A large, abstract graphic on the left side of the slide features several sets of blue lines. One set forms a fan-like shape that tapers to the left, while another set of lines is more densely packed and curved towards the bottom left.

# THE KPI-KEEPERS

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# Our Team



A Tshem



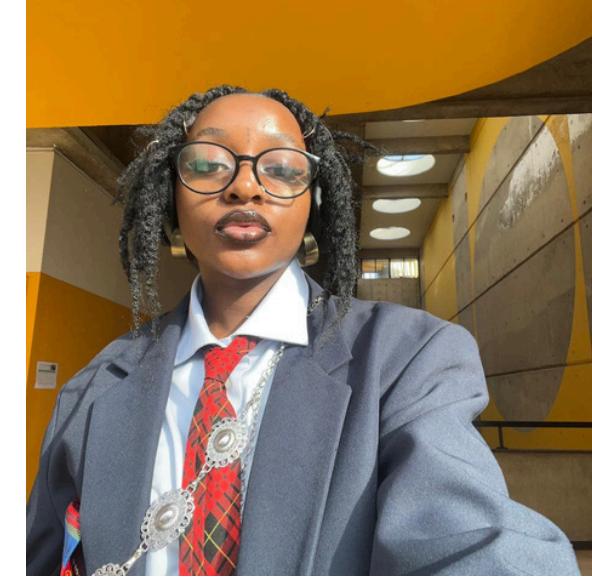
B  
Tshetlanyane



GI Tshizanga



NA Tshuma



BSE Tsoagong



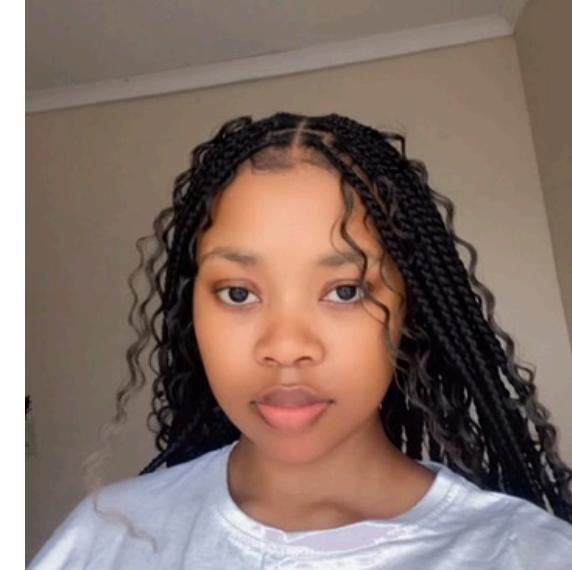
AN Van Wyk



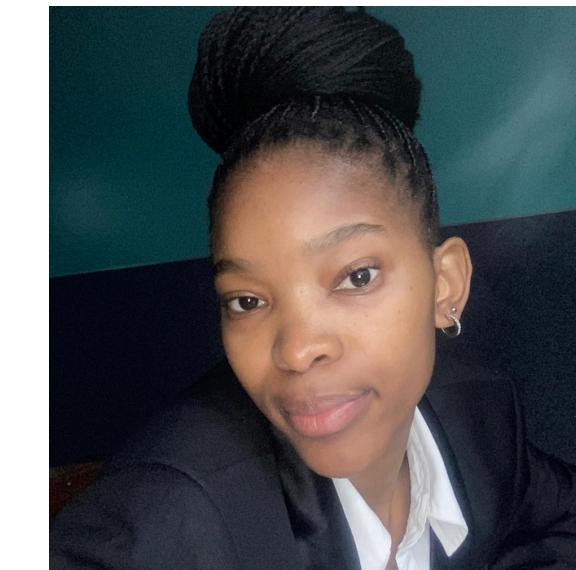
M Venter



N Whitten



L Xokiana



CC Zikalala



S Zulu



# LISTS OF CONTENT

- Greetings
- Executive Summary
- Recommendations
- HR Functions
- Conclusion



# INTRODUCTION

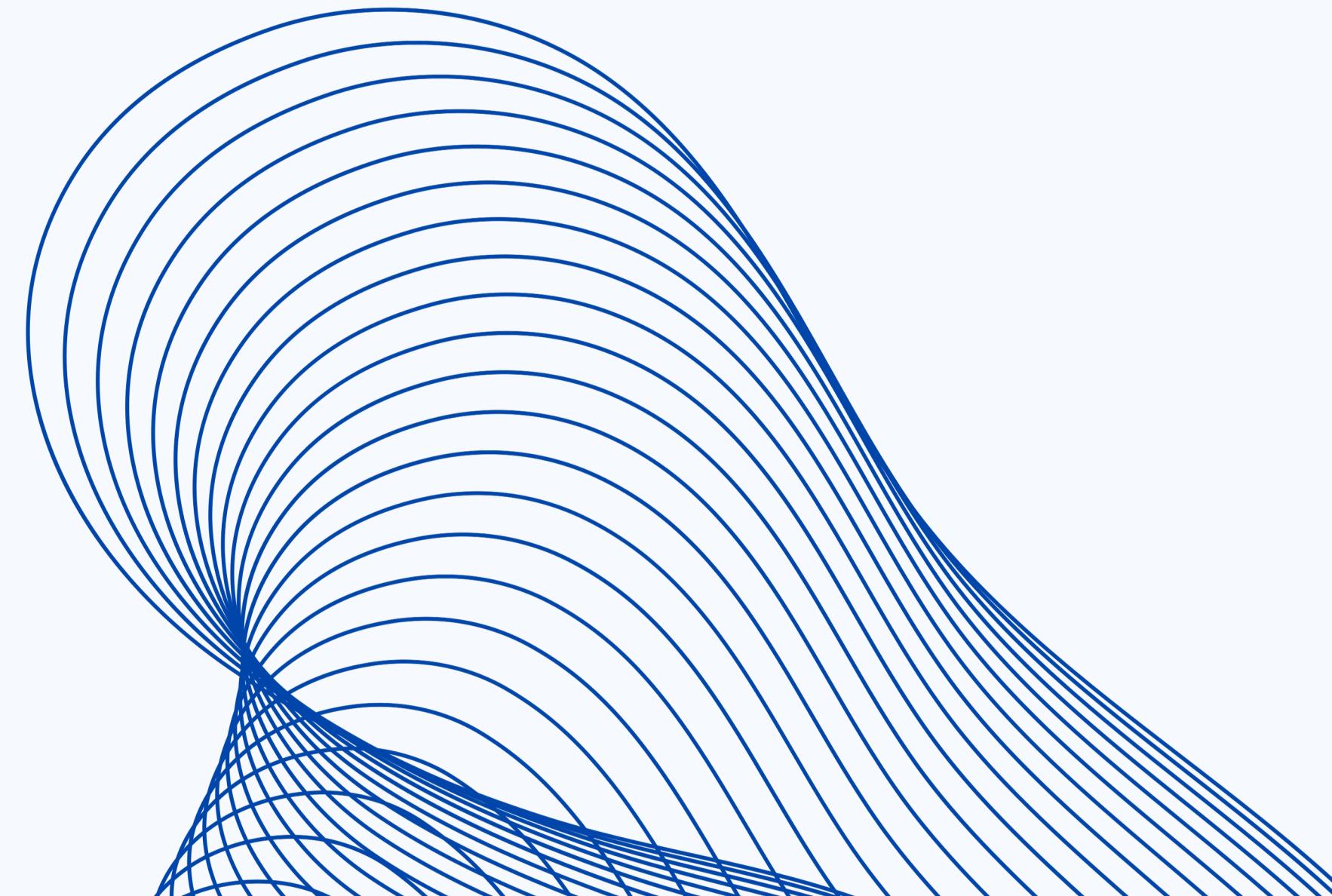


- Greetings to the esteemed panel of HR professionals
- We, as a team are excited to introduce our HR blueprint to you
- We will be covering all eight key HR functional areas

02

# EXECUTIVE SUMMARY

## Global VR Tourism

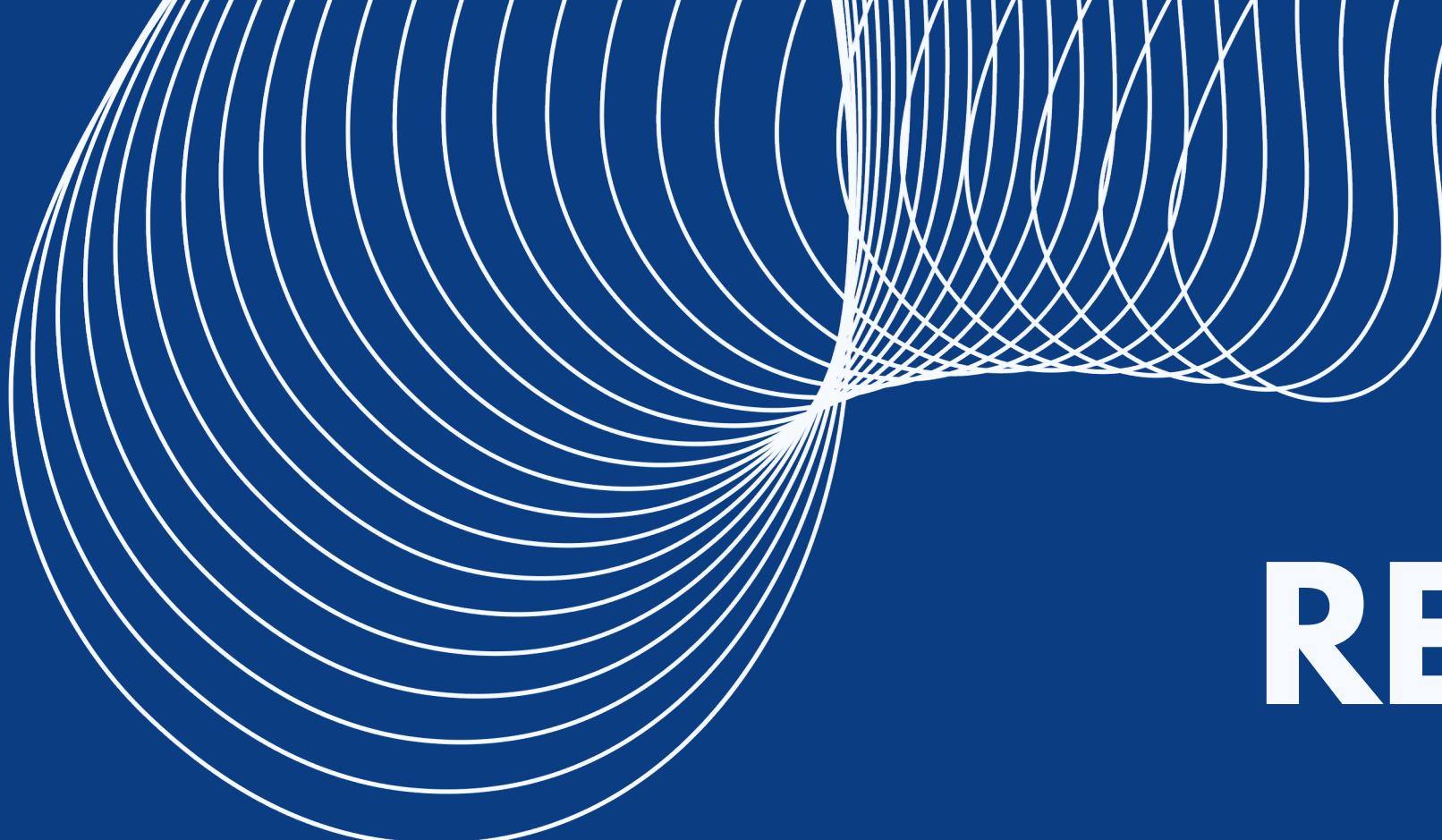


*The challenge:*

*The vision:* People-Centred.  
Future-Ready.  
Connected.

*The human movement*





03

# RECOMMENDATIONS

## 1st recommendation

- Immersive onboarding and training

## 2nd recommendation

- Flexible Benefits

## 3<sup>rd</sup> recommendation

- Advanced HR information system



**Perks**  
home office allowance  
wellness credits  
internet support virtual  
celebration funds



# 04

# RECRUITMENT & SELECTION

- ***Defining Recruitment and Staffing***
- ***Talent Forecasting***
- ***Attraction and Selection***
- ***Competency and Hybrid Focus***



## EMPLOYER BRANDING

- Positions Kickstart as innovative, inclusive, hybrid ready
- Strong EVP
- Digital storytelling & employee advocacy
- Consistent online brand identity across platforms



## HYBRID ONBOARDING

- Onboarding=extension of recruitment
- Focus on performance
- Hybrid structure: online + in-person
- Pre-boarding: welcome perks, laptops...
- Orientation: virtual & onsite sessions (Pietermaritzberg)
- Buddy systems: mentorship & support

## INTEGRATION

## WITH HR FUNCTIONS

- Tied to training, wellness, compensation, HR analytics
- Early focus on inclusion & belonging from day one
- HR data supports workforce forecasting & talent planning
- Enhances retention and strengthens hybrid culture alignment
- Creates a unified, future-ready HR strategy



# TRAINING & DEVELOPMENT

## 05

### 01 Introduction

24% lower profit margins  
Underdeveloped employees  
'No Strategy outperforms its people'  
46% higher likelihood to outperform competitors (McKinsey, 2022)

### 04 Implementation Enablers

Stakeholder Buy-in  
SME Coordination  
Budget Alignment  
Cross-Functional Collaboration

### 02 Onboarding and Orientation

Hybrid and scalable programs  
Virtual HQ  
Async Welcome Pack  
Buddy System

### 05 Monitoring & Evaluation

Completion Rates  
Feedback  
Training Hours  
L&D ROI

### 03 Skills development & Leadership training

Core Skills: 3D Modelling | Software Dev | Storytelling  
Coaching | Mentoring | VR-based Learning  
Internal Experts (Lead 3D Artists)  
+75% Retention with VR learning  
(PwC, 2021)

# PERFORMANCE MANAGEMENT

06

## PERFORMANCE APPRAISALS

- Conducted twice a year
- Includes self-assessments
- Use standardised metrics
- BambooHr

## CONTINUOUS FEEDBACK

- Monthly check-ins
- 360 degree feedback

## DEVELOPMENT PLANNING

- Prevent proximity bias
- Fairness, Equity and Alignment
- Equal access to opportunities

## SMART GOALS

- Transparency through digital visibility of goals.
- Collaboration between KZN and Pietermaritzberg



# COMPENSATION & BENEFITS

07



# Compensation & Benefits packages

Tools of the Trade  
Supporting productivity



## Wellness and Benefits



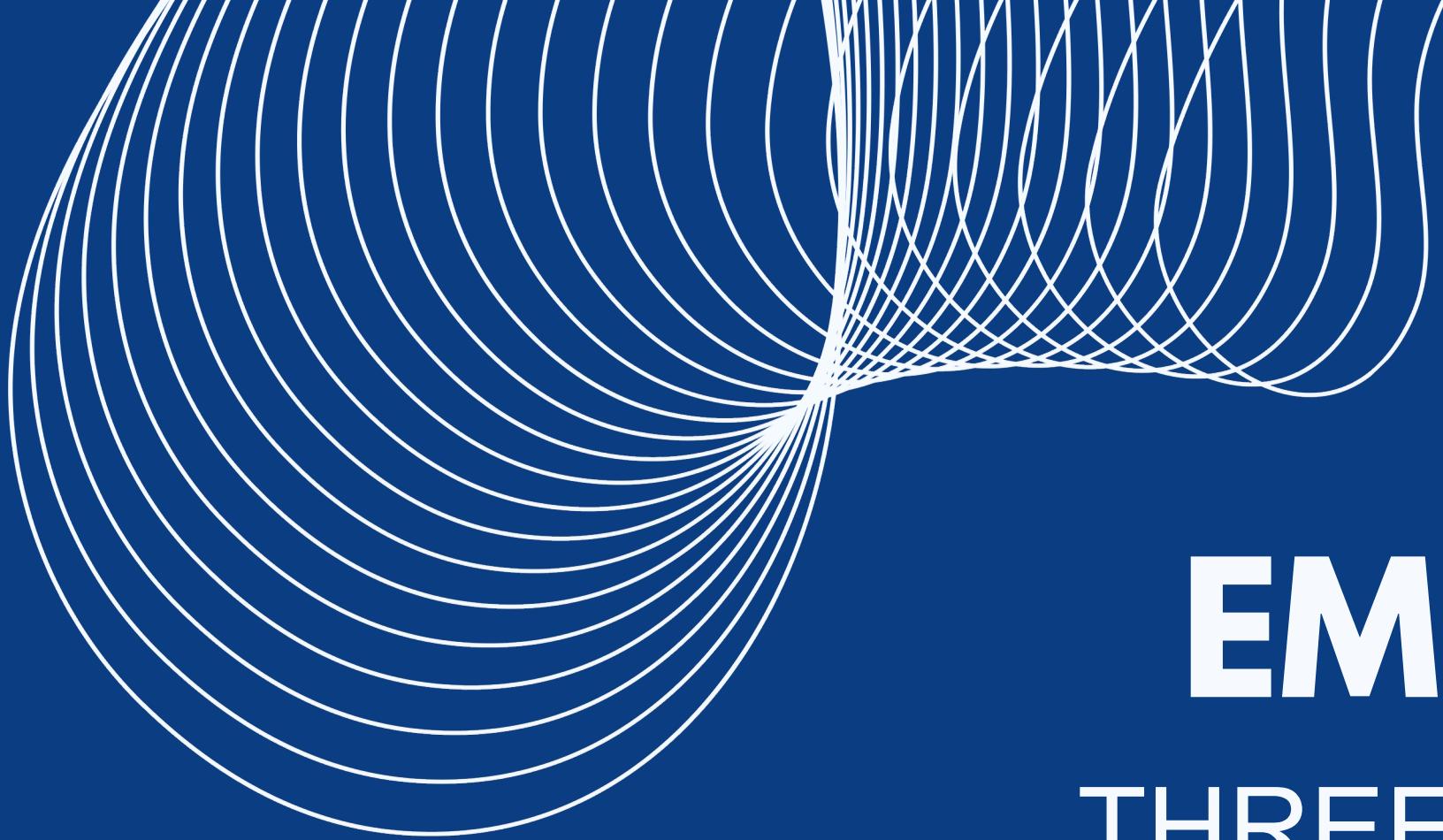
**Seasonal Incentives** - Bonuses during peak periods (e.g., holidays, festivals)

**Overtime pay** – For long shifts or extended tours

**Travel Allowances** - For staff traveling to remote locations or guest pickups

**Flexible Scheduling** - Rotational shifts or time-off during off-peak seasons





08

# EMPLOYEE WELLNESS

## THREE PILLARS

### **PHYSICAL WELL-BEING**

- Ergonomic workstations
- Onsite fitness/wellness classes
- Healthy food options
- Ventilation improvements

### **MENTAL WELL-BEING**

- Regular check-ins
- Onsite counselling
- Quiet room
- Apps for mindfulness

### **EMOTIONAL WELL-BEING**

- Team building events
- Peer support groups
- Celebrate wins
- Virtual social time



# 09

# EMPLOYEE RELATIONS

Core purpose Building Positive,  
Fair, & Respectful Relationships  
Goal: Happy & Collaborative  
Teams

THE CHALLENGE  
Remote Work Can Cause  
Distance  
\* Solution: Intentional  
Connection!

## STRENGTHEN BELONGING

- VR connect rooms
- Team Time Capsules (Quarterly)

## RESOLVE CONFLICT WITH EMPATHY

- Resolve conflict through empathy rooms

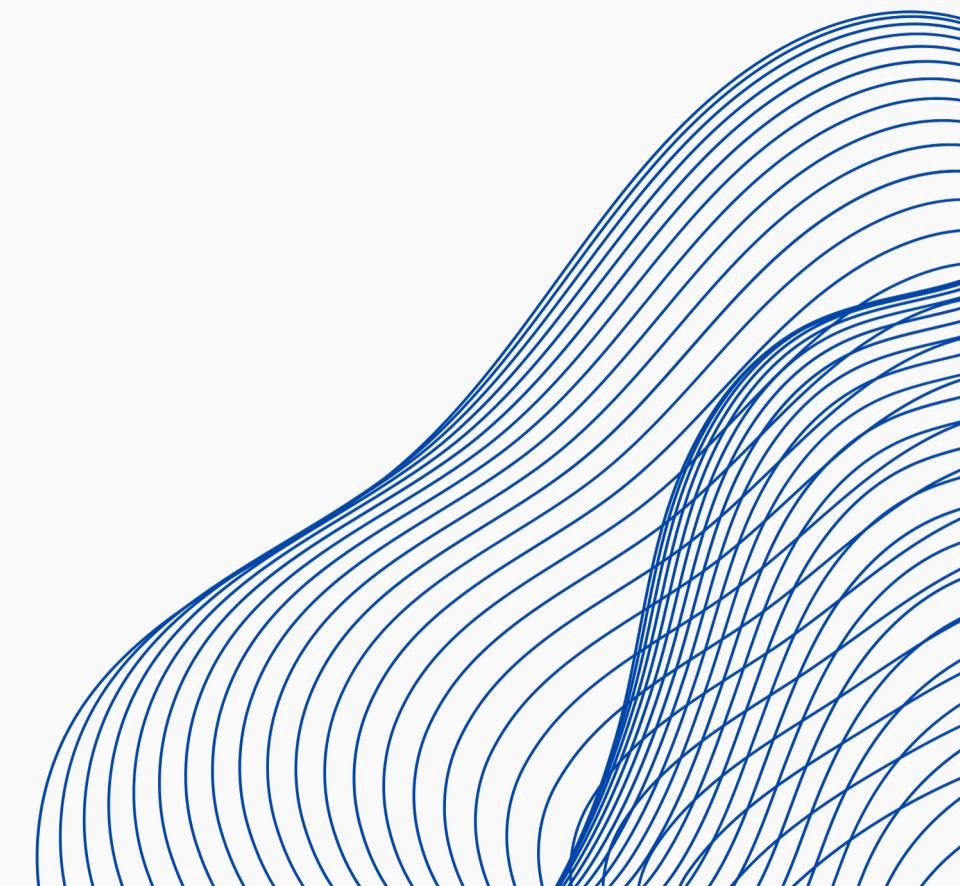
## IMPROVE COMMUNICATION

- Interactive VR Town Halls
- Biweekly

## CELEBRATE IMMERSIVELY

- Recognition Island
- Gamified Awards, Avatars

Outcome: Build trust, Inclusion, Belonging



# HR COMPLIANCE

## What is HR Compliance and why it matters?

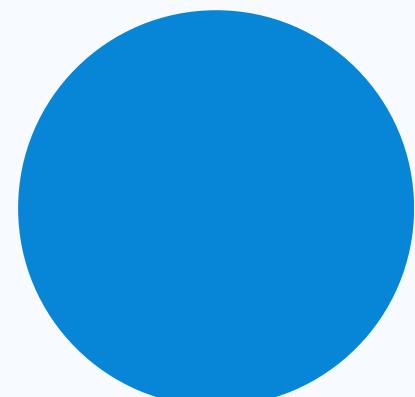
- Following laws, ethical standards and internal policies.
- Protecting employees and reducing risks.
- Building trust and enabling responsible growth.

## Kickstart Compliance Approach

- Clear policies and transparent procedures
- Anonymous reporting and continuous training
- Technology-enabled monitoring and secure records

## Monitoring, Accountability & Legislation

- POPIA 2013
- BCEA



# HRIS to Kickstart

11

- **CENTRALISED DIGITAL PLATFORM**

All employee data is stored in one location that all relevant people have access to.

- **DATA BASED SYSTEMS**

Data systems that effectively store, organize and manage information and data.

- **FLEXIBLE PROJECT SCHEDULING**

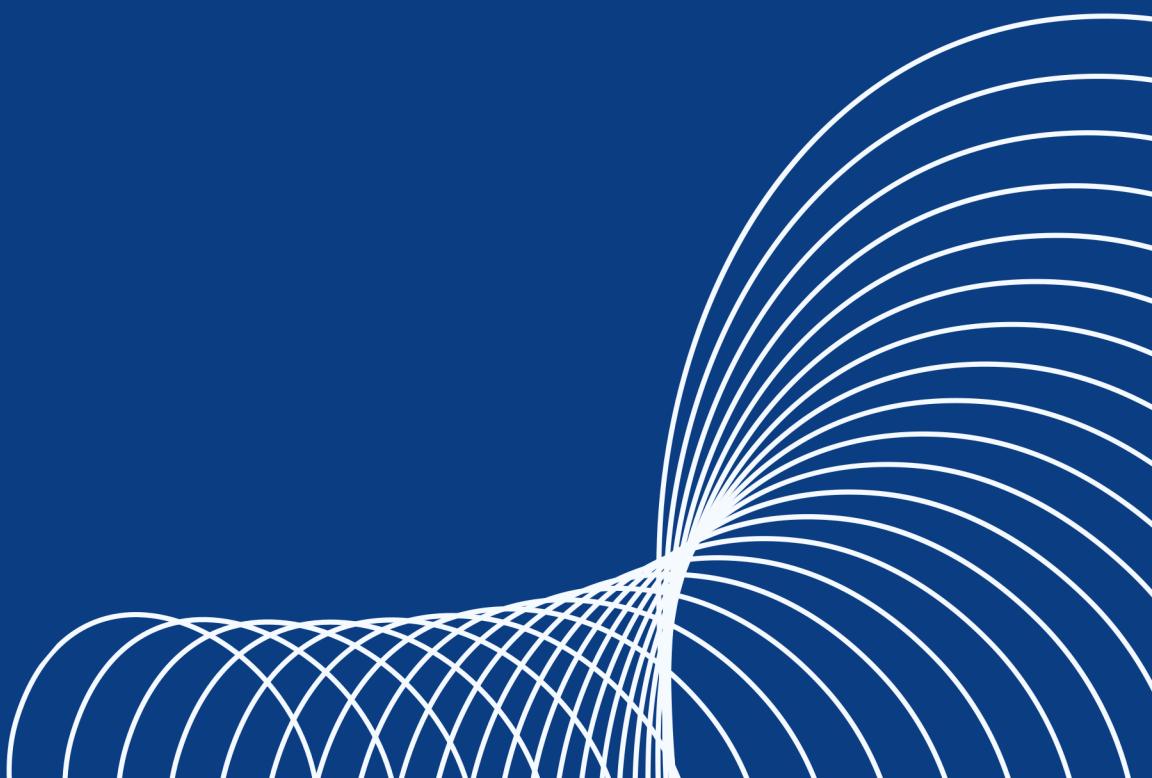
Moving away from traditional work hours.

—  
HRIS CONNECTS  
EVERYTHING

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- \***PREDICTIVE ANALYTICS**

Gain predictive insights to gain information on turnover risks.

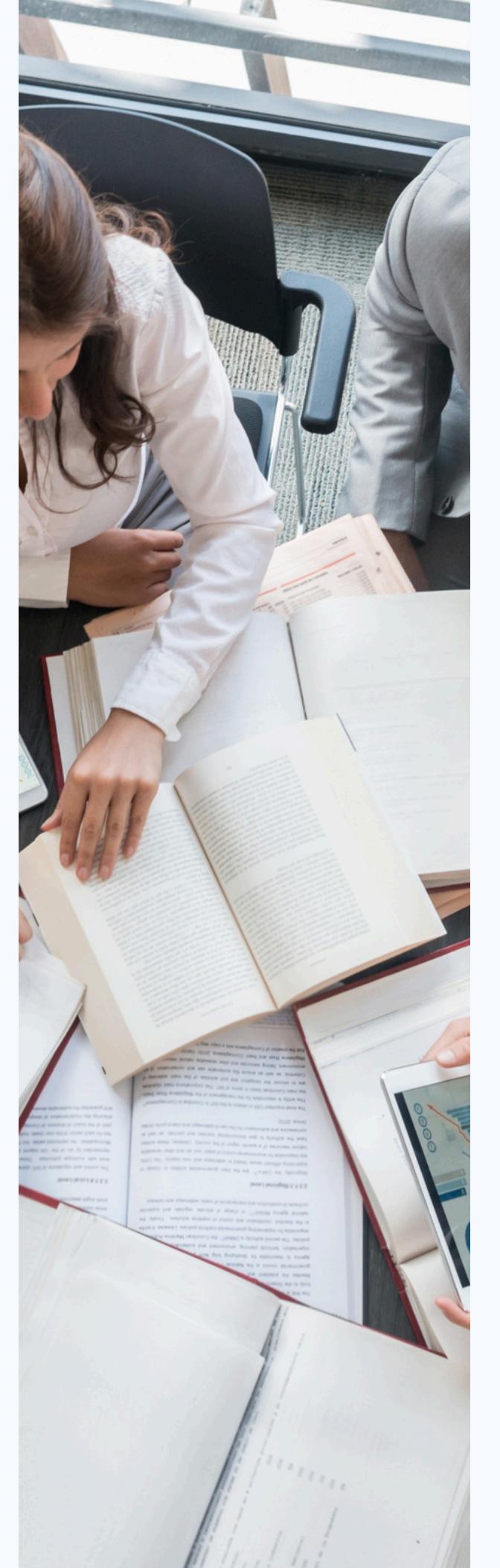


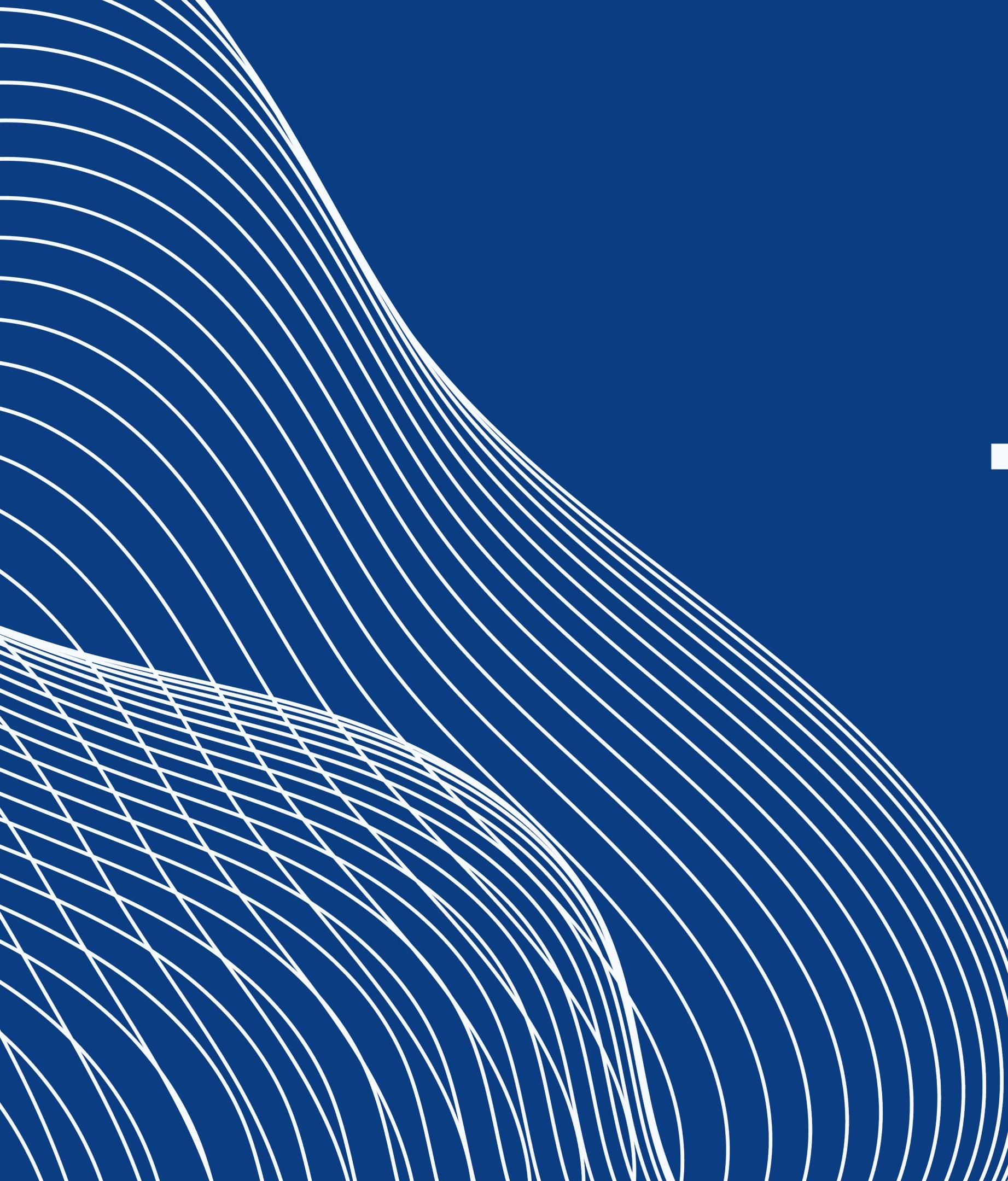


# CONCLUSION

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To conclude...





THANK YOU

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