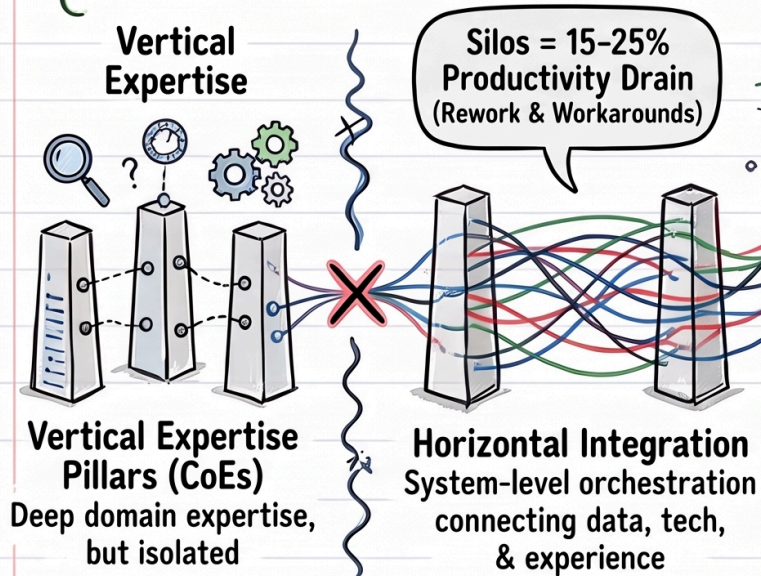


People Operations: It's Strategic Infrastructure, Not a Rebrand

SILOS VS. SYSTEMS: THE STRUCTURAL SHIFT



★ **Position People Ops as a Peer:**
Must be a peer to Business Partners, not under a vertical pillar, to avoid scope compression

Connective Tissue

PEOPLE OPERATIONS

Connective Tissue

MEASURABLE EFFICIENCY GAINS (FRAGMENTED vs. INTEGRATED MODEL)

METRIC	FRAGMENTED MODEL	INTEGRATED (People Ops) MODEL
Data Error Rates	12% - 18% 	3% - 5% 
Process Cycle Times	Baseline	30% - 40% Reduction ✓
Manager Admin Time	4-6 Hours/Week	Significant Reduction 

THE ROI OF ORCHESTRATION

 **Faster Tech Adoption:**
73% faster time-to-value for new HR technology platforms 

 **Seamless Onboarding:**
28% faster time-to-productivity, 19% higher retention for new hires

 **Experience Orchestration:**
Moving from "processing transactions" to "shaping employee journeys" for consistent, consumer-grade experience