

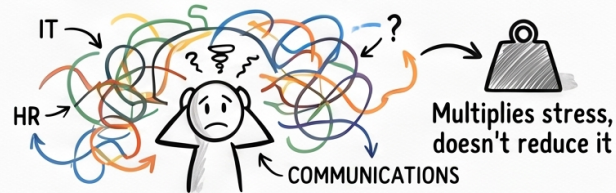
From Transactional to Transformational: Building an Integrated EX System

THE FRAGMENTATION PROBLEM

Move from episodic HR to an integrated Employee Experience Management (EXM) system aligning leadership, technology, & structure for sustainable performance.

THE INTEGRATED EXM SOLUTION

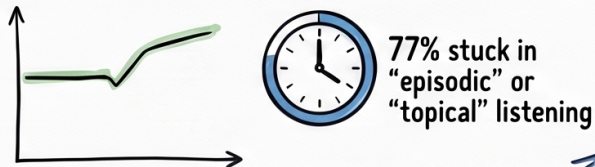
KEY_FINDING: The "Cognitive Load" Trap



STATISTIC: The High Cost of Poor EX



DEFINITION: The Maturity Plateau



OUTCOMES: Fragmented vs. Integrated

	FRAGMENTED APPROACH	INTEGRATED EXM SYSTEM
PROFITABILITY	Baseline	↑ 25% HIGHER
RETENTION RATES	Baseline	↑ 2.5x HIGHER
BUSINESS PERFORMANCE	↓ 21% LOWER PROFITABILITY	↑ 21% GREATER PROFITABILITY

PROCESS_STEP: Foster Psychological Safety & Empowerment



Leaders trained in vulnerability; Remove bureaucratic friction

Allows employees to innovate safely

PROCESS_STEP: Human-Centered Technology Design



Shift AI & digital tools from efficiency to workflow enablers; Reduce friction



PROCESS_STEP: Distributed Cross-Functional Ownership

Move responsibility beyond HR; Board-level impact

