

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

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

- *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

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

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?

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

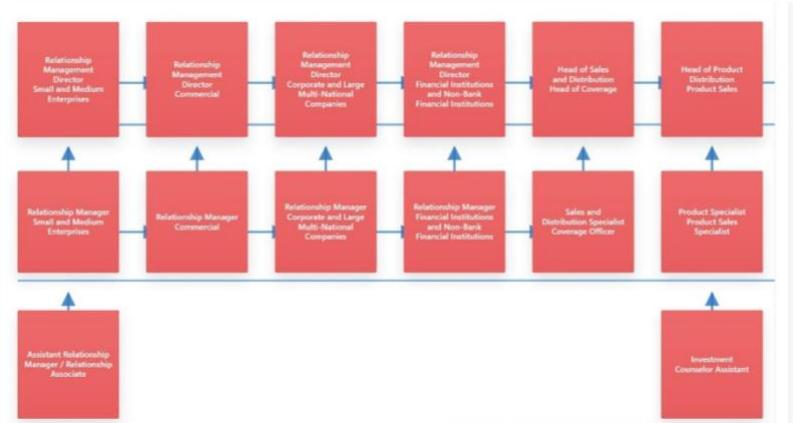
Performance & Goals, Career & Succession, Learning & Development.

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

Agency Director/Segment Lead

Job Description

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 team.

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.

[Back to Career Structure Pathways](#) [View Critical Work Functions](#)

Technical Skills & Competencies	Proficiency Level
Account Management	5
Business Performance Management	6
Cash Flow Reporting	4
Channel Management	5
Client Investment Suitability	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

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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Establish key partnerships and distribution channels for the organization Create new channels for sales growth Ensure agency is up to date with all new developments in the industry Develop 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, 9A.

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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
<ul style="list-style-type: none"> Articulate advantages and disadvantages of the organization's product or service offerings to customers Share basic understanding of the organization's products and services with customers Conduct sales activities for assigned clients or accounts according to a defined sales plan Sell a limited range of products and services to specific assigned customers, following a standard product Execute day-to-day administrative activities for sales, including handling and management of sales contracts, systems, transactions, and documentation 	<ul style="list-style-type: none"> Utilize suitable communication platforms to engage with customers Process feedback from customers on organization's products and services Interact effectively with customer and provide quality customer service Manage customer satisfaction Provide suitable product and service solutions to address customer needs Drive sales and servicing activities for existing clients or accounts Retain accountability for sales performance for one or a few small customer accounts 	<ul style="list-style-type: none"> Formulate an action plan to cater to unique customer needs Establish existing and potential customer needs and expectations based on feedback Customize a customer service plan to cater to specific needs of different customer segments Adapt product solutions as well as sales messages to suit the customer's business context needs Devise strategies to broaden or deepen relationships with existing customers Develop product and service solutions that will address current and future customer needs Set up processes to measure and manage customer satisfaction in line with key performance indicators Oversee sales performance of a set of customer accounts Assess business impact of account management activities 	<ul style="list-style-type: none"> Develop organizational objectives and key performance indicators in managing customer accounts Establish a customer account management framework to evaluate and enhance customer satisfaction Develop an organizational customer service strategy to engage, retain and grow customers Oversee organization-wide sales performance through all customer accounts Lead management of the organization's largest and most valuable customer accounts Establish long-term, strategic relationships with external partners Review effectiveness of account management activities across customers, agencies and geographies

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)

Communication
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.

Career Planning - Generic Skills & Competencies
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.

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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

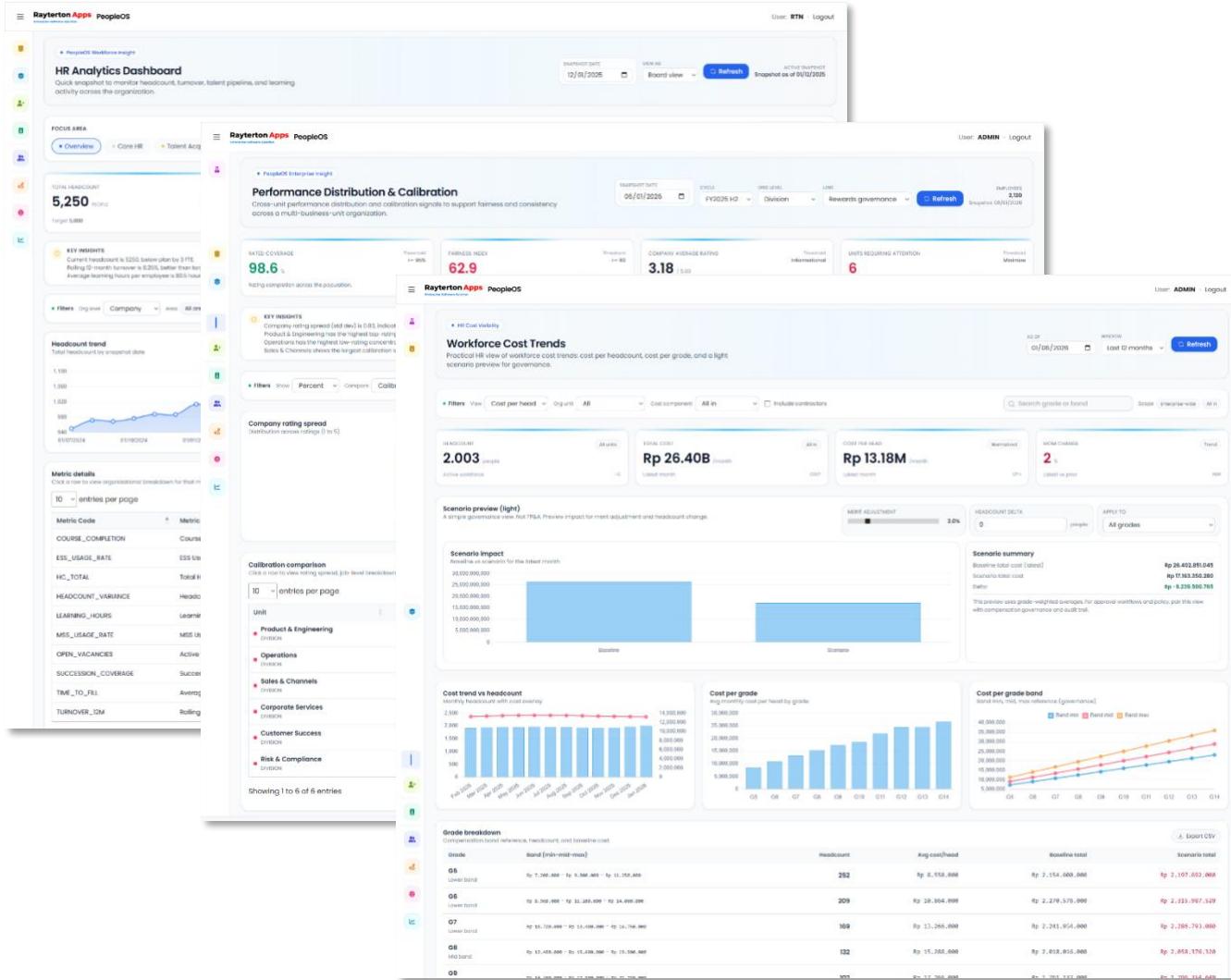
Insights-first

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

RAYTERTON APPS PeopleOS

Enterprise Software Solution

User: ADMIN Logout

PeopleOS Enterprise Governance

Compensation Structure & Distribution

Grade band governance, salary distribution, and adjustment impact preview for policy-driven compensation decisions.

SNAPSHOT DATE: 01/06/2026 CYCLE: FY2025 H2 CURRENCY: IDR VIEW: Monthly base Refresh

EMPLOYEES: 2,120 Snapshot 06/01/2026

BASE PAY ENVELOPE: 280,146,465,336 IDR Policy: Governor

AVERAGE COMPA RATIO: 0.95 Mean salary vs midpoint across grades.

OUT OF BAND EMPLOYEES: 137 Policy: Minimize

COMPRESSON RISK GRADES: 9 Policy: Review

Governance filters: Population: All, Focus: All grades, Band rule: below min / above max flagged. Search grade, title, flag: Apply

Adjustment impact preview: Annualized, Bottom 3 grades: 2.0%.

Applied scope: Increase (%): Preview applies to selected scope only, not a payroll engine.

Estimated cost impact: 1,396,018,968. Affected headcount: 806.

New avg compa: 0.96. Out of band change: -2.

Scope: Bottom 3 grades. Reset.

Grade bands vs actual median: Min, midpoint, max, and current median by grade. Monthly.

Salary distribution: Employees per pay bucket for governance visibility. IDR.

Grade governance summary: Click a row to view band penetration, distribution, and governance notes. Export CSV. Search: [].

Grade	Headcount	Band Min	Midpoint	Band Max	Median	Avg Compa	Out of band	Flags
G1 Entry	170	4,904,328	6,201,883	8,108,054	5,894,306	0.93	7	Out of band
G10 Executive	21	21,679,624	27,324,582	35,843,449	27,349,392	0.96	1	Out of band, Compression risk
G2 Junior	254	5,525,194	7,273,001	9,227,762	6,535,153	0.86	7	Out of band, Below midpoint, Compression risk
G3 Associate	382	6,549,460	8,565,994	11,068,195	8,258,599	0.97	38	Out of band, Compression risk
G4 Senior Associate	339	7,809,194	9,944,211	13,152,627	9,792,512	0.94	20	Out of band, Compression risk
G5								

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

The screenshot displays the PeopleOS Enterprise Governance dashboard. At the top, a banner states: "Approval & Delegation Governance" and "Policy-driven approval flows with delegation and escalation controls across business units for a population of 2,120 employees." The dashboard includes the following sections:

- ACTIVE POLICIES:** 11 (Includes cross-unit checkpoints)
- SCOPE (POLICY_ACTIVE):** 4.8 (Calculated by request type and policy rules)
- DEPTH (AVG_STEPS):** 28 rules (Delegation windows and scope restrictions)
- DELEGATIONS ENABLED:** 18 events (SLA: ESC_TK300R_360)
- ESCALATIONS (300):** 6 approvals reached breach threshold

KEY CONTROLS: Cross-unit checkpoint is enforced for requests that impact more than one unit owner. Delegation requires an active window and scope match (unit and request type). Compensation-related requests require HR governance sign-off before final approval.

Approval flow diagram: A multi-level routing diagram showing cross-unit checkpoints, delegation overlay, and escalation triggers. It includes steps like "Request created", "Manager review", "Cross-unit checkpoint", "Unit HR check", "Unit owner sign-off", "Budget checkpoint", and "Policy commit".

Average cycle time by unit: End-to-end approval duration (days) for Manufacturing, Sales & Channel, Operations, Corporate Services, and Technology.

Escalation triggers by unit: Rating 0-10 day triggers for Manufacturing, Sales & Channel, Operations, Corporate Services, and Technology.

Delegation rules: A table showing delegation rules across various units (OPS, CORP, TECH, ALL, CROSS_UNIT, SALES) for different request types (COMP_ADJ, COMP_ADU) and roles (Line Manager, Acting Unit Head, Finance Partner, HRBP, HR Governance). It includes columns for Scope Unit, Request Type, From Role, To Role, Window, Trigger, and Created.

Escalation paths: A table showing escalation paths (SLA-driven routing to prevent stuck approvals) with columns for Policy ID, Condition, From Step, To Step, SLA (hours), Action, and Notify.

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

The screenshot displays two main sections of the PeopleOS Talent Management platform:

- Operational Succession Coverage:** This dashboard provides a high-level overview of succession planning across the organization. Key metrics include:
 - Critical Roles:** 126 roles, Coverage rate: 98.4% (95% Identified, 5% Available successors).
 - Readiness Now:** 51 people, 2 immediate successors, 2 roles with no successors.
 - Coverage by Unit:** A bar chart showing the number of critical roles covered by identified successors across various business units.
 - Readiness Distribution:** A donut chart showing the distribution of readiness levels (Ready now, 6-12m, 12m+, No successor).
- Enterprise Talent Mobility:** This dashboard focuses on cross-unit movement and talent pool dynamics. Key metrics include:
 - Moves:** 120 moves, Cross-unit rate: 99.2% (95% Internal, 5% External).
 - Internal Fill:** 80.0%.
 - Avg Lead Time:** 33 days.
 - Mobility Trends:** A line chart showing the number of moves over time.
 - Net Flow by Unit:** A bar chart showing net moves across Technology, Operations, Consumer, Corporate, Finance, and Risk units.
 - Talent Pools:** A donut chart showing movement concentration by pool (Inscope, High Priority, Future Leaders, Critical Skills).

Both sections include filters, search bars, and navigation links for deeper analysis.

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.

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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.

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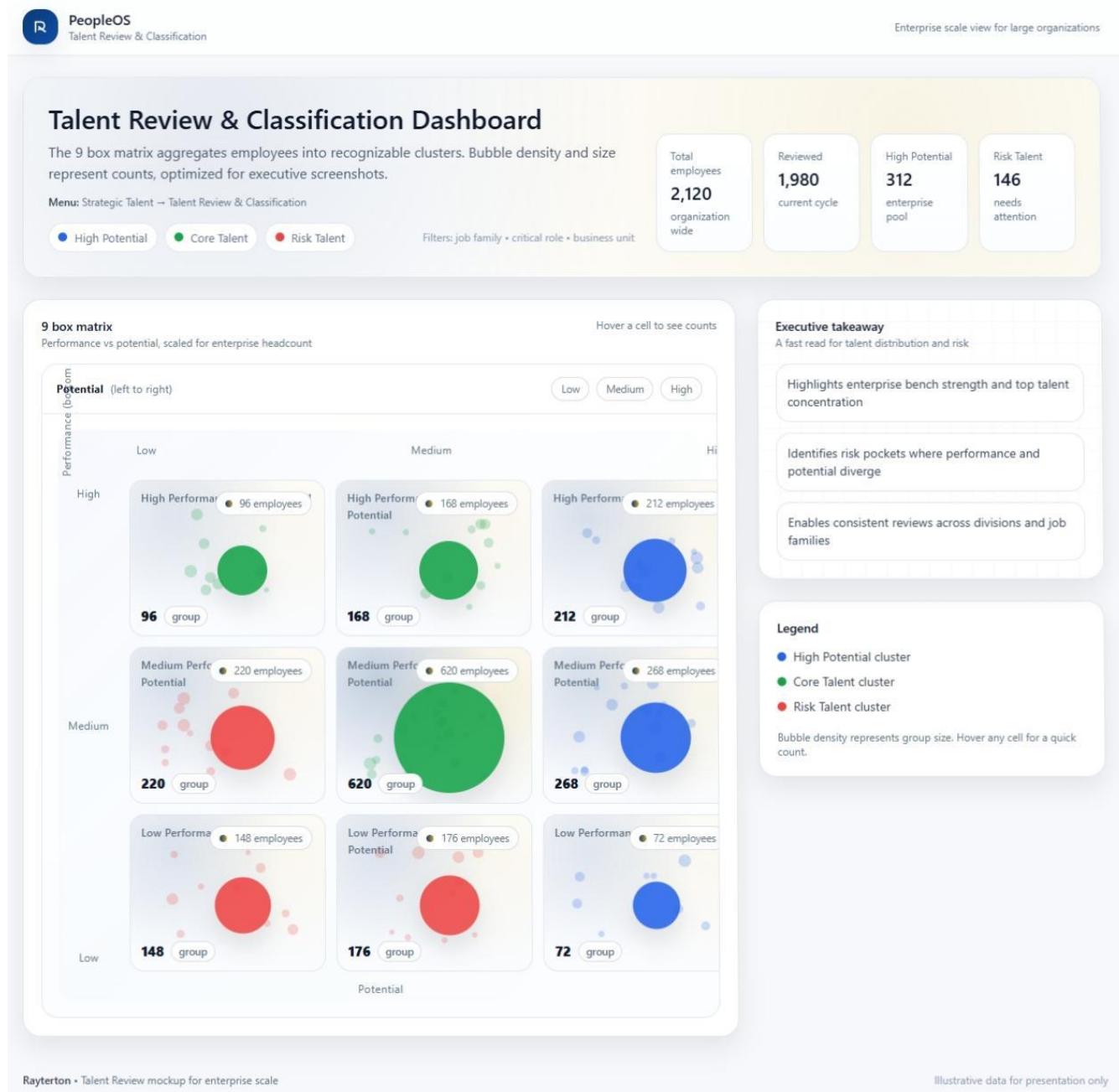
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Talent Review (9-Box Performance & Potential)

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.

 PeopleOS
Talent Pool Management

Enterprise scale view for large organizations

Talent Pool Overview (Critical Talent View)

A consolidated executive view of critical roles, succession readiness, bench strength, and flight risk. Built for organizations with complex structures and large headcount.

Menu: Strategic Talent → Talent Pool Management

Illustrative data for presentation

High potential Ready now At risk

Total employees
2,120
organization wide

Critical roles
62
board-relevant

High potential pool
326
enterprise pool

Roles at risk
14
no ready successor

Succession readiness distribution
A fast, board-friendly read of coverage

62 critical roles

Filters: business unit • job family • location

Ready now: 38 (61% of critical roles covered with a ready-now successor)

1-2 years: 10 (Acceleration candidates who can be ready with targeted development)

At risk: 14 (Roles with weak or no succession coverage)

Designed to answer: "If a critical role becomes vacant tomorrow, who is ready to step in?"

What leaders notice first
A clear answer to enterprise continuity

Where leadership coverage is strong and where it is fragile

Which roles require immediate acceleration programs

Early signal of attrition risk in key positions

Enterprise summary

High potential talent	326
Ready-now successors	74
Acceleration candidates	118
Risk hotspots	6

This view is typically used in quarterly talent reviews to focus discussions on roles that matter most.

Critical roles snapshot
Short list with readiness level and risk flag

View: top risk first

ROLE	BUSINESS UNIT	READINESS	RISK
Plant General Manager	Manufacturing	No successor	High
Chief Risk & Compliance	Risk	1-2 years	High
Head of Data & Analytics	Technology	1-2 years	Watch
Head of Digital Operations	Operations	Ready now	Watch
Regional Sales Director	Commercial	Ready now	Low

Rayterton • Talent Pool mockup for enterprise scale

Illustrative data for presentation only

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.

 PeopleOS
Success Profile & Job Architecture

Enterprise scale view for large organizations

Success Profile per Job Family

Standardize what “good” looks like for promotions, mobility, and succession. Success profiles define competencies, leadership attributes, and experience expectations by job family.

Menu: Workforce Architecture → Success Profile & Job Architecture

Illustrative data for presentation Competencies Leadership attributes Experience

Total employees 2,120 organization wide	Job families 9 standardized	Covered employees 1,120 mapped to profiles	Competency library 48 maintained
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Selected job family profile
Competency and attribute pattern that drives consistent decision-making

Selected: Finance

Profile radar
Leadership + capability blend



Key competencies
12
with evidence rules and assessment signals

Leadership attributes
8
consistent across business units

Experience expectations
6
milestones for readiness and promotion

Why leaders use it
A differentiator versus typical HR systems

- Promotions and succession are grounded in a consistent success definition
- Job family maps enable cross-entity mobility with clear criteria
- Supports harmonization during restructuring and post-merger integration

Job families

- Finance
- Operations
- Technology
- Commercial
- HR
- Risk

Profiles can be extended with role-specific evidence rules, assessment signals, and required experiences.

Role to profile mapping
Architecture-driven evaluation for promotions and succession

Coverage: 1,120 employees

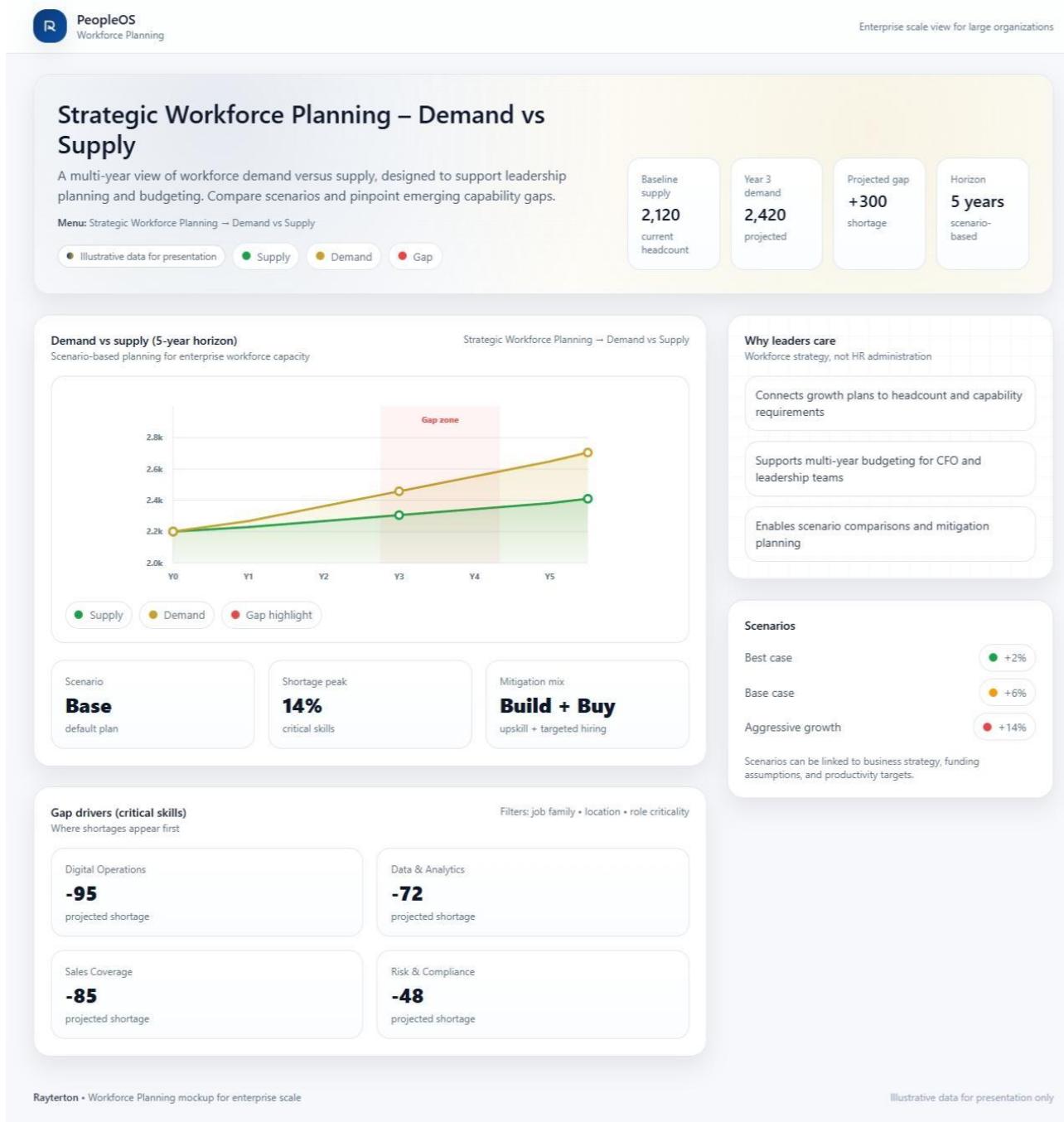
ROLE	LEVEL	PROFILE FIT	DEVELOPMENT FOCUS
Finance Business Partner	L4	Strong	Stakeholder influence
FP&A Lead	L5	Medium	Scenario planning
Risk Controller	L4	Medium	Risk mindset
Finance Manager	L6	Strong	Leadership capacity
Treasury Specialist	L3	Gap	Controls & governance

Rayterton • Success Profile mockup for enterprise scale

Illustrative data for presentation only

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.

 PeopleOS
Grade Descriptor Engine

Enterprise scale view for large organizations

Grade & Job Evaluation Heatmap

A governance-focused view to detect grade inconsistencies, inflation, and out-of-band roles across job families. Designed for audit readiness and harmonization.

Menu: Grade & Job Evaluation → Grade Descriptor Engine

Illustrative data for presentation

Within band (Green)

Borderline (Yellow)

Out of band (Red)

Job families harmonized: 10

Roles mapped to enterprise catalog: 342

Out-of-band roles anomalies: 22

Grade consistency target: 94%

Grade distribution heatmap
Job family x grade band

Family	G4	G5	G6	G7	G8
Finance	18	26	31	22	7
Operations	42	38	27	11	4
Technology	25	29	33	18	6
Commercial	30	41	24	19	5
Risk	12	18	21	14	6

View: anomalies highlighted

Where it is most valuable
Restructuring, merger, harmonization

- Reveals hidden grade inflation and inconsistency
- Creates transparent, defensible evaluation governance
- Accelerates post-merger role harmonization

Out-of-band role examples
Prioritized for governance review

ROLE	JOB FAMILY	CURRENT GRADE	EXPECTED BAND
Senior Procurement Lead	Operations	G8	G6-G7
Branch Compliance Manager	Risk	G5	G6-G7
Data Platform Architect	Technology	G6	G7-G8
Finance Controller	Finance	G7	G6-G7
Regional Sales Head	Commercial	G6	G7-G8

Top anomalies

Rayterton • Grade & Job Evaluation mockup for enterprise scale

Illustrative data for presentation only

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.

PeopleOS Succession Readiness

Enterprise scale view for large organizations

Career Architecture & Succession Readiness

A succession view that links critical roles to candidate pipelines and readiness levels. Designed for executive discussions and board reporting.

Menu: Career Architecture → Succession Readiness

Illustrative data for presentation Ready now 1-2 years At risk High potential

Total employees 2,120 organization wide

Critical roles 32 board-relevant

Ready now 21 roles covered

No successor 2 urgent

Succession map (sample)
Role → candidate pipeline with readiness

View: leadership continuity

Head of Digital Operations
Role criticality: High

Candidate A Ready now **Candidate B** 1-2 years

Strengths: execution + cross-functional leadership Focus: strategic planning + stakeholder influence

Chief Risk & Compliance
Role criticality: High

Candidate C 1-2 years **Candidate D** HiPo

Strengths: governance + regulatory depth Focus: executive presence + enterprise influence

Plant General Manager
Role criticality: High

Action required
Add internal candidates and launch acceleration plan. Consider targeted hiring if the gap remains beyond 6 months.

Board-level insight
A direct view of continuity

Shows whether leadership continuity is ready today

Highlights roles requiring immediate succession action

Creates a consistent readiness definition across the enterprise

Enterprise snapshot

High potential pool	326
Critical roles covered	30
Ready now coverage	66%
Urgent gaps	2

This view is typically used in quarterly talent reviews and succession discussions with the executive team.

Readiness summary (sample)
A compact view for leadership meetings

Top critical roles

ROLE	BENCH	BEST CANDIDATE	READINESS	RISK
Head of Digital Ops	2	Candidate A	Ready now	Watch
Chief Risk	2	Candidate C	1-2 years	High
Plant GM	0	None	No successor	High
Regional Sales Director	1	Candidate F	Ready now	Low

Rayterton • Succession mockup for enterprise scale

Illustrative data for presentation only

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



PeopleOS
Executive Alignment Workspace

Strategy Alignment Canvas

Executive Alignment Workspace

A board-grade workspace to connect business objectives, people priorities, and leadership capability themes in one canvas, with executive notes and decisions captured as a single source of truth.

Menu: Executive Alignment Workspace → Strategy Alignment Canvas

● Illustrative data for presentation ● Business objectives ● People priorities
 ● Leadership capabilities ● Decision trail

Total employees
2,120
enterprise scale

Strategic themes
8
active for FY2026

Initiatives mapped
24
cross-function

Alignment status
Aligned
with open actions

Strategy Alignment Canvas (sample)
One view to align strategy, priorities, and capabilities

Business objectives ● FY2026

Growth and service excellence while strengthening risk posture and operating efficiency.

Objective A
Increase productivity per headcount
Progress 72%

Objective B
Improve customer experience consistency
Progress 58%

People priorities ● Top 4

Priorities are mapped to objectives with accountable owners and review cadence.

Leadership pipeline In progress
Increase ready-now coverage for critical roles

Capability uplift On track
Targeted upskilling for key functions

Operating model clarity Review
Authority, role clarity, escalation rules

Leadership capability themes ● Board view

The capability agenda is tied to outcomes, not generic training catalogs.

Execution discipline Gap
Improve decision follow-through and cadence

Risk leadership On track
Strengthen controls and governance behaviors

Customer mindset Gap
Standardize service leadership expectations

Aligned 2 open items

Alignment status
A transparent snapshot for executive discussions

Business objectives
86% alignment confidence

People priorities
2 priorities require owner confirmation

Leadership capabilities
Themes tied to measurable outcomes

Executive visibility
Who sees what (sample)

CEO	Full access
Board	Read-only
CHRO	Full access
HR Operations	Hidden

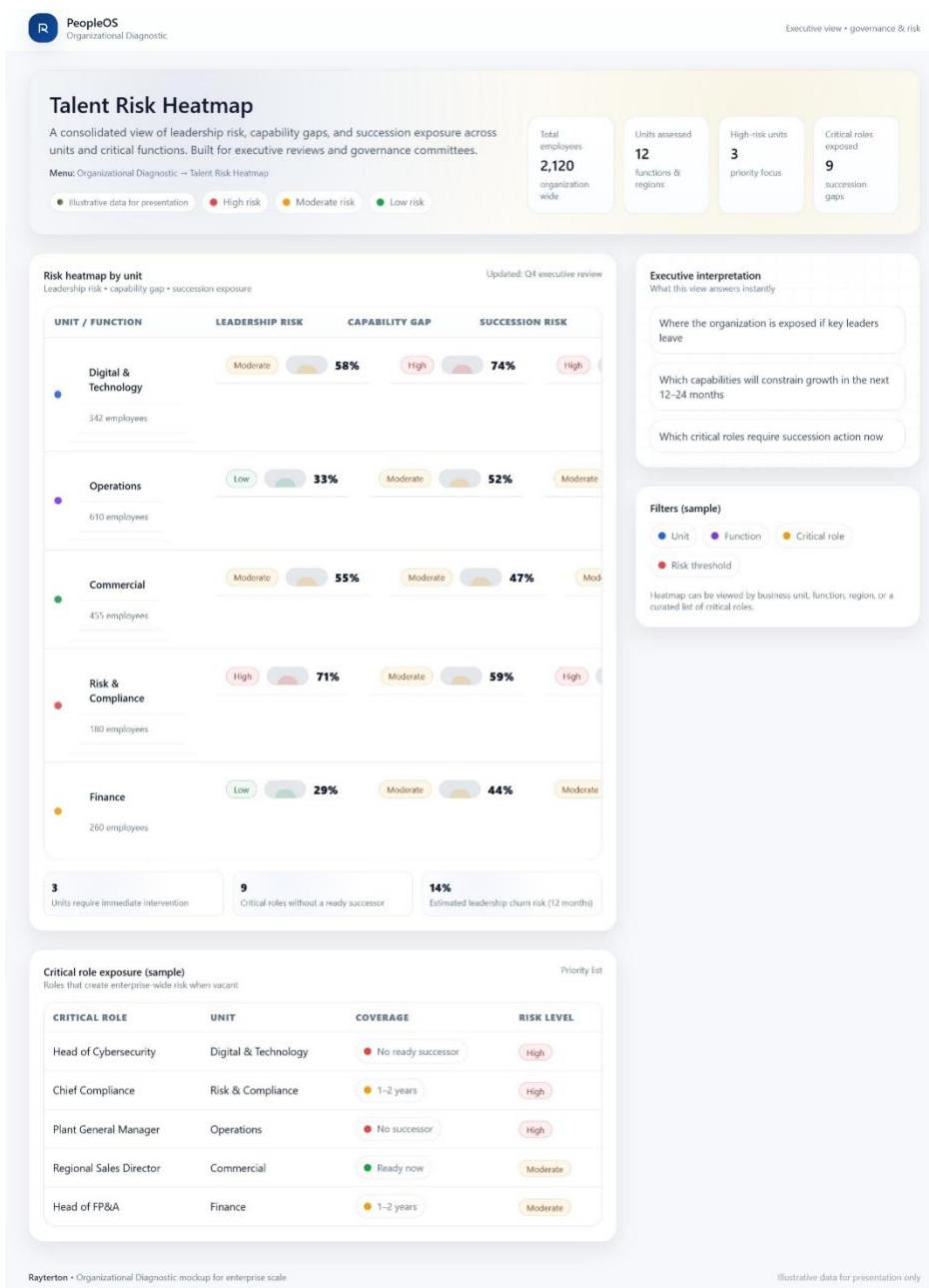
This workspace can be configured as an executive-only area to keep discussions strategic and decision-driven.

Rayterton • Executive Alignment Workspace mockup for enterprise scale

Illustrative data for presentation only

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.

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Executive Alignment & Governance

Multi-year planning view

People Strategy Roadmap

A multi-year roadmap that links people initiatives to business phases, clarifies dependencies, and assigns executive sponsorship. Designed for board reviews and long-term execution discipline.

Menu: People Strategy Roadmap → Multi-Year View

Illustrative data for presentation 3–5 year horizon Dependencies Executive sponsor

Total employees
2,120
enterprise scale

Horizon
5 years
FY2026–FY2030

Initiatives
18
strategic portfolio

Sponsors
7
exec ownership

Roadmap timeline (sample)
Strategic people initiatives aligned to business phases

Initiative	FY2026	FY2027	FY2028	FY2029–2030
Leadership pipeline acceleration <small>CHRO sponsor</small> <small>Critical</small>	Q1–Q4	Q1–Q2		Sustain
Succession coverage for critical roles <small>CEO sponsor</small> <small>Critical</small>	Q2–Q4	Q1–Q4	Optimize	Sustain
Capability upskilling (digital & data) <small>CTO sponsor</small> <small>High</small>	Q2–Q4	Q1–Q4	Scale	Sustain
Operating model redesign <small>COO sponsor</small> <small>High</small>	Q1–Q3	Q4–Q2		Embed
Performance governance refresh <small>CHRO sponsor</small> <small>Medium</small>	Q2–Q4	Q1–Q2		Sustain
Workforce productivity program <small>CFO sponsor</small> <small>High</small>	Q3–Q4	Q1–Q4	Scale	Sustain
People analytics & risk monitoring <small>CRO sponsor</small> <small>Medium</small>	Q2–Q4	Q1–Q2	Enhance	Sustain
Business phase alignment Stabilize → Scale → Transform <small>Roadmap maps initiatives to phases, not dates only</small>				
Dependency view Initiatives linked by prerequisites <small>Reduces ad hoc programs and duplicated efforts</small>				
Executive ownership Named sponsors by initiative <small>Clear accountability and governance cadence</small>				

Executive interpretation
What this view answers in seconds

- Is people strategy being executed with the same discipline as corporate strategy
- Which initiatives must happen first to unlock the next phase
- Who owns each initiative at executive level, not just HR

Legend

Critical High Medium

Severity is an executive prioritization indicator for governance and sequencing decisions.

Rayterton • People Strategy Roadmap mockup for enterprise scale

Illustrative data for presentation only

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

Decision type	CEO	Board	CHRO	Committee
Promotion (Senior leadership) High impact	A final decision	C oversight	R process owner	C review
Succession plan (Critical roles) Risk	A endorse	I reporting	R framework	C talent review
Restructuring (Org redesign) Strategic	A approve	C governance	R enable	C impact review
Leadership capability standards Policy	C consult	I visibility	A own	R define
Talent review cadence Governance	I notified	I notified	A enforce	R run
Governance cadence Quarterly review and annual sign-off	Approval flow Standardized routing and delegation	Audit readiness Decision history and supporting evidence	Less ambiguity, fewer exceptions, faster resolution	
Calendared decisions with tracking and compliance		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.

Rayterton • People Governance Model mockup for enterprise scale

Illustrative data for presentation only

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.

PeopleOS
Executive Alignment & Governance

Execution view

Change Readiness & Commitment

An executive dashboard that measures readiness by unit, tracks leadership commitment, and records sign-offs over time. Designed to expose execution risk early, not after initiatives fail.

Menu: Change Readiness → Commitment Dashboard

Illustrative data for presentation Readiness score Executive sign-off Commitment history

Total employees **2,120** enterprise scale

Units tracked **18** score by unit

Sign-offs **11 / 18** current cycle

Execution risk **Medium** watch list

Readiness score by unit (sample)
Highlights where execution is most exposed

Cycle: Q1 FY2026

Retail & Distribution
Change scope: operating model and frontline enablement

Readiness 52

Low adoption Training backlog Pending sign-off

Operations
Change scope: process standardization and productivity

Readiness 67

Partial alignment Champions assigned Weekly tracking

Finance
Change scope: controls, reporting, and automation

Readiness 82

High readiness Signed off Clear milestones

Commitment tracking
Who agreed, when, and what was promised

Retail & Distribution At risk

Commitment record

VP VP Sales committed to assign champions 2026-01-08 • status: not started

HR HRBP committed to complete training plan 2026-01-09 • status: in progress

Finance On track

Commitment record

CFO CFO signed off the initiative 2026-01-10 • status: completed

PM Program Lead committed to weekly reporting 2026-01-10 • status: active

This view surfaces whether leaders are actually committed, not only aligned in meetings.

Executive sign-off status (sample)
Visibility into who approved what, and when

Policy: required for Tier-1 initiatives

Initiative	Status	Executive	Signed	Notes
Operating model redesign	Approved	CE CEO	2026-01-10	Approved with phased rollout
Workforce productivity program	Pending	CF CFO	not yet	Awaiting final benefit case
Leadership pipeline acceleration	Approved	CH CHRO	2026-01-07	Quarterly reporting required

Where is execution most exposed right now

Which units need intervention before rollout

Who signed off, who has not, and why

Rayterton • Change Readiness & Commitment mockup for enterprise scale

Illustrative data for presentation only

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.

PeopleOS
Executive Alignment & Governance

Institutional memory

Workshop Output Repository

A board-grade repository that preserves alignment documents, strategy notes, and decision history with owner and timestamp. Built to ensure decisions remain visible and auditable even when leadership rotates.

Menu: Workshop Output Repository → Executive History Trail

- Illustrative data for presentation
- Alignment documents
- Strategy notes
- Decision history

Total employees **2,120** enterprise scale

Artifacts stored **486** documents and notes

Decision records **124** with audit trail

Coverage **All Tier-1** initiatives

Repository overview (sample)
Structured by workshop, cycle, and initiative

Executive Alignment FY2026 • Cycle Q1	People Strategy Roadmap FY2026-FY2028
Alignment Canvas v3 Owner: CEO Office • 2026-01-10	Initiative Dependencies Owner: Strategy Office • 2026-01-08
Decision Summary Owner: Board Secretary • 2026-01-10	Workshop Notes Owner: CHRO Office • 2026-01-07

Retention: 7 years

Every artifact is stored with timestamp and ownership to support audit narratives and consistent execution.

Decision history trail (sample)
Traceable decisions across cycles

Decision	Owner	Timestamp	Reference
Approve operating model phase 1 Scope: governance reset and role clarity	CE • CEO	2026-01-10 14:05	Alignment Canvas v3
Set quarterly governance cadence Scope: review, escalation, and reporting	BD • Board	2026-01-09 10:12	Governance Charter
Confirm leadership pipeline priority Scope: succession coverage and readiness	CH • CHRO	2026-01-07 16:40	Workshop Notes

View: last 90 days

What this view enables

- Institutional memory across leadership rotations
- Board-grade audit trail for people decisions
- One source of truth for alignment and governance artifacts

Repository health (sample)
Signals whether governance is being maintained

Documentation completeness 92% Missing items are flagged before governance reviews
Owner attribution 98% Artifacts without owners are blocked from publishing
Decision capture latency 24h Time between meeting and recorded decision

Rayterton • Workshop Output Repository mockup for enterprise scale

Illustrative data for presentation only

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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.

Contact Us :

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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**