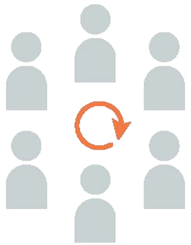
huapii

Unleash people, teams & organizations

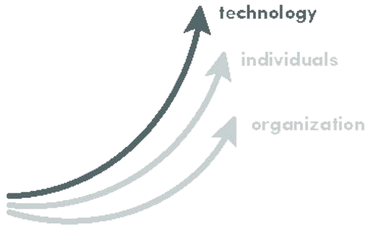
Do you recognize the situation?

Organizations struggle with innovation and technology adoption

50% of the **future jobs** needs to be invented yet



75% of organization need to **innovate,** but don't know how



Speed of technological change faster than people & organizational change

Concrete example: you at Solvay

Fred, I just opened our HR system. It's not employee centric, it makes yearly evaluation and does not bring employee experience.

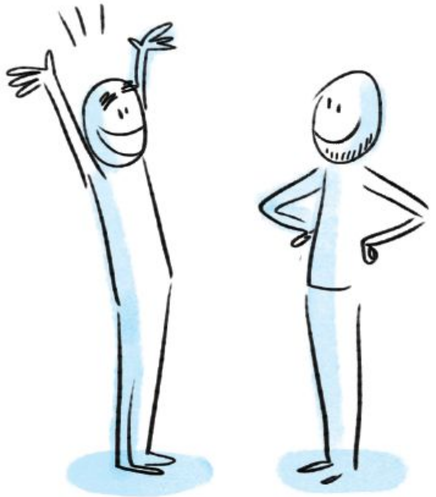
I want one that would create a journey where our colleagues can all take ownership of their own careers.

Well... I know the market and there is no such tool available.

Concrete example: you at Solvay

If you want to have it custom-made, we'd better be prepared to invest 10M minimum.

What about we do it ourselves? We build an internal startup with a motivated team.



Brilliant! This is even better... Showing by doing!

When do we start?

The story: from “YOU” at Solvay with Lab 900

HRIS Providers Hackathon & studio

Cross-functional Team, fully empowered

Employee centric “built by employees for employees”

3x Speed, 3x less Costs, 99% Engagement

No Emails, Stand-ups, …

Video

The story

huapii was created in July 2019 as the result of the spin off of the SOLVAY tool created *by employees for employees* and implemented successfully for 25.000 employees worldwide since July 2018.

Solution

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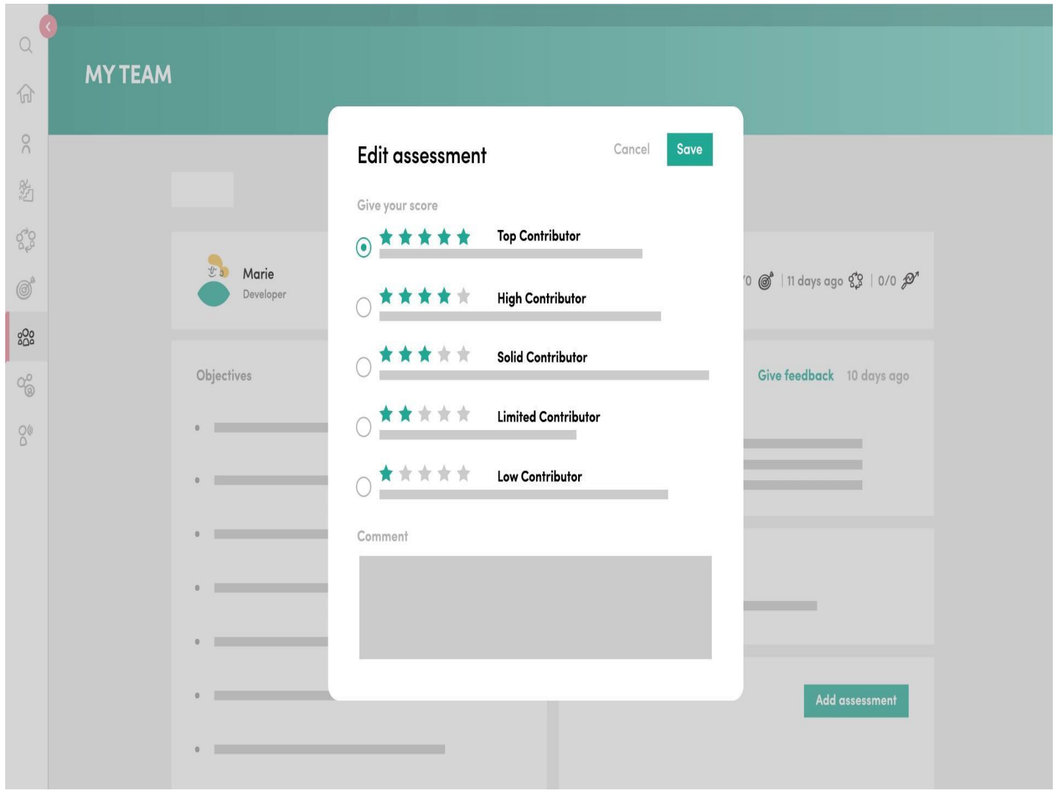
An employee experience platform that transforms your way of working and unleashes your people & teams

Demo time


MY TEAM
Edit assessment
Cancel
Save
Give your score
Top Contributor
High Contributor
Solid Contributor
Limited Contributor
Low Contributor
Comment
Marie
Developer
Objectives
11 days ago
0/0
Give feedback
10 days ago
Add assessment

It really drives innovation

Solvay example

Instant and fluid collaboration

80% profiles (vs 25% prior) and

2000+ daily internal ‘linkedIn’ searches

100+ agile teams
Faster speed & innovation to clients

Employee ownership

95% has Agile Objectives

85 Net Promotor Score

Retention of key employees

Continuously learn and grow

70% give and receive feedback (vs 30% prior). **1000+** Mentors

Better skilled workforce

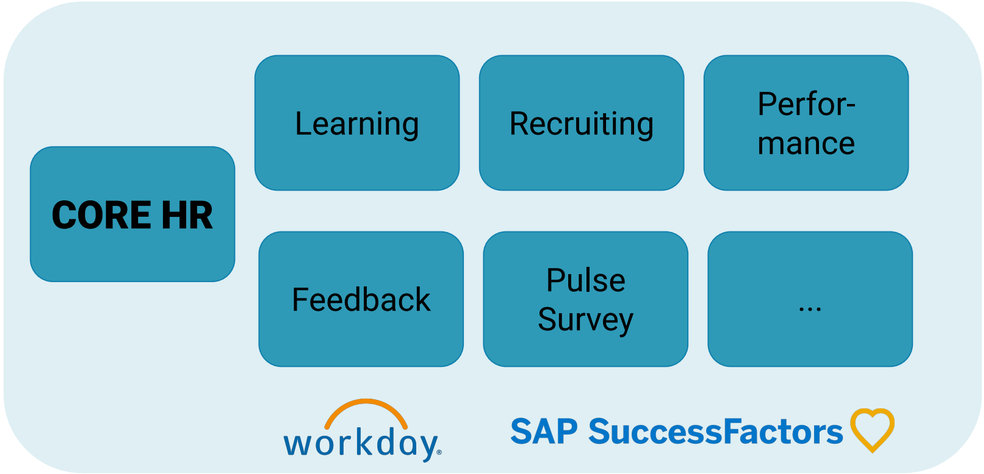
10

Approach

Current options on the market

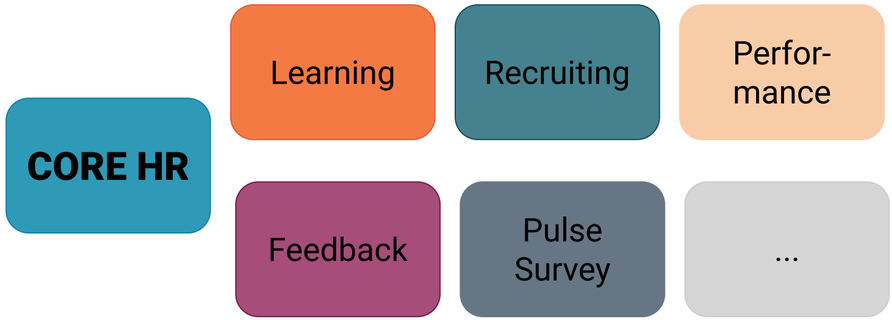
huapii

FULL SUITE



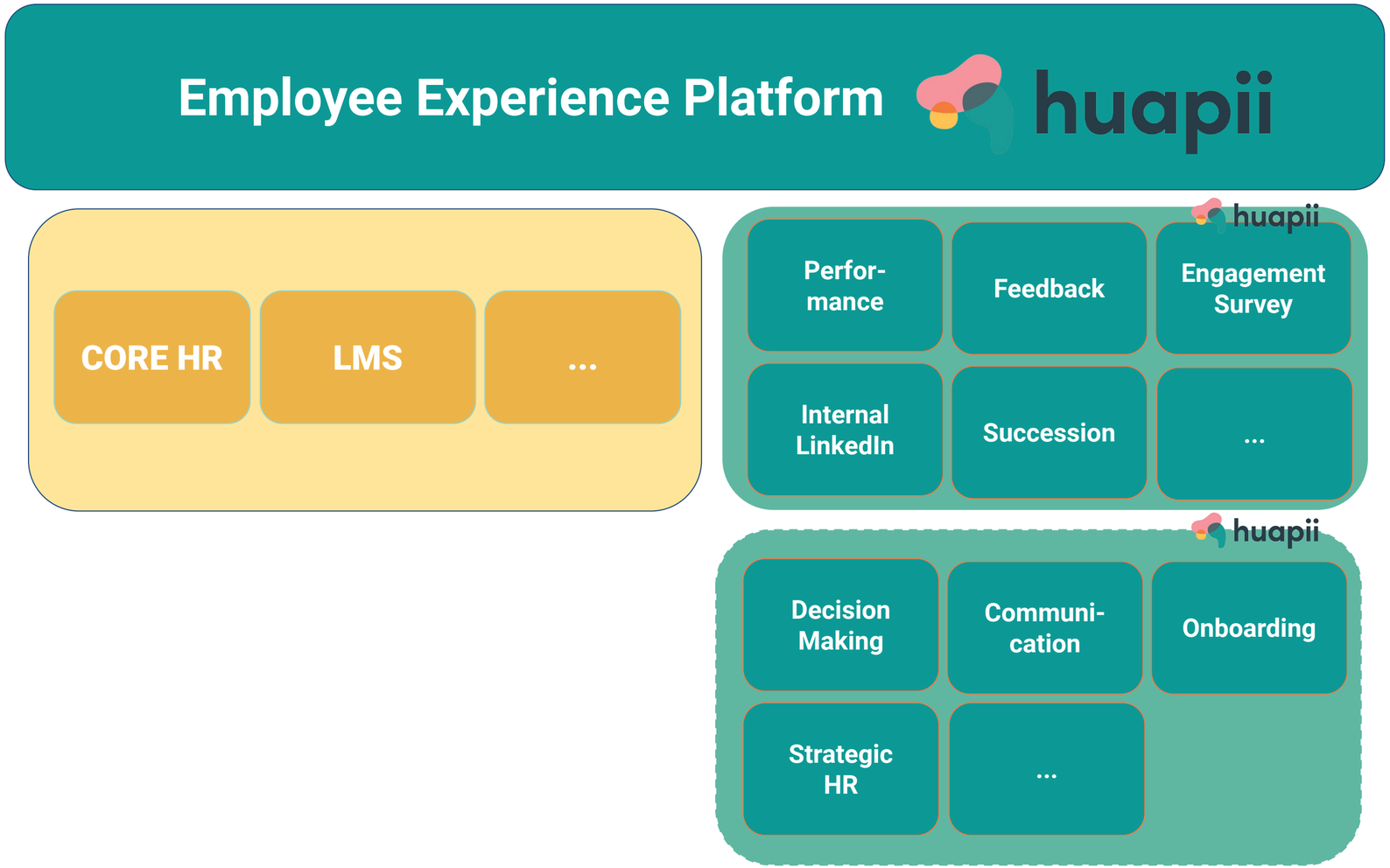
- \+ One supplier
- \- Employee Experience
- \- New Ways Of Working

BEST OF BREED



- \+ Features
- \- Complex integration
- \- Too many tools

huapii is a simple, one-stop employee experience solution



1. Single Entry Gate
2. Employee Experience & Ownership
3. New Ways Of Working
4. Roadmap beyond HR - employee centric!

Huapii Technology

huapii

< Front-end />

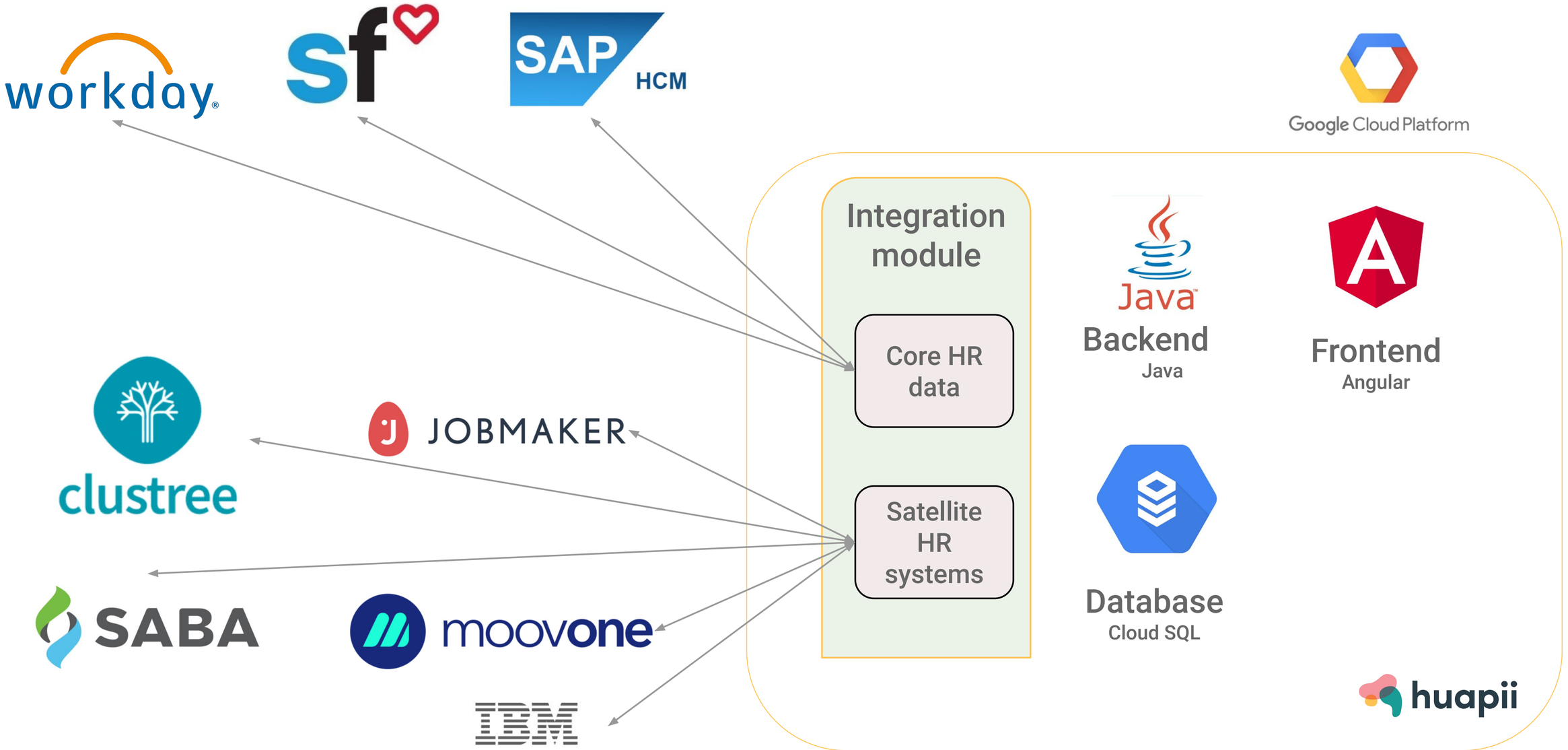
Angular
CSS
HTML
Javascript

VS

{ Back-end }

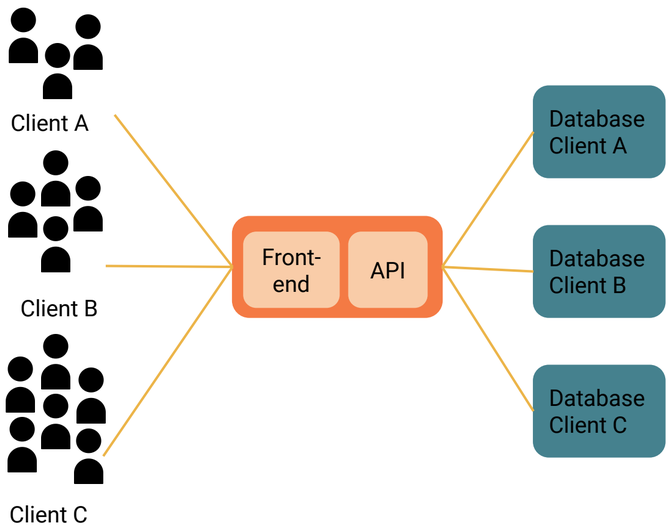
Hosting	Google Cloud Platform
API	Spring Boot, Java
Search Engine	Apache SOLR
Database	Cloud SQL
File Storage	Cloud Storage

Huapii architecture



Huapii Data & Security

1 Multi Tenancy



2 Encryption & data security

Security layer	Provided by
User sign-in over SSO (preferred) or username/password	Huapii Application SSO Provider (Google, Microsoft, …)
Data encryption in transit	SSL, network. SSL certificate provided by GCP
DDoS protection, intruder detection	Google Firewall
Permission check on each API endpoint	Huapii Application
Organizational permissions (For modules Talent, Team Pulse, Documents)	Huapii Application
Database field encryption (Sensitive data like salary, feedback, ...)	Huapii Application
Data encryption at rest	Google Cloud Platform

3 Backup schedules

- Databases: Daily
- Search Engine: Daily
- File Storage: Versioned file storage

The customer journey

3- Customer delivery

Phase I	Phase II	Phase III
Pilot	Preparation	Implementation
8 weeks	2- 3 weeks	12 weeks
Dream big, start small ! Pilot huapii on a limited population for 8 weeks.	**Listen to the users** Use our learnings out of the pilot and listen to the employees	**Transform your organization** Roll out huapii for everyone and make it happen!
Transformation team Define target population, setup huapii and transform their ways of working	**Transformation team** Business objective & KPI definition, field personalization / customization	**Transformation team** Create unique platform branding and logo/integrate new ways of working
Tech team Upload the target population	**Tech team** Discuss integrations with internal HRIS systems and define the optimal approach	**Tech team** Integrate huapii with HRIS landscape and roll-out tool

Complementary team

We love to work together

Bruce Fecheyr-Lippens
Chairman
#Future of Work Visionary
-Executive at Solvay
-Associate Partner at McKinsey & Company

Kristof Stevens
CEO
#New Ways of Working
- owner at Lab900
- Agile Coach at gcompany

Alice Tranchant
Clients & operations
HR Employee Centricity
-HR and Digital leader at Solvay

We've done it!

Between us we have brought New Ways of Working to over 100 companies

Maarten Heremans
Finance & Implementation
#Digital HR
- HRIS consultant at NGA

Johan Cosemans
Product
#Product Development
- Tech lead Solvay
- HRIS consultant at NGA

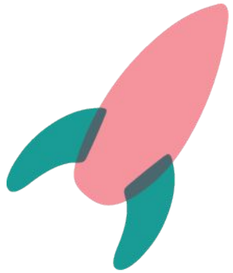
Our advisors: **Cecile de Marsac** - ex-CHRO Solvay - **John Hazan** - Bain Partner - **Bart Wouters** Core Equity **- Michael Rogers** NGA HR

Why us

We aim to help organisations to change the way they work, not just offer a tool

Start from the employee

By employees for employees
UX obsession
Perfect fit



Speed of implementation

No rocket science, rocket speed!

Taste new ways of working

Experience the new ways of working by co-creating huapii

Follow us at

Thank You!

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Alice.tranchant@huapii.com

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