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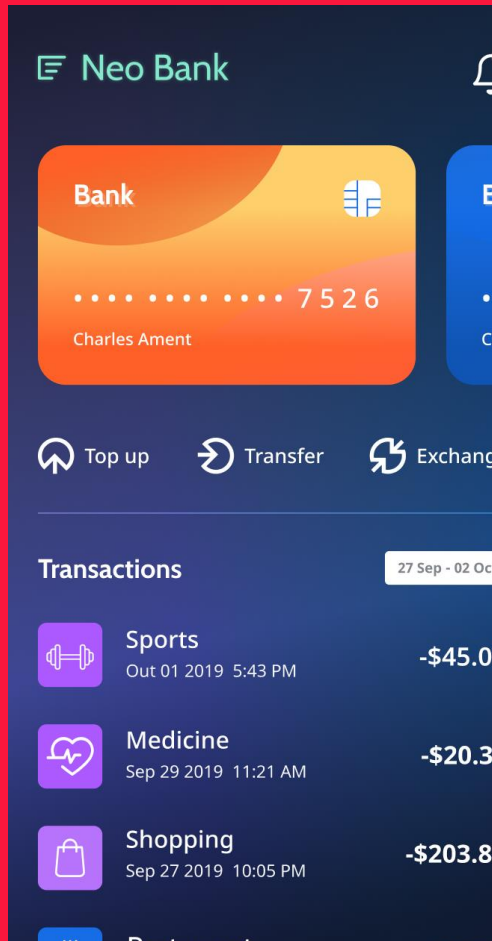
Conquering the new age of work through tailored digital experiences

Fernando Jardim Santos
Senior Manager, Industry & Solution Marketing @ OutSystems



What Industry Experts are Pointing Out

Many organizations think they can access ***new pools of talent with fewer locational constraints****.*

Source: McKinsey

70% of employees aged 22-60 now want to work for ***digitally mature companies****.*

Source: MIT Sloan

A trillion dollars *is how much U.S. businesses are* ***losing every year*** *due to voluntary turnover.*

Source: Gallup

88% of employees *think their employer did a* ***poor job with the onboarding*** *process.*

Source: Gallup

75% *of hybrid or remote knowledge workers say their expectations for* ***working flexibly have increased****.*

Source: Gartner

39% *of knowledge workers could leave if you insist on a '****hard return' to fully on-site work****.*

Source: Gartner

73% of executives expect to ***hire more people to manage on-site physical distancing and sanitation.***

Source: McKinsey

45%+ *of employees now work remotely, which means* ***changing jobs is as simple as getting a new email address****.*

Source: Gallup

Employees are consumers of the workplace

Employees wait for **personalized employee experiences** similar to what they expect when they interact with B2C brands as a consumer.

Every organization must invest in **Employee Experience** as much as it invests in **Customer Experience**.

The Shifting Work Reality

Covid Pandemic

Empty Offices

Rise of Remote Workers

The Great Resignation

Top, Digitized Employers reign supreme

The Race for Talent

Talent pool is choosier than ever

Strong brand recognition and attractiveness

Fair and transparent performance mngmt.

Adjusted real estate for remote and hybrid models

Wellbeing, Health & safety

Mesmerizing digital tools that boost motivation

A Golden Opportunity to Build Uniqueness

Modernize Workspaces

Build Up Employee Engagement

Boost Workforce Performance

Cement the Employer Brand

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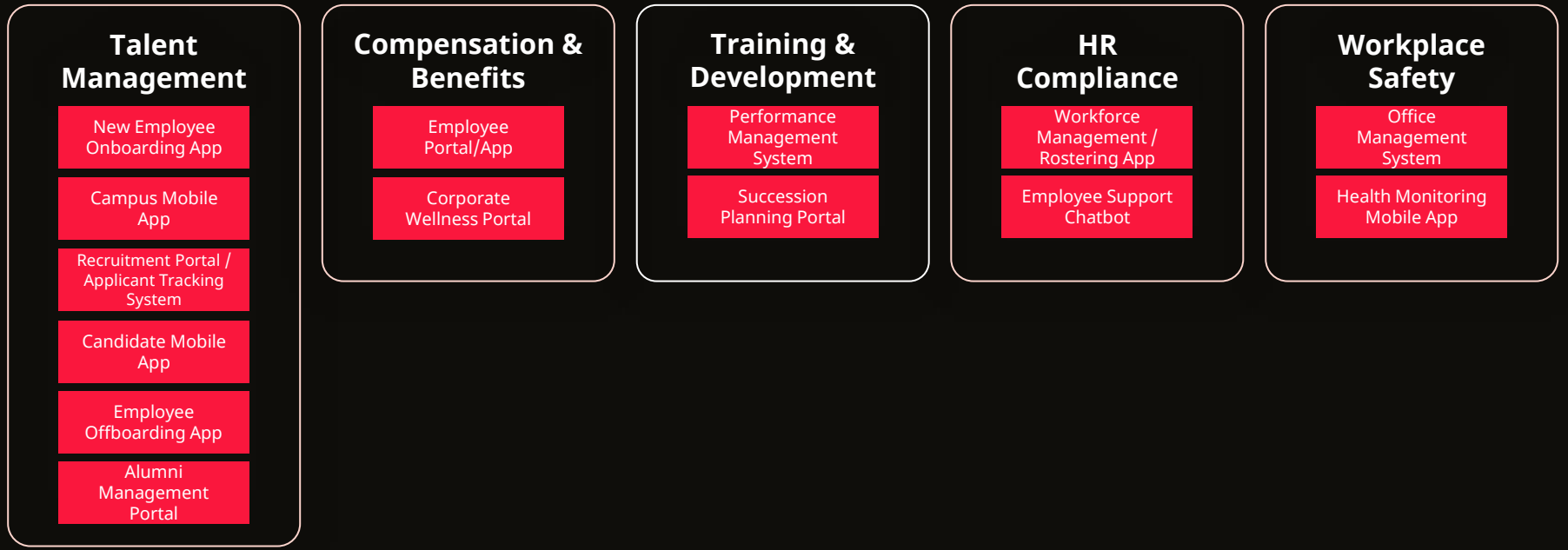
Building your own uniqueness

Tailored apps covering all of HR's functional areas...



...that impact critical indicators

Talent Management

Reduce Costs

Improve Employee Retention

Compensation & Benefits

Improve Productivity

Reduce Employee Turnover

Training & Development

Reduce Absenteeism

Improve Employee Retention

HR Compliance

Improve Profitability

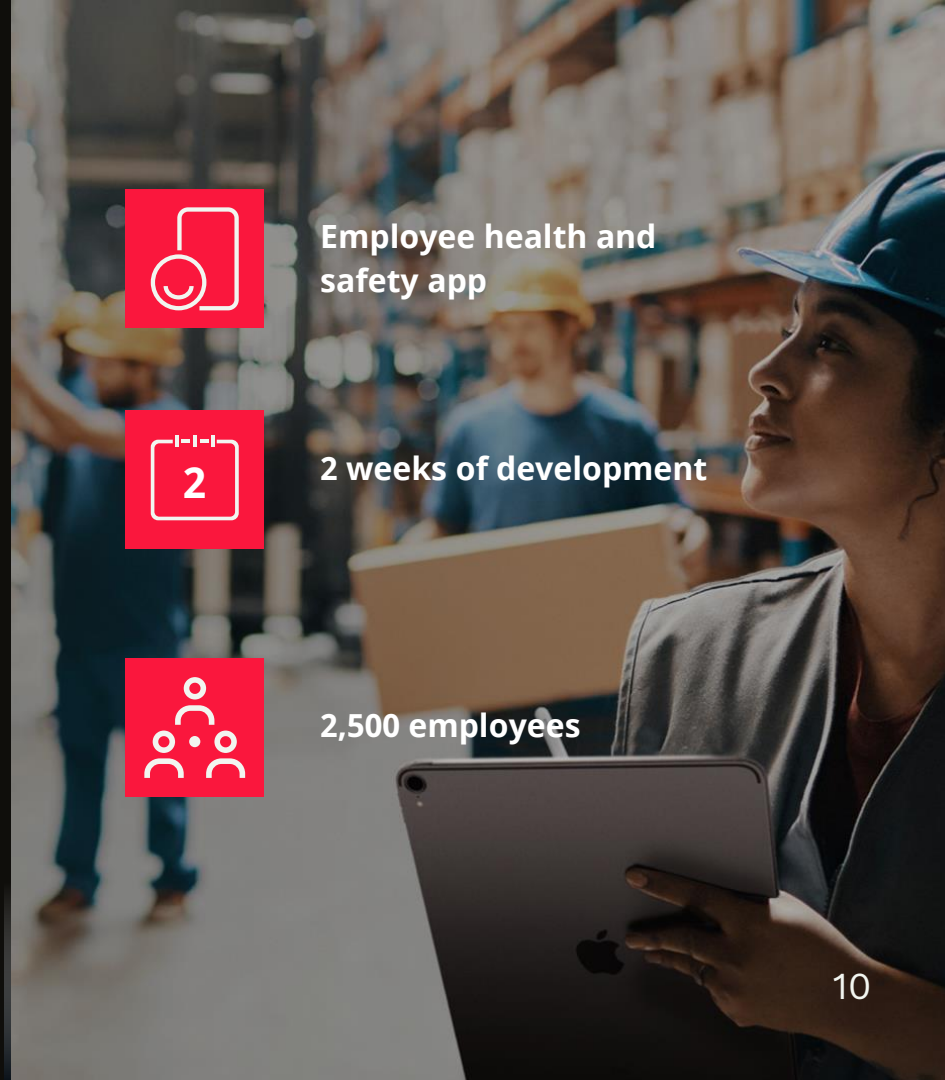
Improve Employee Net Promoter Score (eNPS)

Workplace Safety

Improve Brand Reputation

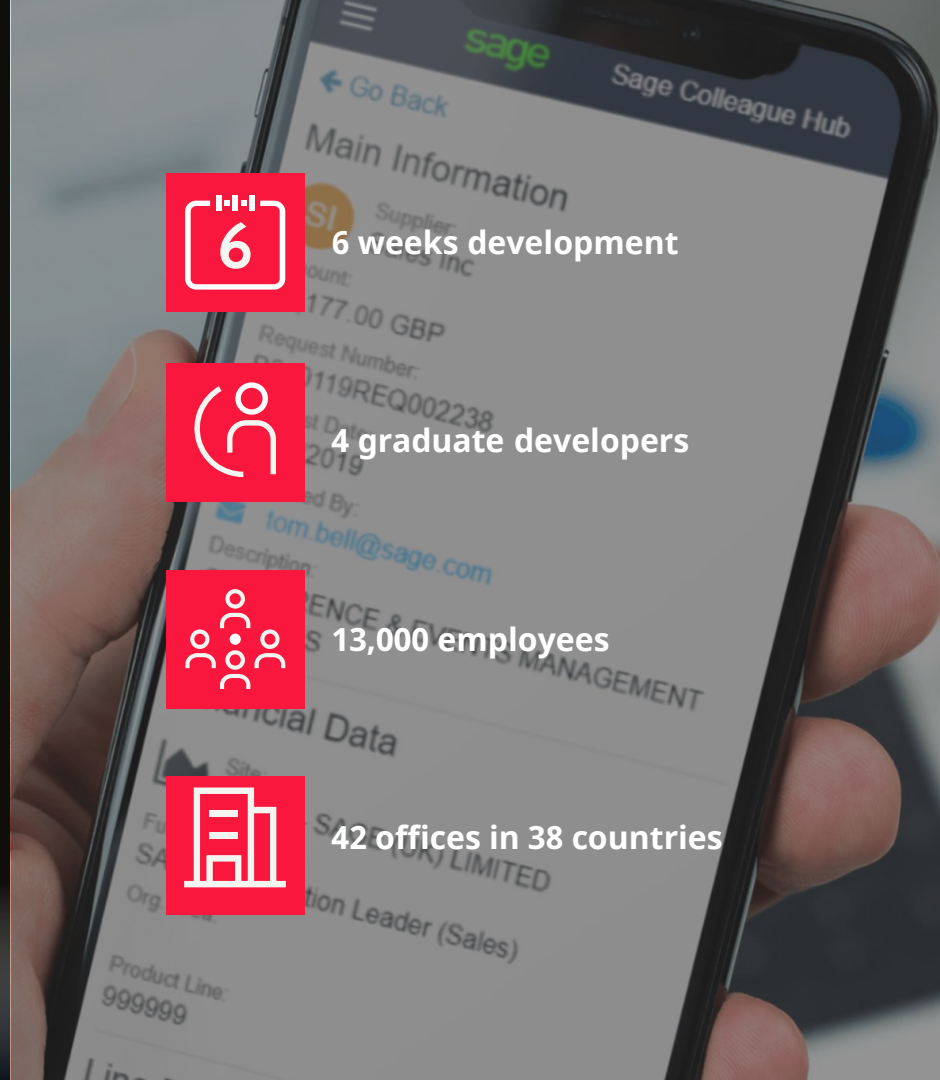
Allegro Delivers Employee Safety App in Two Weeks

- Kept production lines running, while maintaining employees safety.
- Built an app that helps keep employees compliant with government requirements including having all 2,500 employees fill out a daily health questionnaire.
- In-house development saved the company time and money. More importantly, the app allowed Allegro to keep employees safe throughout the crisis.



Reopening Offices While Safeguarding Colleagues' Health

- Implemented a work-from-home policy when COVID hit, Sage needed a solution to ensure colleagues could return safely to offices.
- Sage used OutSystems to build custom web and mobile apps quickly. Apps built included Colleague Hub to streamline internal approvals, and a web app to manage call center queues.
- Sage adapted the free "Office Space" Forge template to build MyWorkSpace. The reactive web app allows employees to book desks and meeting rooms in any location.



A Seamless Application Process to Double Recruitment

- Mercy Ships needed to double recruitment. Its volunteer application and recruitment processes had to be streamlined.
- Built an integrated end-to-end recruitment solution, turning its basic application form into an intelligent adaptive user experience, with a full workflow-powered recruitment portal.
- Provides volunteers and staff with faster, more productive, and enjoyable user experiences, and applications are processed more efficiently.

2x increase of annual recruitment capacity

92% reduction in applicant review preparation

20% efficiency gain in time-to-hire

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Telkomsel Rebuilds Employee “Super-App” in Four Months

- Wanted to improve agility, accelerate time to market, and equip its limited developer resources to be more productive.
- First project was replatforming an employee experience “super-app.” Includes 60+ modules with features such as timesheets, travel and permit requests, and emergency alerts.
- The app dramatically simplifies the employee onboarding process and service requests, and has a roadmap of new features ahead. The team now uses OutSystems for a broad range of digital transformation projects.

5,000+ employees and 169 million customers

4 months to replatform legacy app with 2 years of development history

60+ feature modules for human Resources, general, IT services, and finance

10+ applications built on OutSystems

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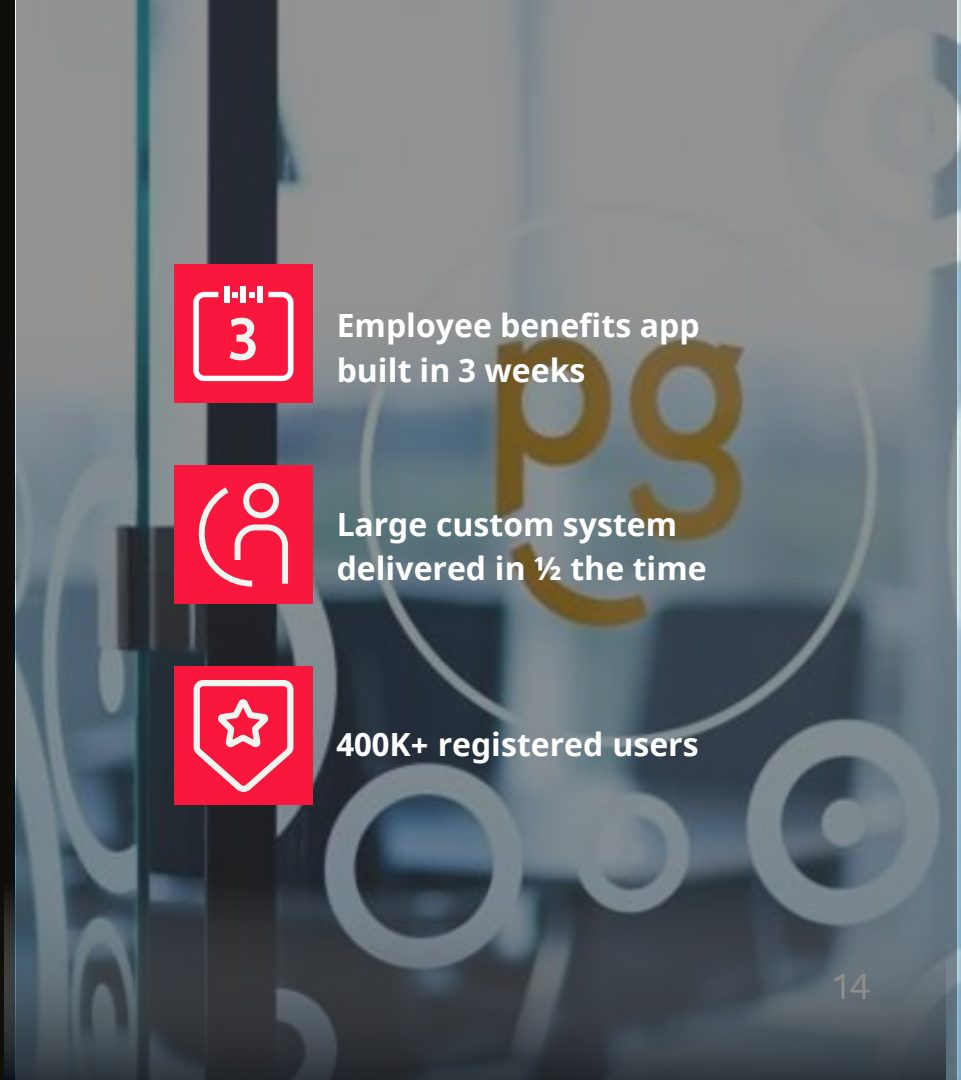
Personal Group

Disrupting Employee Benefits with One-Stop-Shop Engagement Platform

- Created a simple yet powerful employee services platform for the 550 organizations it works with.
- Currently serving more than 2 million employees across the UK.
- Provides employees easy access to services, benefits, and third-party solutions that make them happier and more engaged at work.



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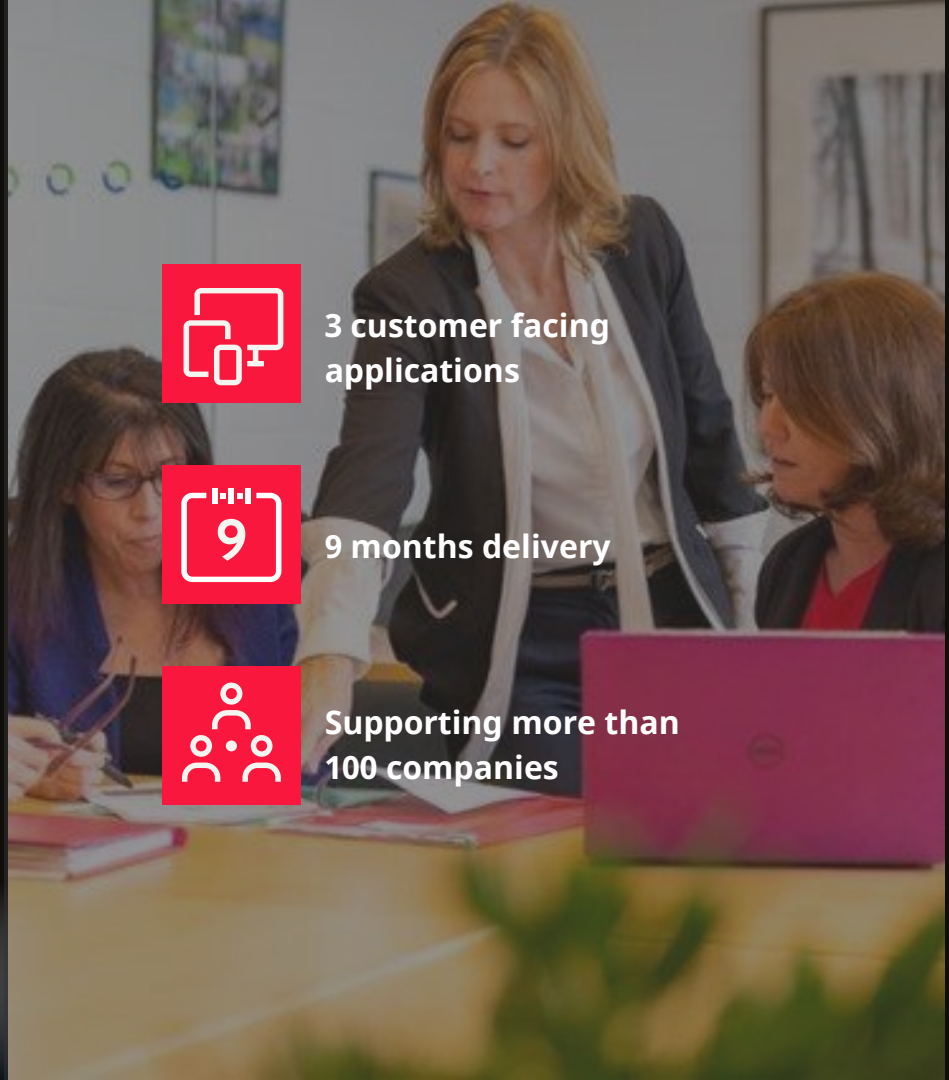
INNECTO
REWARD CONSULTING

Innecto Escapes Legacy Technical Debt by Redeveloping Digital Suite

- Innecto chose OutSystems to speed-up development and improve agility in delivering customer-facing apps.
- Developed a range of digital services for clients, based on existing tools and methodologies, including those for job evaluation and pay benchmarking.
- Main outcomes included increased client retention, improved net promoter score and increase in revenue and profit.



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COGNOMIE™

Develops and Deploys a Modern Mental Fitness Platform in Just 12 Weeks

- End-to-end mental fitness platform that currently serves over 50 businesses and more than a thousand people.
- Complete mental fitness workflow, including management of clients, coaches, and community, matching algorithms, data collection, and feedback.
- Some companies have reported 50-80 percent improvements in mental fitness scores.

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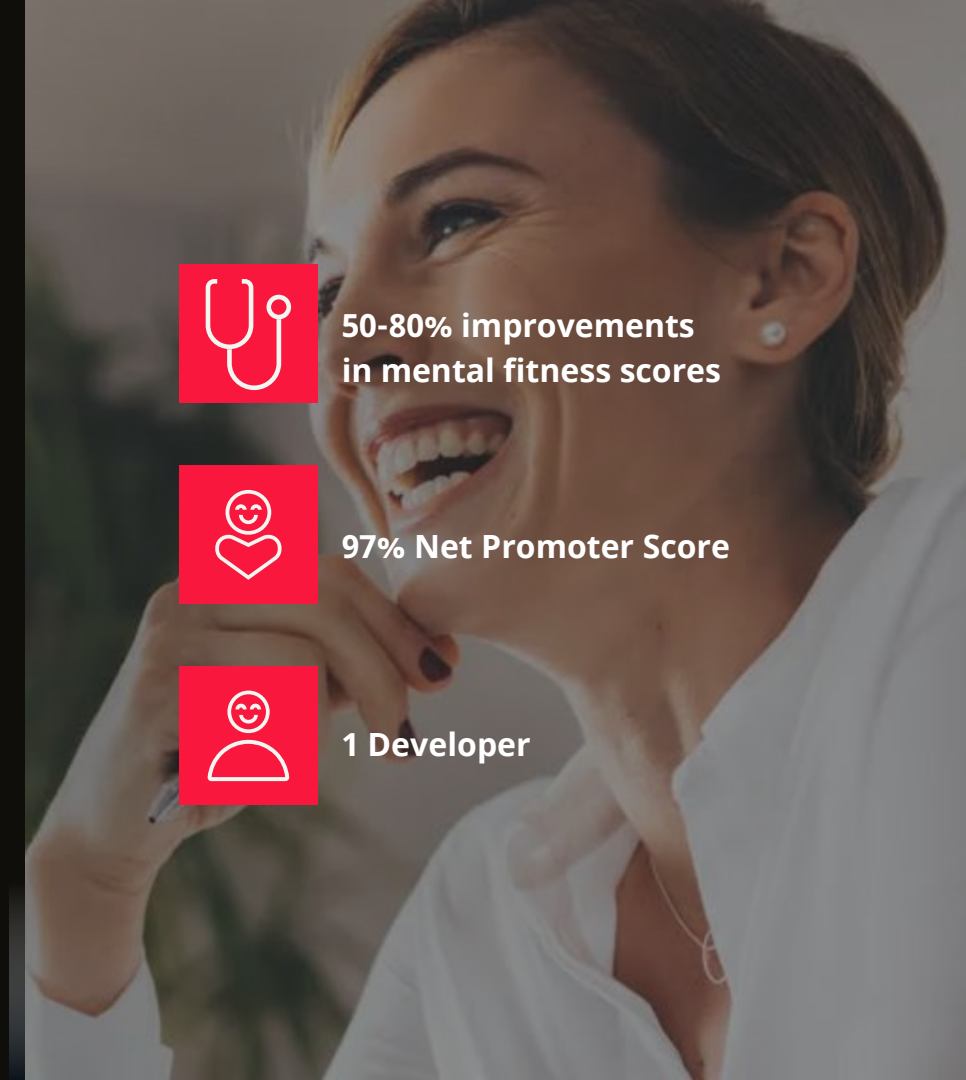

50-80% improvements in mental fitness scores

97% Net Promoter Score

1 Developer

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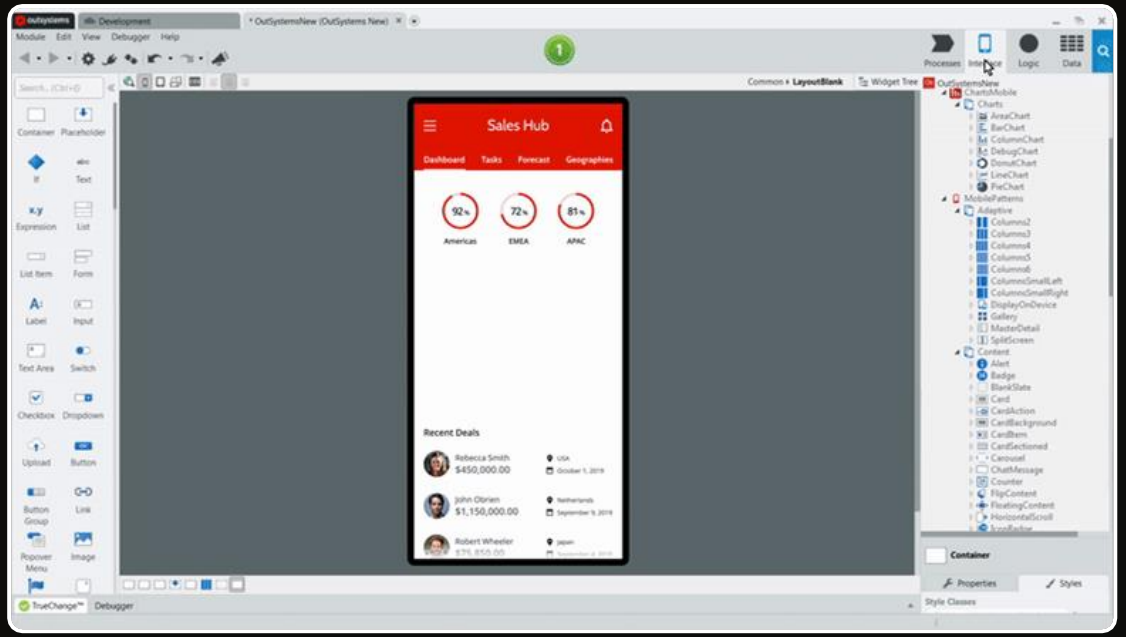
How we'll help you stay ahead of the competition

OutSystems mission is to

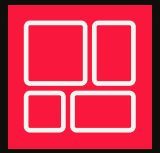
Give every organization the power to innovate



Global leader in high-performance low-code software development

Serious Productivity

Serious Applications

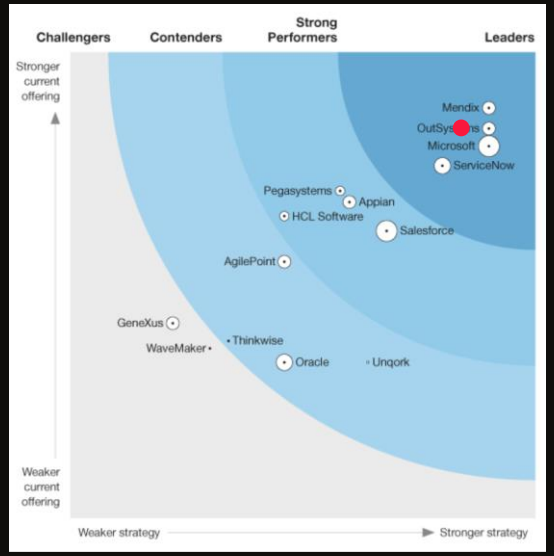


Platform for change

Gartner Multiexperience Development Platform MQ Leader

Gartner Enterprise Low-Code Application MQ Leader

Forrester Low-Code Wave Leader



General App Dev

FORRESTER®

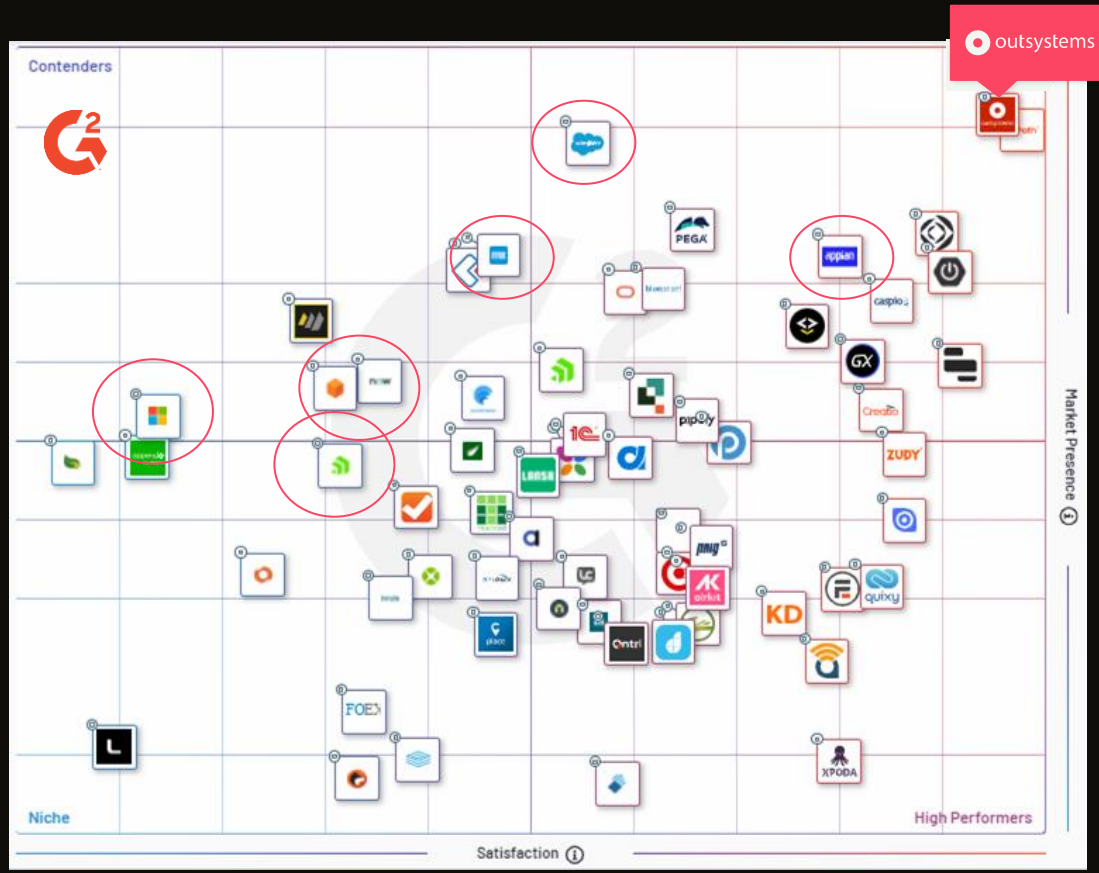
Mobile App Dev

The low-code platform that users trust the most on G2

★★★★½

*"The speed to build apps, mechanisation which **takes all the tiresome parts of developers away**, allows you to concentrate on functions that make consumers move."*

Wyn D., Associate VP
Construction & Engineering, Enterprise



Grid® Report for Low-Code Development Platforms | Winter 2022

Application Platform with a **Global Footprint**

87
Countries

22
Industries

350+
Global Partners

435K+
Community Members

To solve the broadest set of challenges

Customer Experience Transformation	Workplace Innovation	Process Automation	Application Modernization
Revenue	Employee Satisfaction	Operational Efficiency	Infrastructure Cost Reduction
Market Share	Safety	Process Efficiency	COTS Licencing Replacement
CSAT	Retention	Cost Reduction	IT Simplification
NPS	Productivity		
CaC			

To solve the broadest set of challenges

Accelerating Software Development even further

Sample Applications

Set of built-in functionalities in a ready-to-use app.

Application Templates

The foundation for an app, readily available in Service Studio.

Accelerators

Business components to integrate and enable cross-system automation.

OUTSYSTEMS PLATFORM

Full-Stack

Empower Developers
Extend reach outside IT

UI

Logic

Process

Data

Integrate & Extend

Never start from scratch
Limitless and easy integration

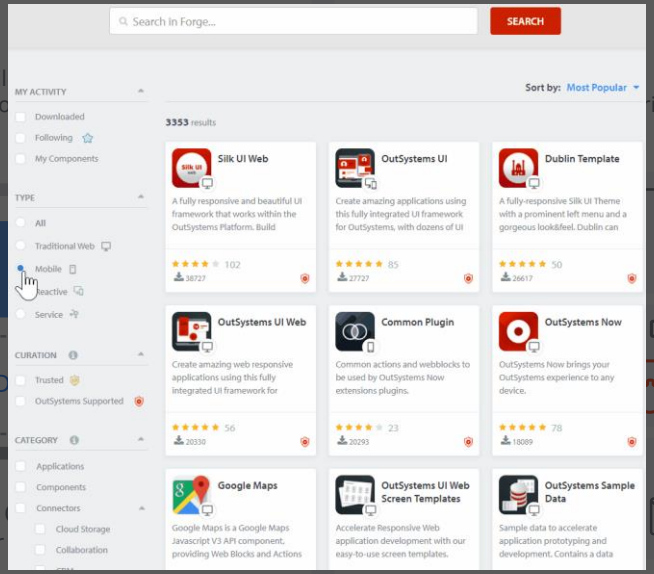
3500+ open-source components

REST, SOAP, OpenAPI

Cloud Services

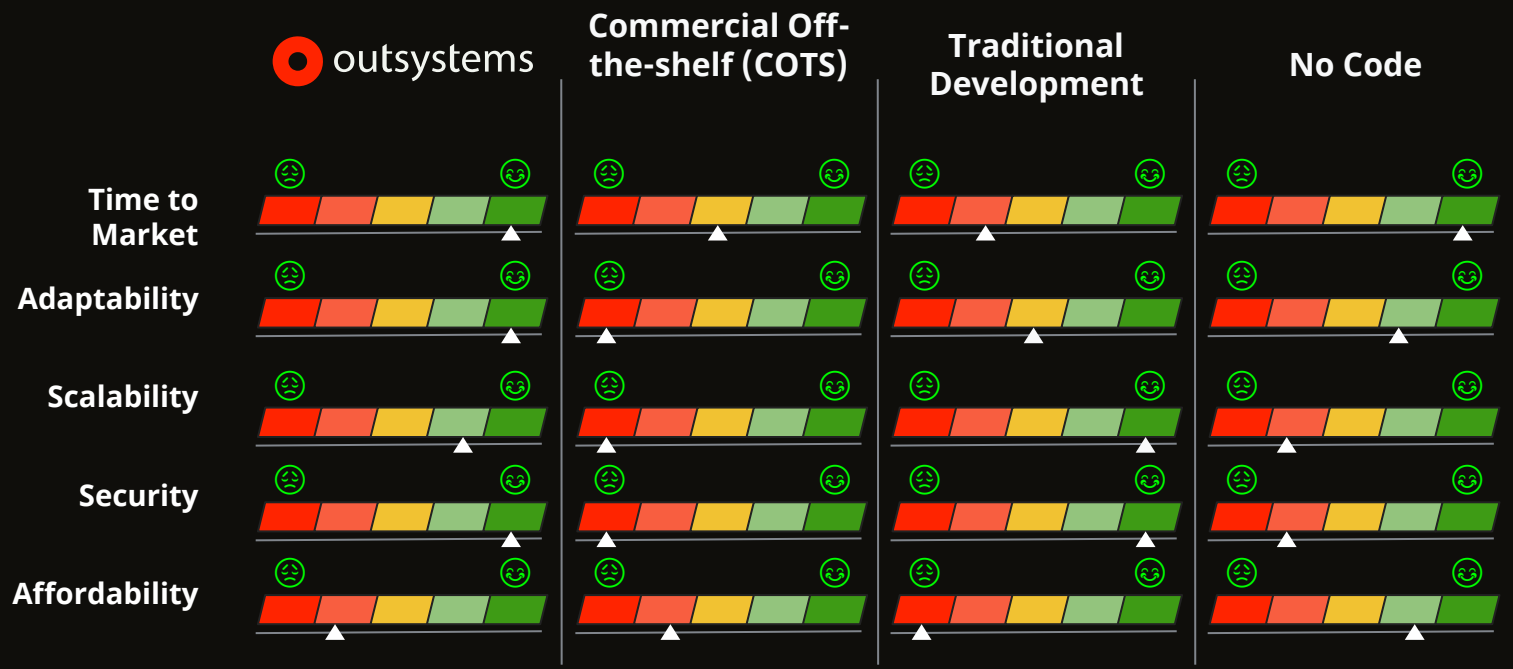
Enterprise Systems

Databases



Scale **Security** **Performance** **Flexible Deployment**

High Level Competitive Comparison



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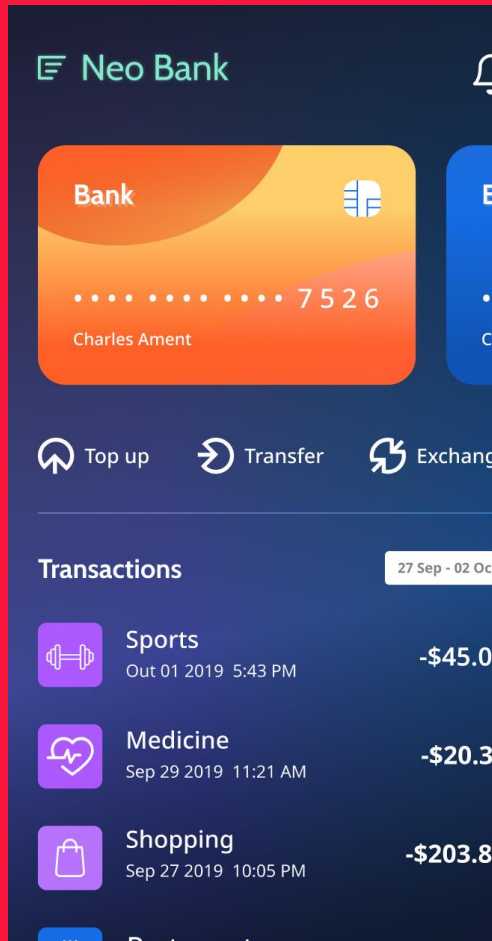
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