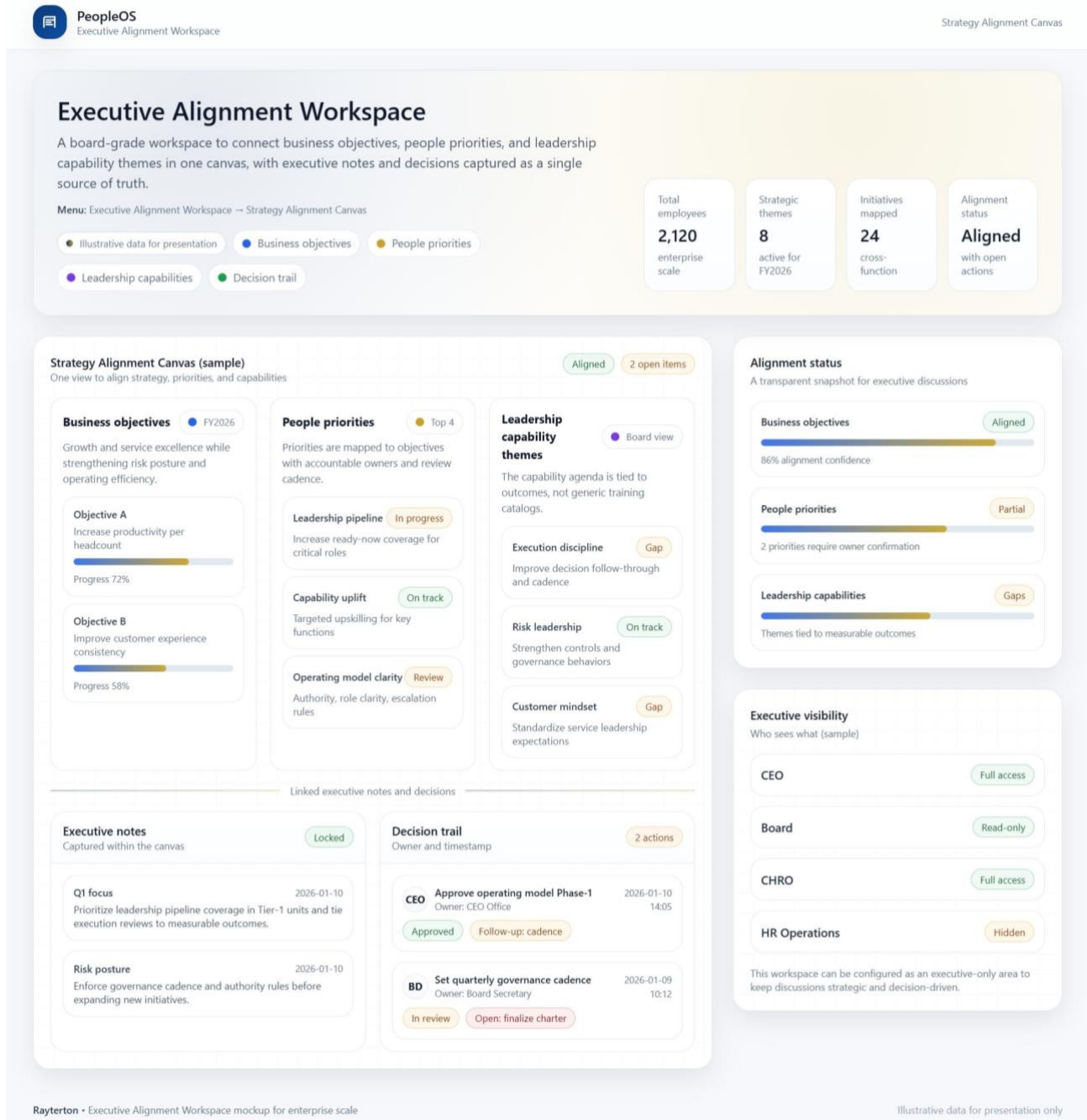
**Workshop Output Repository** – Secure repository for alignment documents, strategy notes, and decision history.

#### **Designed For**

CEO, Board of Directors, Commissioners, and CHRO. HR functions operate as supporting administrators only.

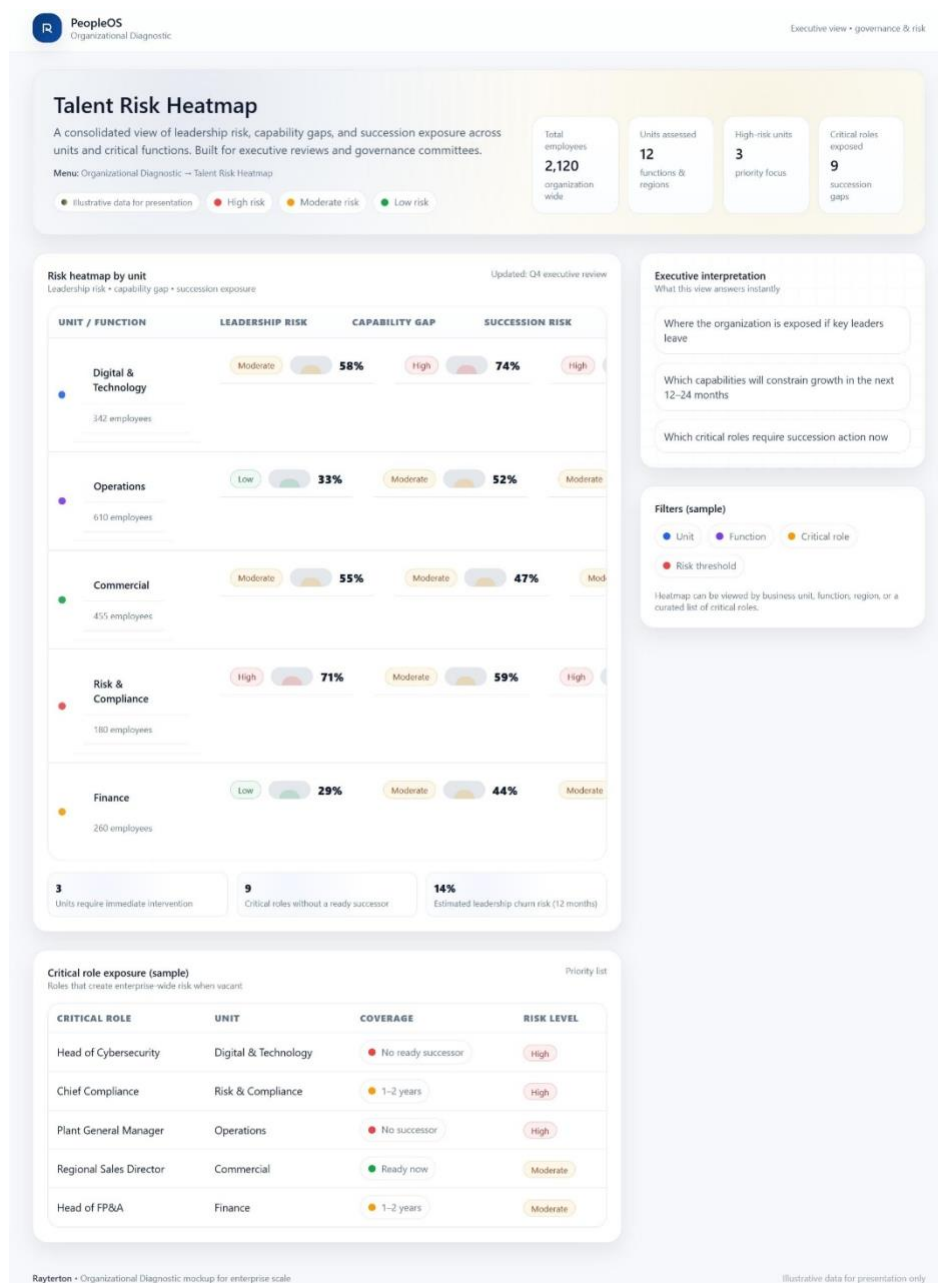
## Executive Alignment Workspace (Strategy Alignment Canvas)

The Executive Alignment Workspace provides a single, board-grade canvas where business objectives, people priorities, and leadership capability themes are aligned in one coherent view. It enables executives to see how people strategy directly supports corporate goals, while capturing executive notes and alignment decisions in context. This workspace shifts people discussions from opinions to architecture, ensuring that strategic intent, ownership, and alignment status are transparent and decision-driven



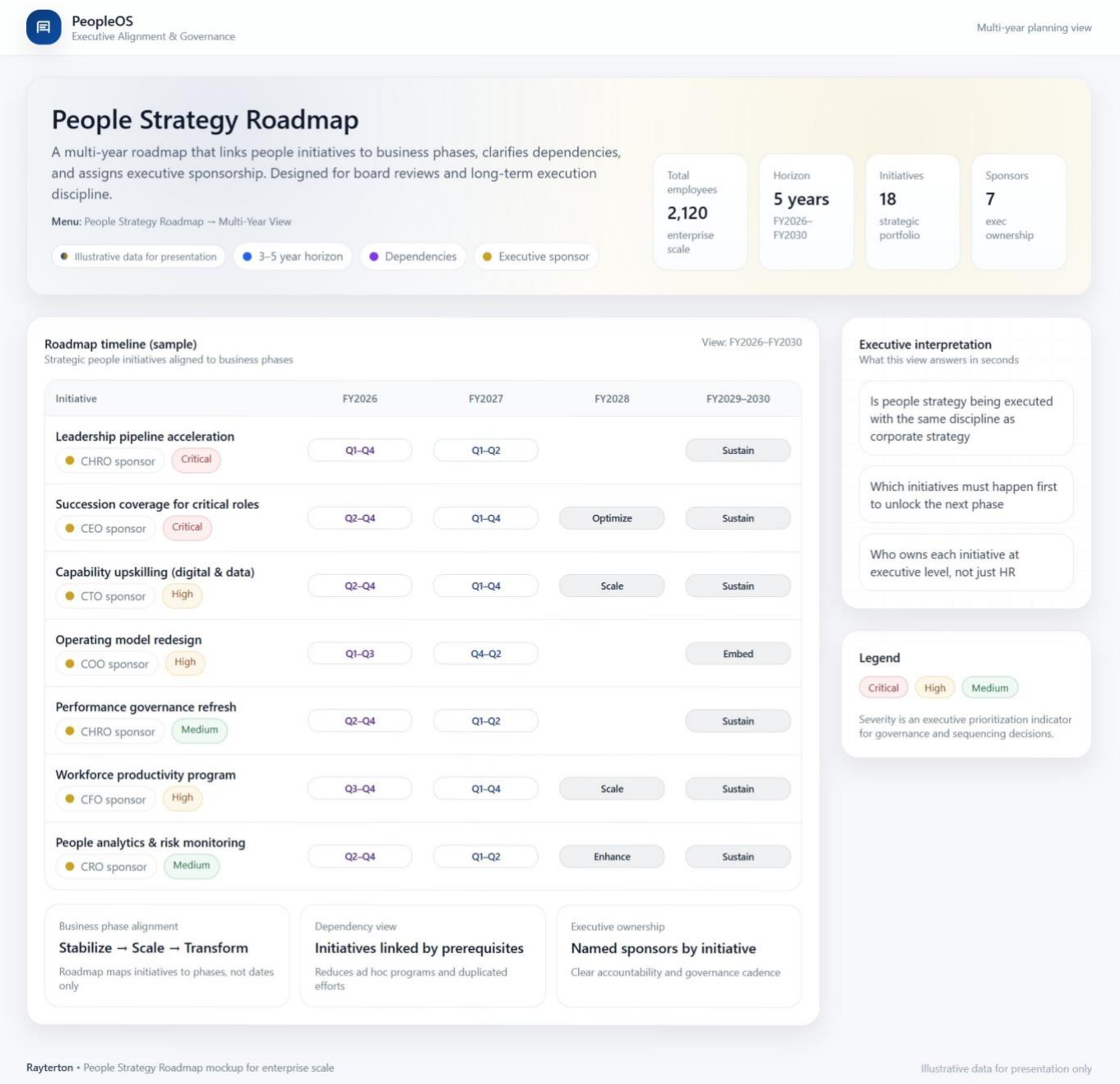
## Organizational Diagnostic – Talent Risk Heatmap

The Talent Risk Heatmap delivers an immediate, visual answer to where the organization is exposed if critical talent fails, leaves, or is underprepared. By mapping leadership risk, capability gaps, and succession risk across units, functions, and critical roles, executives can identify concentration of risk within seconds. This dashboard feels like a risk management tool rather than HR analytics, making it highly effective for board-level governance and enterprise risk discussions.



People Strategy Roadmap (Multi-Year View)

The People Strategy Roadmap presents a clear 3–5 year view of strategic people initiatives aligned to business phases and corporate priorities. It shows not only what initiatives are planned, but also their dependencies, executive sponsorship, and timing across multiple years. This roadmap demonstrates that people strategy is an integral part of corporate strategy, providing the board with confidence that decisions are structured, deliberate, and not ad-hoc.



## People Governance Model (Decision Authority Matrix)

The People Governance Model defines who has decision authority over key people decisions such as promotions, succession, and restructuring. Through a clear decision authority matrix and approval flow, it makes governance explicit rather than implicit. This model differentiates PeopleOS from traditional HR systems by positioning HR as an enabler, while decision ownership remains clearly anchored at executive and board levels, which is critical for regulated and large enterprises.



PeopleOS  
Executive Alignment & Governance

Governance view

### People Governance Model

A decision authority matrix that defines who owns which people decisions, how approvals flow, and how governance cadence is enforced. Built to make promotions, succession, and restructuring decisions auditable and consistent.

Menu: People Governance Model → Decision Authority Matrix

☒ Illustrative data for presentation
 ☒ Approval flow
 ☒ Decision rights
 ☒ Governance cadence

☒ R Responsible
 ☒ A Accountable
 ☒ C Consulted
 ☒ I Informed

Total employees  
**2,120**  
enterprise scale

Decision types  
**12**  
policy aligned

Cadence  
**Monthly**  
board-ready

Audit trails  
**Enabled**  
decision history

#### Decision authority matrix (sample)

Decision type by authority level

Roles: CEO • Board • CHRO • Committee

Decision type	CEO	Board	CHRO	Committee
<b>Promotion (Senior leadership)</b> <span>High impact</span> Approval and sign-off for C-level and VP roles	<b>A</b> final decision	<b>C</b> oversight	<b>R</b> process owner	<b>C</b> review
<b>Succession plan (Critical roles)</b> <span>Risk</span> Coverage and readiness for key positions	<b>A</b> endorse	<b>I</b> reporting	<b>R</b> framework	<b>C</b> talent review
<b>Restructuring (Org redesign)</b> <span>Strategic</span> Operating model and organization changes	<b>A</b> approve	<b>C</b> governance	<b>R</b> enable	<b>C</b> impact review
<b>Leadership capability standards</b> <span>Policy</span> Standardized leadership expectations and criteria	<b>C</b> consult	<b>I</b> visibility	<b>A</b> own	<b>R</b> define
<b>Talent review cadence</b> <span>Governance</span> Quarterly and annual review scheduling and compliance	<b>I</b> notified	<b>I</b> notified	<b>A</b> enforce	<b>R</b> run

Governance cadence  
**Quarterly review and annual sign-off**  
Calendarized decisions with tracking and compliance

Approval flow  
**Standardized routing and delegation**  
Less ambiguity, fewer exceptions, faster resolution

Audit readiness  
**Decision history and supporting evidence**  
Built for regulated environments and SOE governance

#### Why executives use it

What this screenshot signals instantly

Clear decision rights: who can approve what, and at which level

HR acts as enabler, not the decision owner

Governance that is consistent across promotions, succession, and restructuring

#### Quick filters (sample)

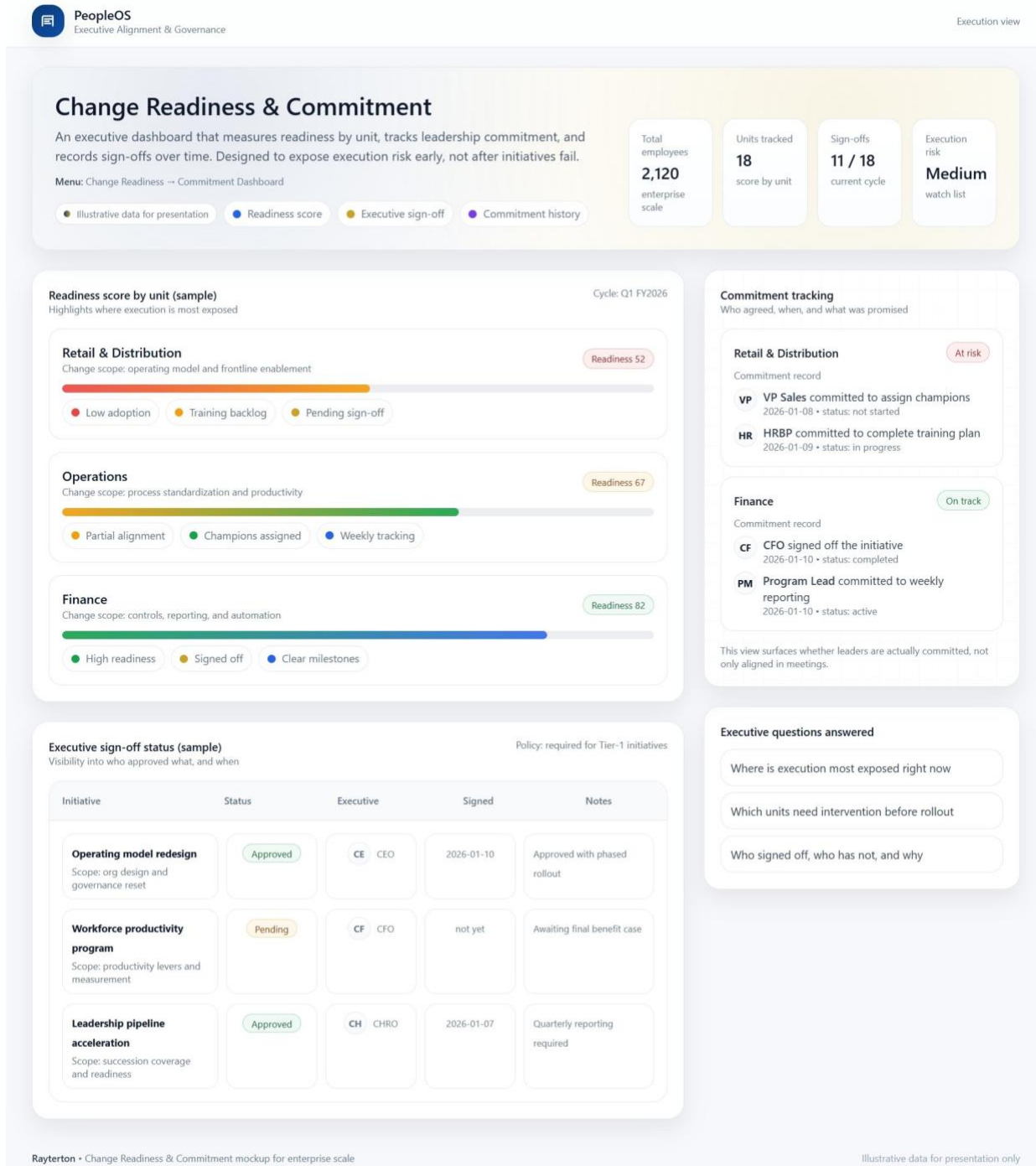
☒ Decision type
 ☒ Authority level
 ☒ Cadence

Filtering enables board-level focus without exposing sensitive operational HR details.



## Change Readiness & Commitment Dashboard

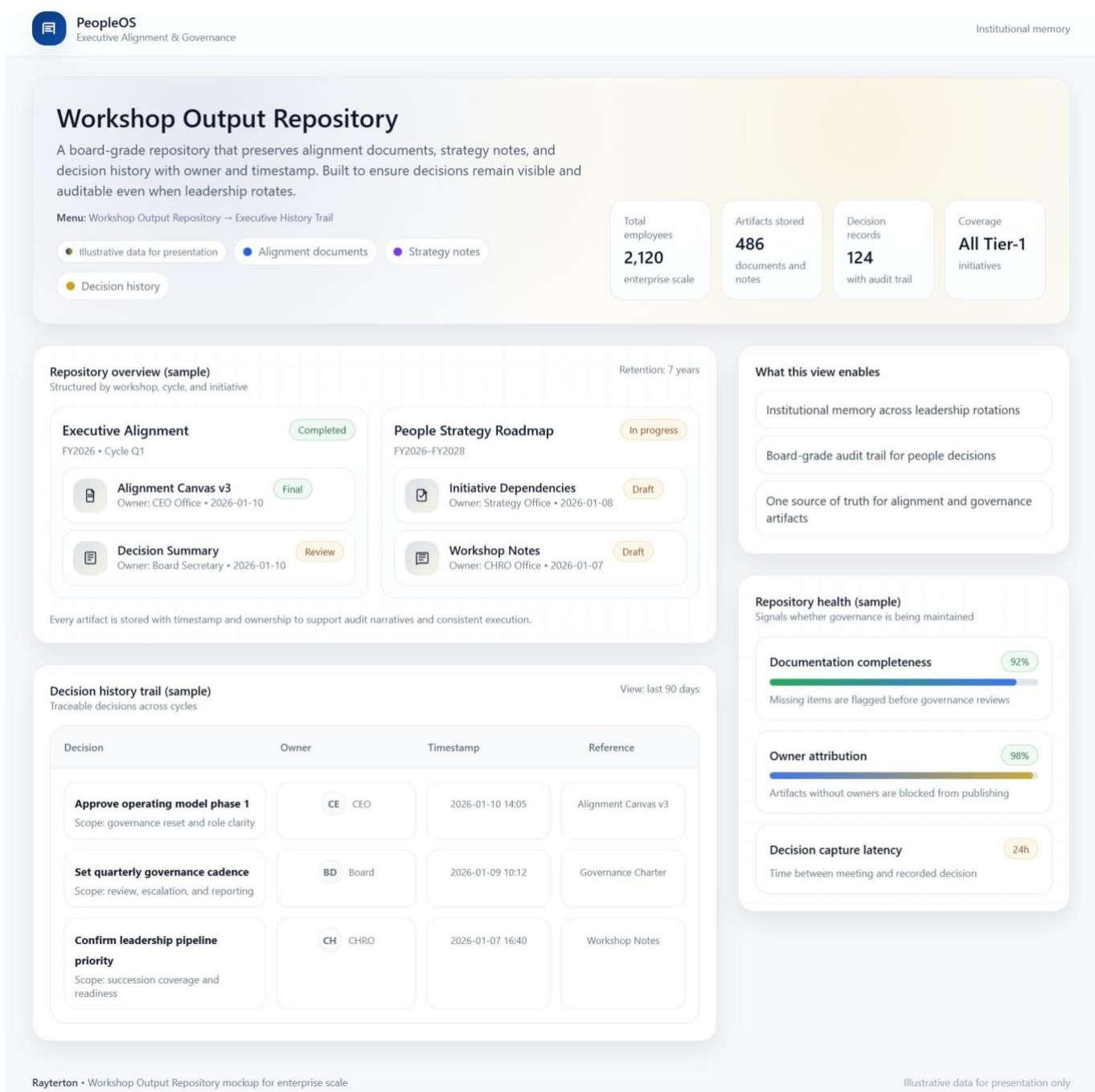
The Change Readiness & Commitment Dashboard moves strategy beyond planning into execution by tracking readiness scores, executive sign-offs, and leadership commitment across units. It answers a fundamental executive question: are leaders truly committed to the change? By making accountability visible, this dashboard reduces execution risk and ensures that transformation initiatives are supported by measurable commitment, not assumptions.





# Workshop Output Repository (Executive History Trail)

The Workshop Output Repository serves as an institutional memory for strategic people decisions, capturing alignment documents, strategy notes, and decision history with clear timestamps and decision owners. This ensures that strategic intent and rationale are preserved even as leadership changes over time. The repository strengthens governance, auditability, and continuity, positioning PeopleOS as a long-term institutional system rather than a temporary management tool.



### Ready to Align People Strategy at the Executive Level

Share your business direction, organizational challenges, and governance priorities. Rayterton will configure the Executive Alignment & Governance Suite to formalize strategic decisions, executive alignment, and people governance across your organization.

This suite is built for CEOs, Boards, and Executive Committees who require visibility, alignment, and governance over people strategy, beyond operational HR systems.

Engage Rayterton to institutionalize executive intent into a formal people governance platform.

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## About Rayterton

Established in 2003, Rayterton delivers comprehensive Best Fit Software Solutions, server and hardware products, and technology services to a wide range of industries and organizations. Our core expertise lies in Business Process Improvement (BPI), IT Infrastructure, and IT Management.

At Rayterton, we are committed to empowering our clients by enhancing their business operations through tailored IT and management solutions. We combine innovation, experience, and client collaboration to ensure long-term success and digital transformation.

## Our Competitive Strengths

**100% Risk Free**

**Best fit to  
client  
requirements**

**Easy to  
customize**

**Software  
ownership**

**No Change  
Request (CR)  
fees during  
maintenance**

**For more information, visit [rayterton.com](https://rayterton.com)**