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INTRODUCTION

- Objectives of the presentation
- The strategic importance of HR to the company’s success

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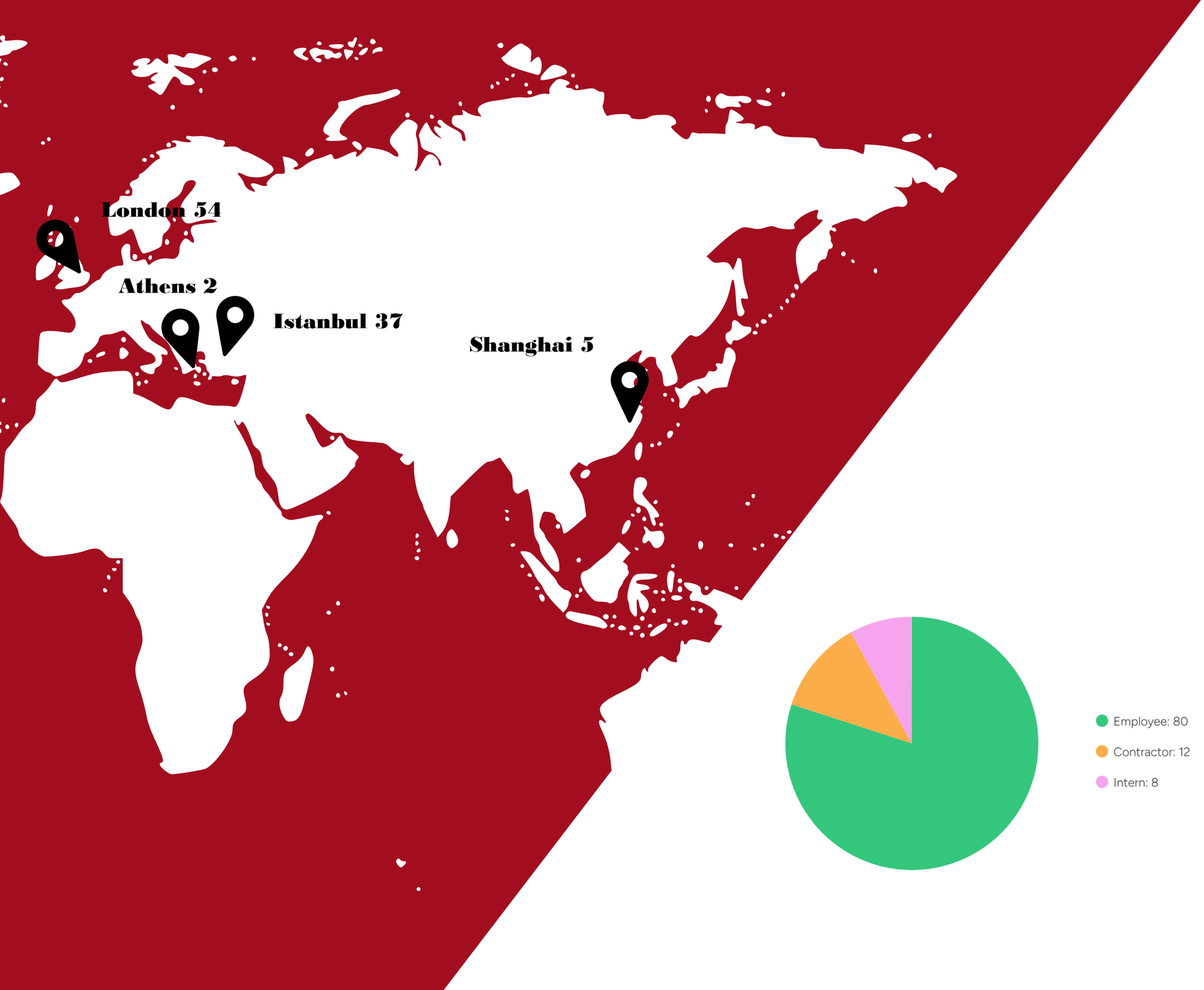
Human Resources

2024 review

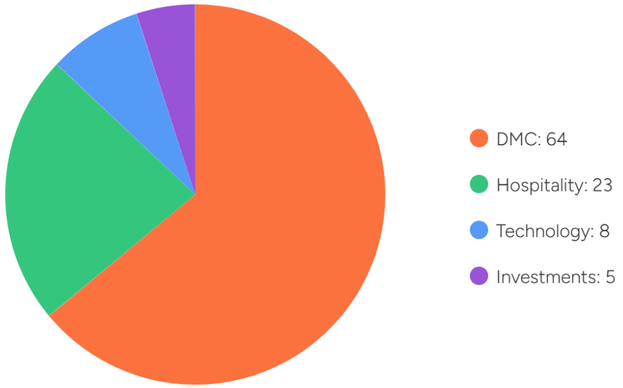





- **Company data review**
- **Challenges and Achievements**

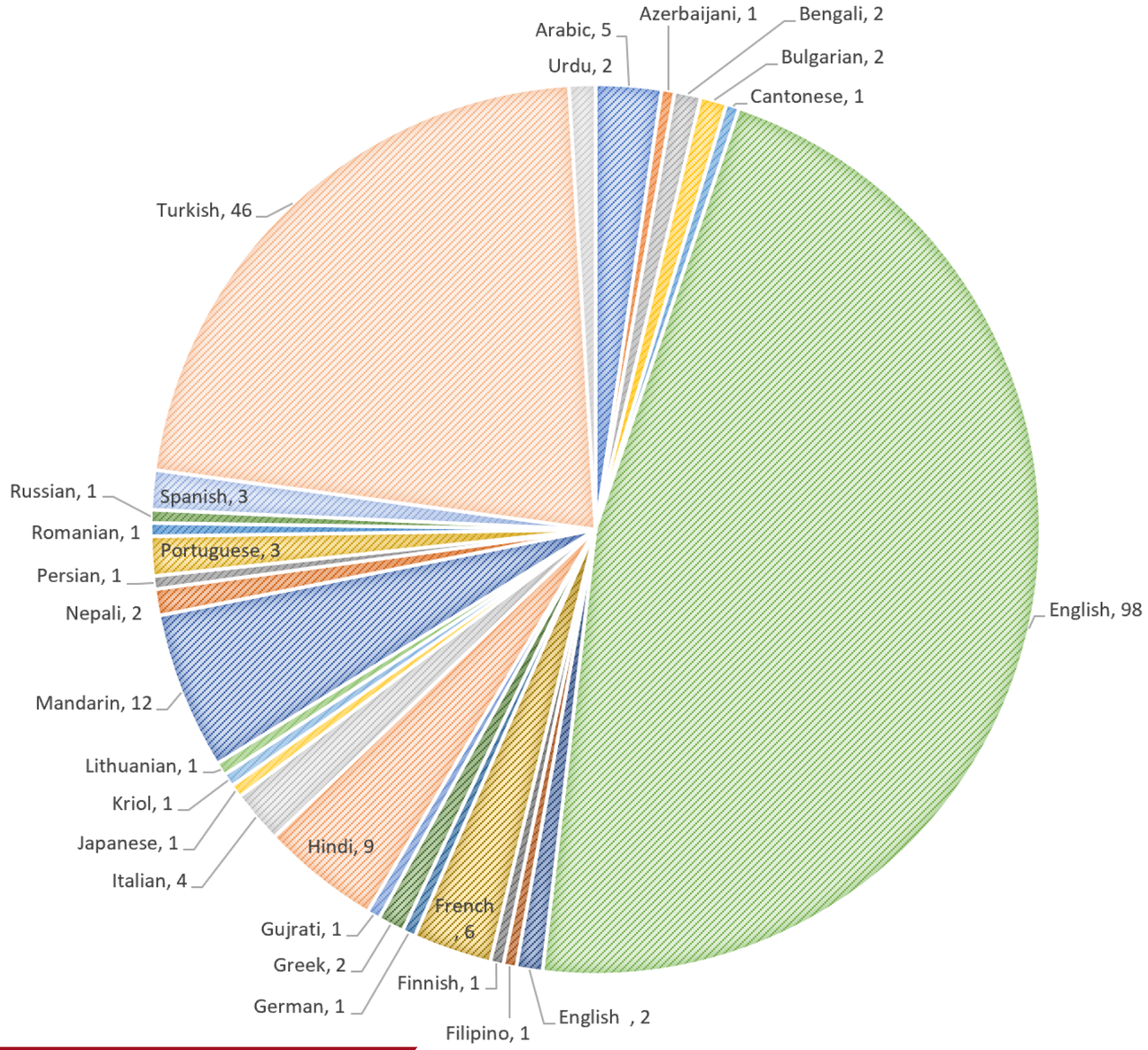


Employees Data



Employees Data

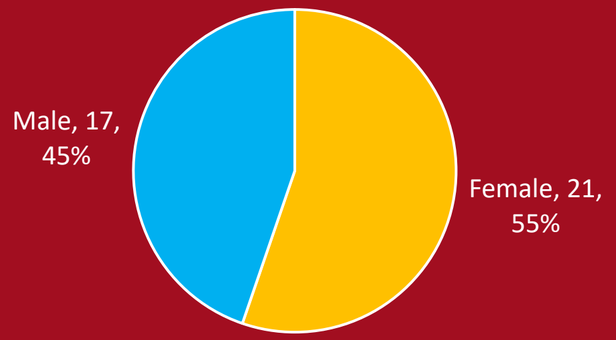
Language spoken



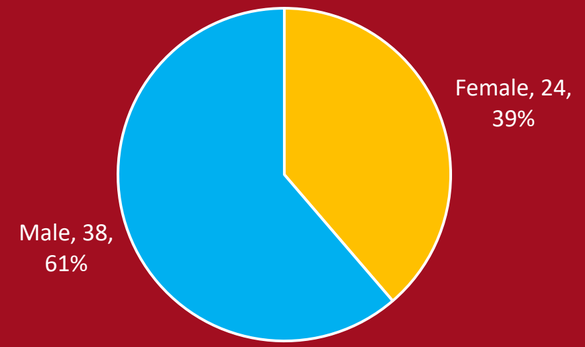
Employees Data

Gender

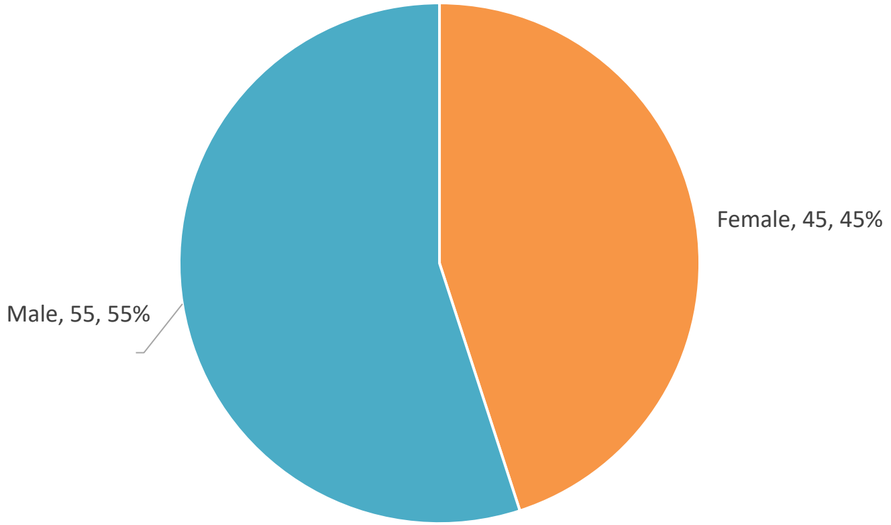
Turkey and Greece



UK and China



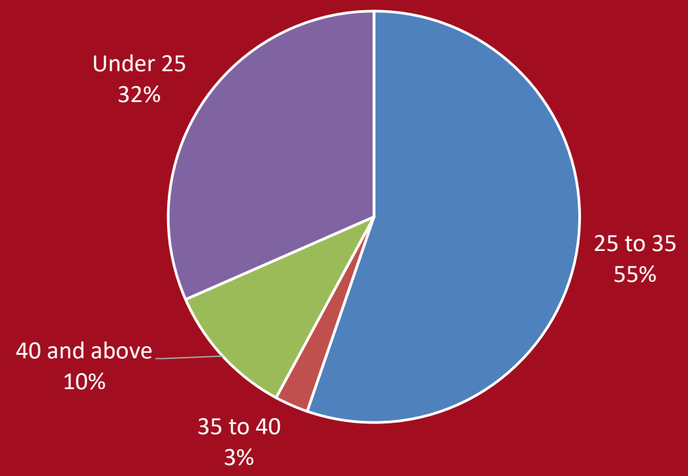
Global



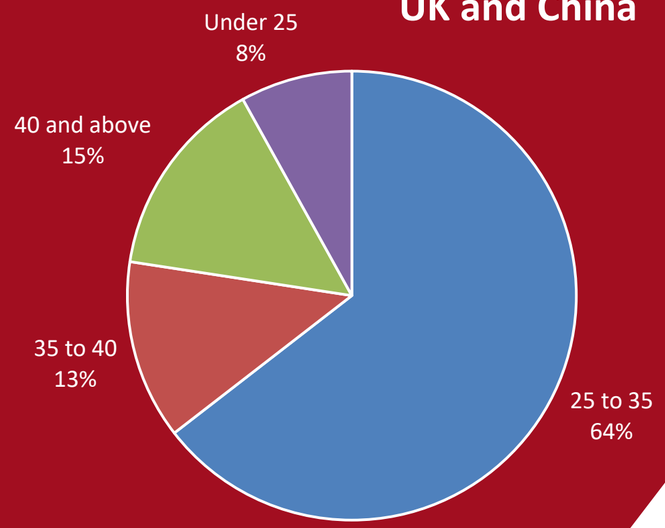
Employees Data

Age

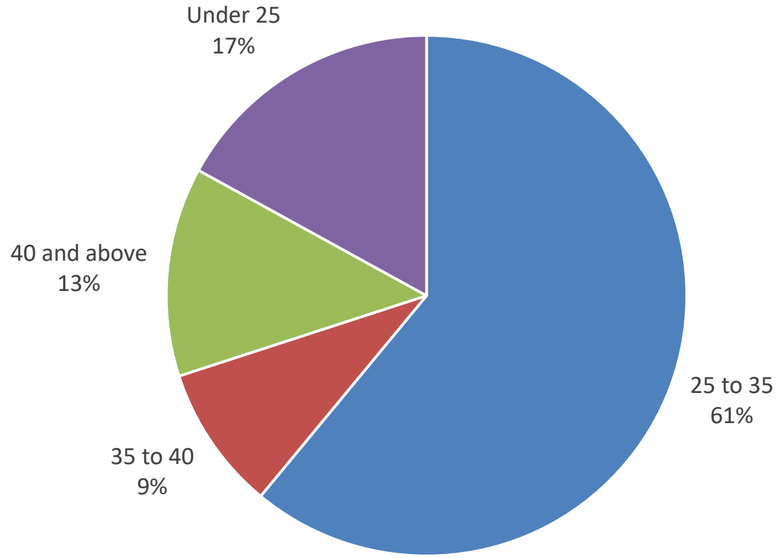
Turkey and Greece

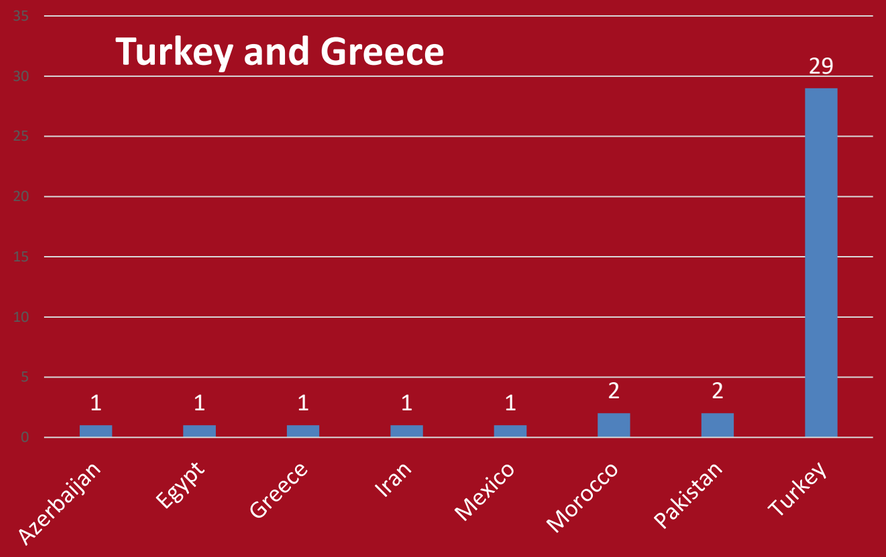


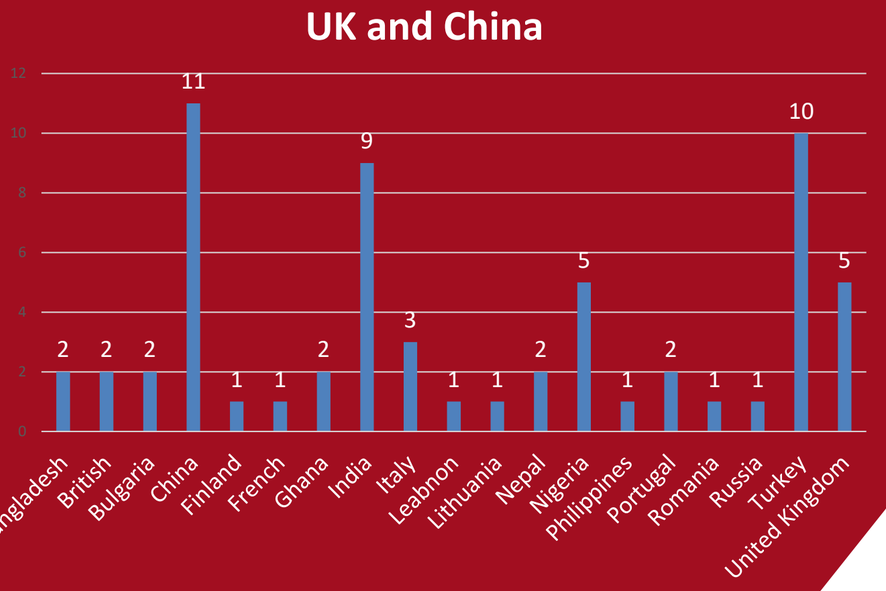
UK and China



Global



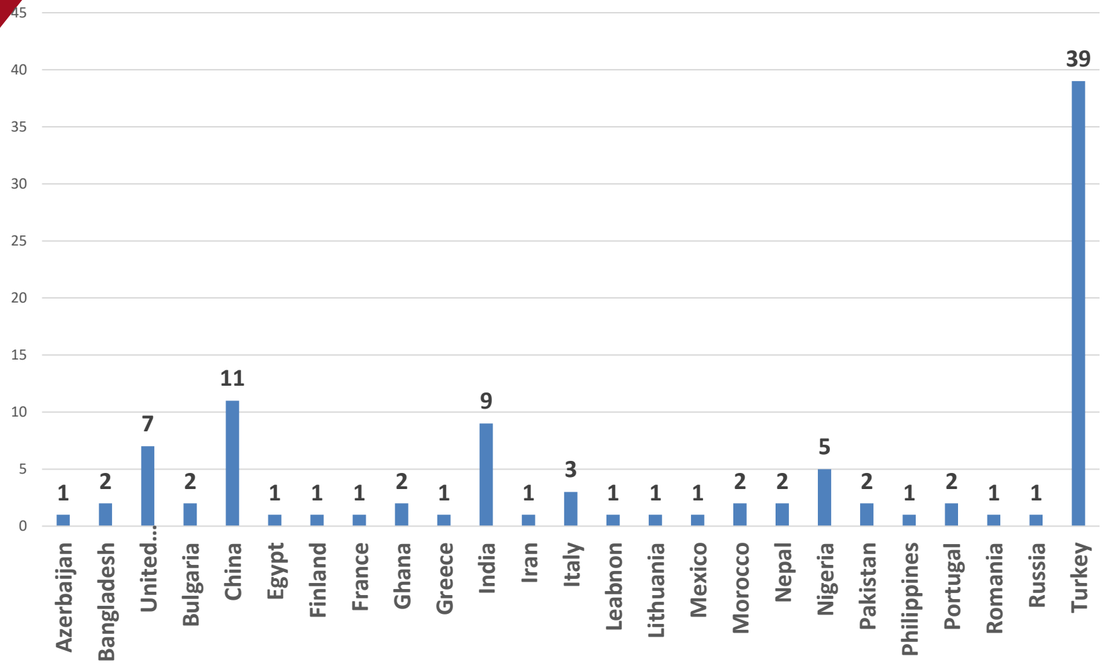




Employees Data

County of Origin

Global



Recruitment

Recruitment Activities:

- Housekeeping
- Laundry
- SPA
- Marketing
- Sales
- INTERN

Resources:

- LinkedIn
- Indeed
- Indeed flex

CREATED HIRING STRATEGIES FOR NEW DEPARTMENTS



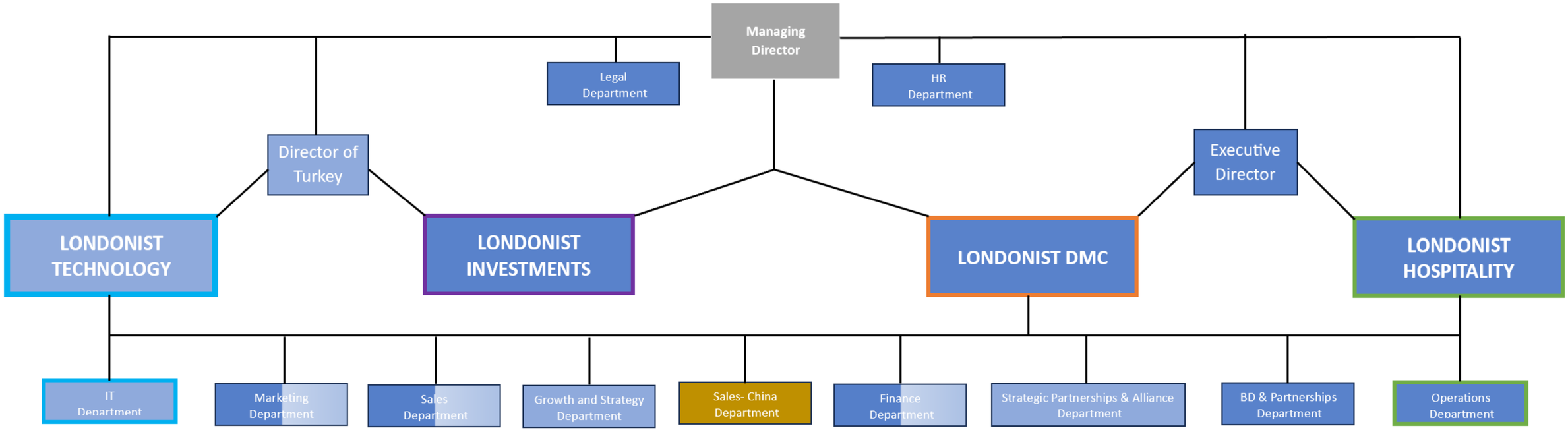
SUPPORTING COMPANY MILESTONES:

LONDONIST HOSPITALITY LIMITED

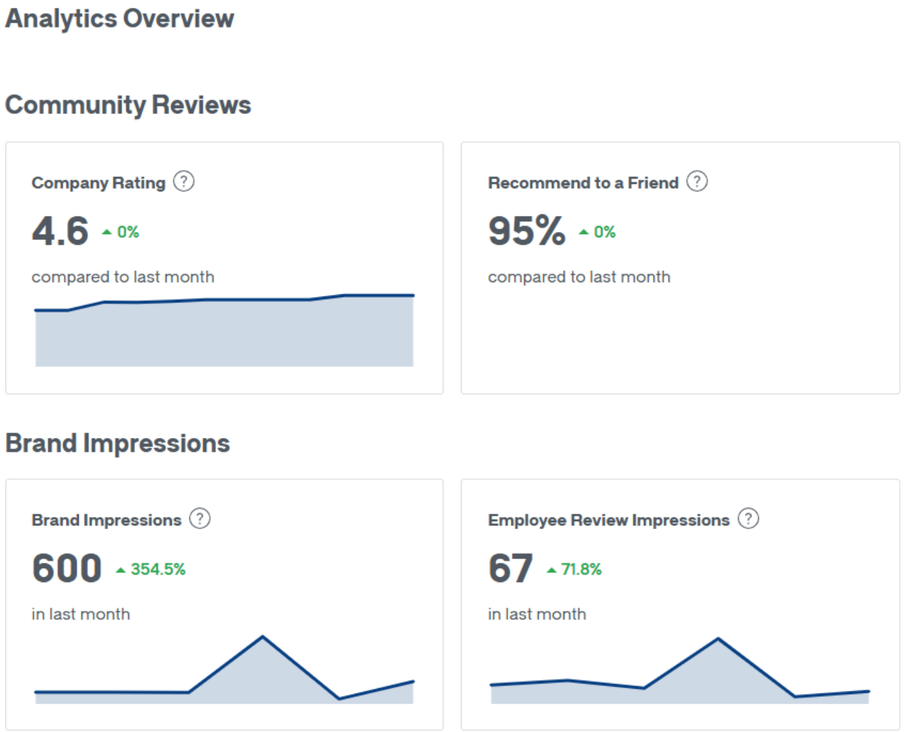
- Supported the launch creating hiring strategies
- Created department workflows
- Support on Employees Management
- Activated a clocking system

LONDONIST DMC

- Supported the launch of the new ISTANBUL BRANCH
- Restructured SALES Department
  - Supervisor system with small teams
  - Organised Sales evening shift trial
- Created Head of Growth and Strategy and Head of SPA, Supply Chain roles,
- Launched Strategic Partnership Department


Managing Director
Legal Department
HR Department
Director of Turkey
Executive Director
LONDONIST TECHNOLOGY
LONDONIST INVESTMENTS
LONDONIST DMC
LONDONIST HOSPITALITY
IT Department
Marketing Department
Sales Department
Growth and Strategy Department
Sales- China Department
Finance Department
Strategic Partnerships & Alliance Department
BD & Partnerships Department
Operations Department

'GLASSDOOR'



IMPROVED FROM 3.7 TO 4.6


UDEMY BUSINESS

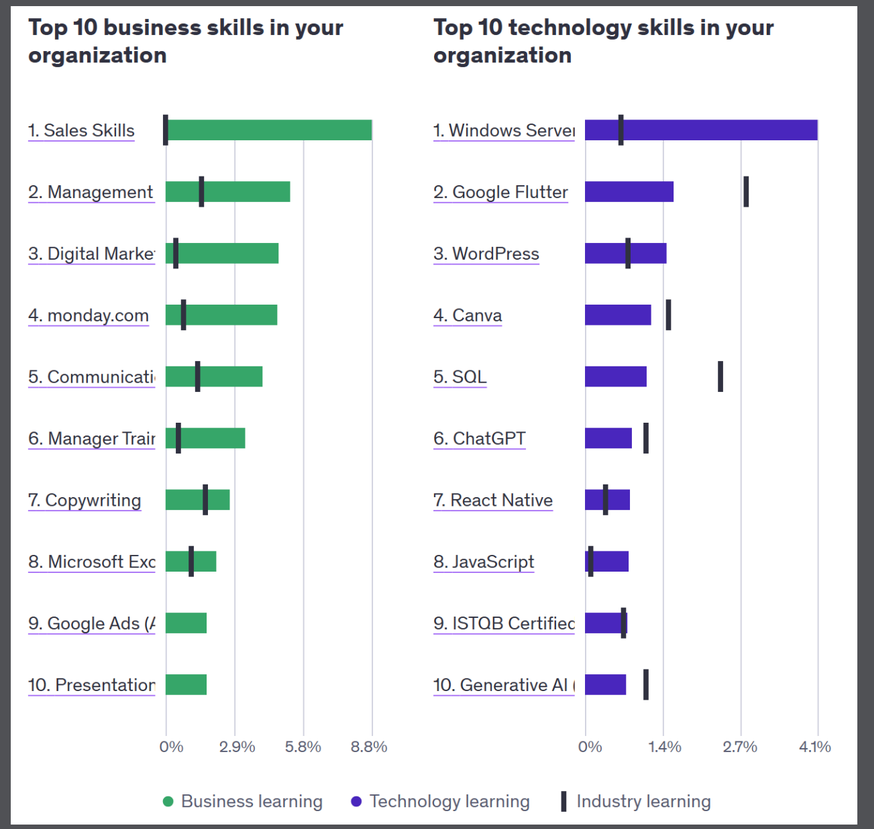
1102hr47 min total
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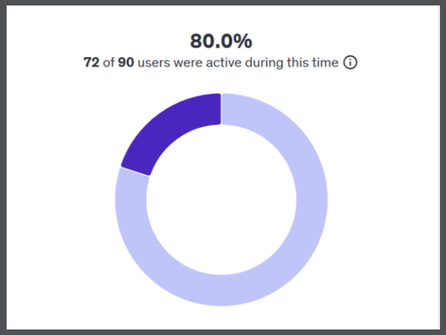
72 users active

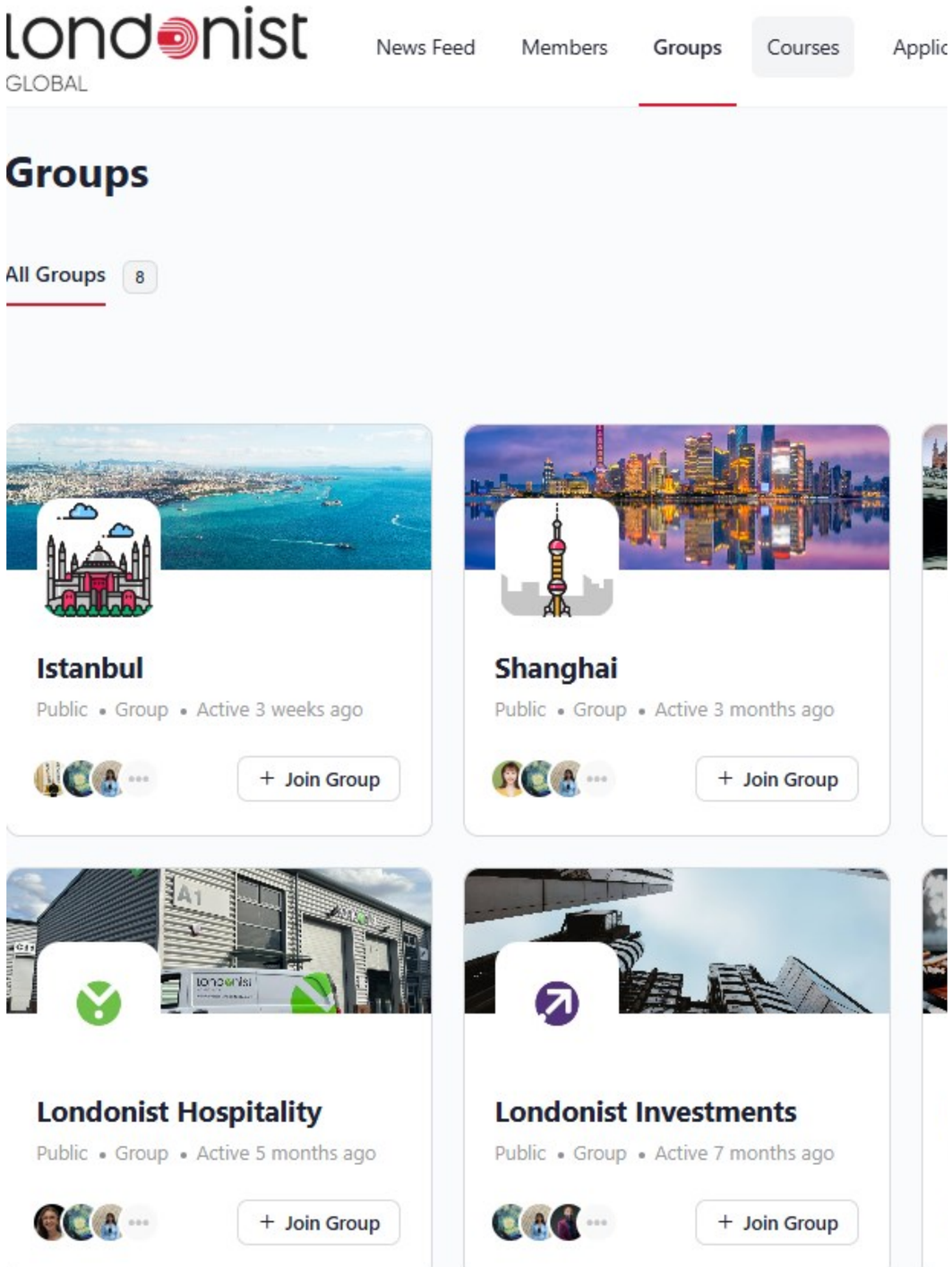
336 courses active

12hr15 min per user

UDEMY BUSINESS







People.londonistglobal

- A challenge!
- we need manager's support to post updates on the company life.

- **DESIGNED AND IMPLEMENTED NEW POLICIES:** Equality Policy, Business Trip, Disciplinary Policy
- **COMMUNICATION ACROSS TEAMS**: Regular meetings to foster collaboration
- **ENHANCED ONBOARDING PROCESS:** New onboarding system to ensure candidates feel welcome and supported;
- **HR WORKFLOW:** Highlighted HR accessibility to address employees concerns and provide guidance and support.
- STRENGHENED HR’S VISIBILITY THROUGH CONTRIBUTION TO COMPANY-WIDE INITIATIVES SUCH AS CREATING ROLES WITH SPECIFIC REGIONAL FOCUSES
- ESTABLISHED VALUABLE CONNECTIONS AND RAISED AWARENESS OF OUR COMPANY AS A HUMAN-CENTRIC ORGANISATION AMONG INDUSTRY PEERS
- DEMONSTRATED OUR COMPANY’S CORPORATE VISION AND HR EXCELLENCE

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Human Resources

2025 – HR PLAN






HR Mission

- Strategic Objectives
- Enhance Communication further
- Building Strategic foundations

STRATEGIC OBJECTIVES

WORKFORCE PLANNING:
anticipating hiring needs, workforce expansion or restructure.

EMPLOYEES ENGAGEMENT:
Improving work culture, recognition programs.

DEI GOALS: expanding diversity initiatives or metrics to improve inclusivity.

MANAGERS SUPPORT:
Support and organise training to managers to achieve corporate leadership.

TECHNOLOGY: Implementing or enhancing HR Technology.



BUILDING ON STRATEGIC FOUNDATIONS

1. Optimise Sales Structure

- Continue evaluating the new sales team structure to identify areas for further improvement.
- Provide Sales Executives with leadership training to maximize team performance.

2. Performance Measurements

- Measurable Performance Evaluation system

3. Enhance Communication Further

- Roll out a global communication framework to ensure transparent and consistent updates across teams.
- Host virtual town halls quarterly to connect regional teams and leadership.

4. Strengthen Onboarding Experience

- Develop a formal feedback loop to track new hire satisfaction and improve processes.
- Launch onboarding webinars for cross-cultural and remote team integration.

5. Build on Work Culture Improvements

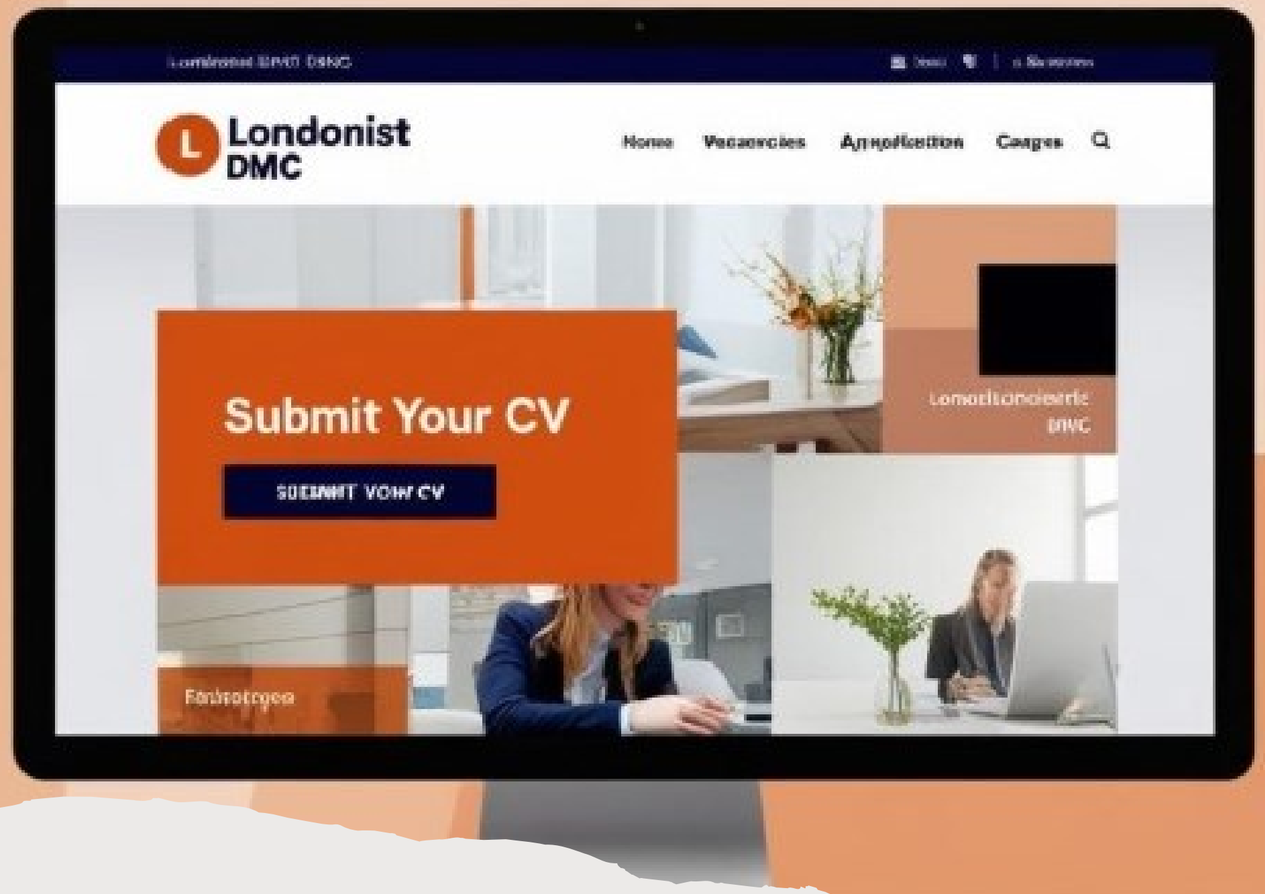
- Conduct workshops to align all employees with new policies and their practical applications.
- Launch a recognition program to celebrate teams excelling in cross-country collaboration.



Londonist DMC Careers

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Open Vacancies

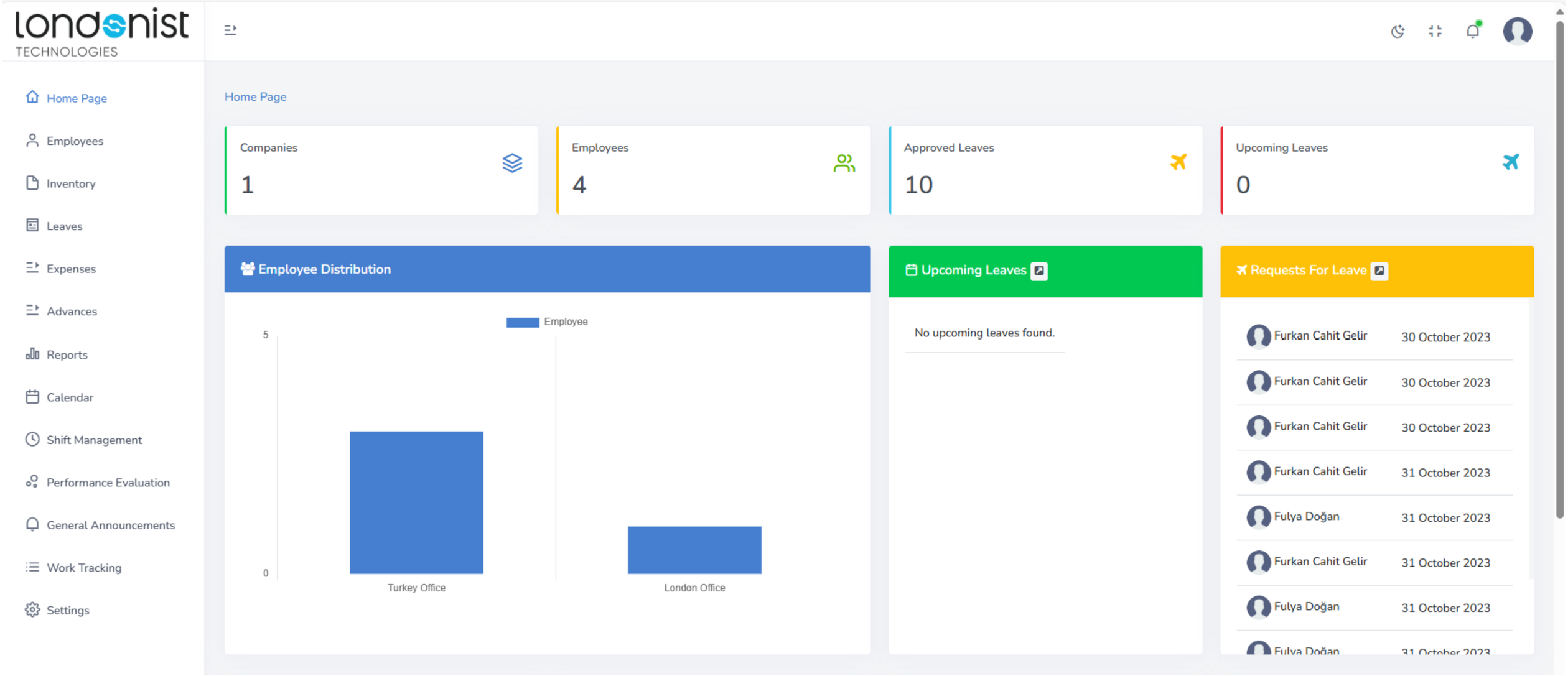


More recruitment exposure for DMC and LHS

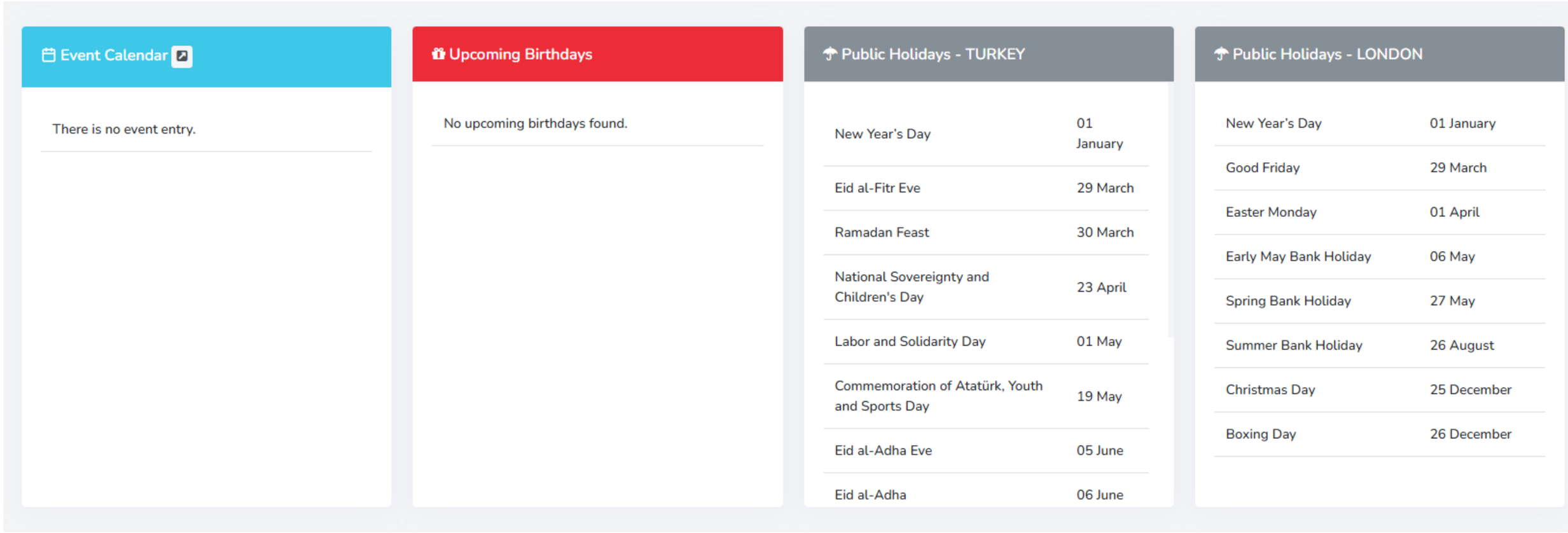
HR PORTAL



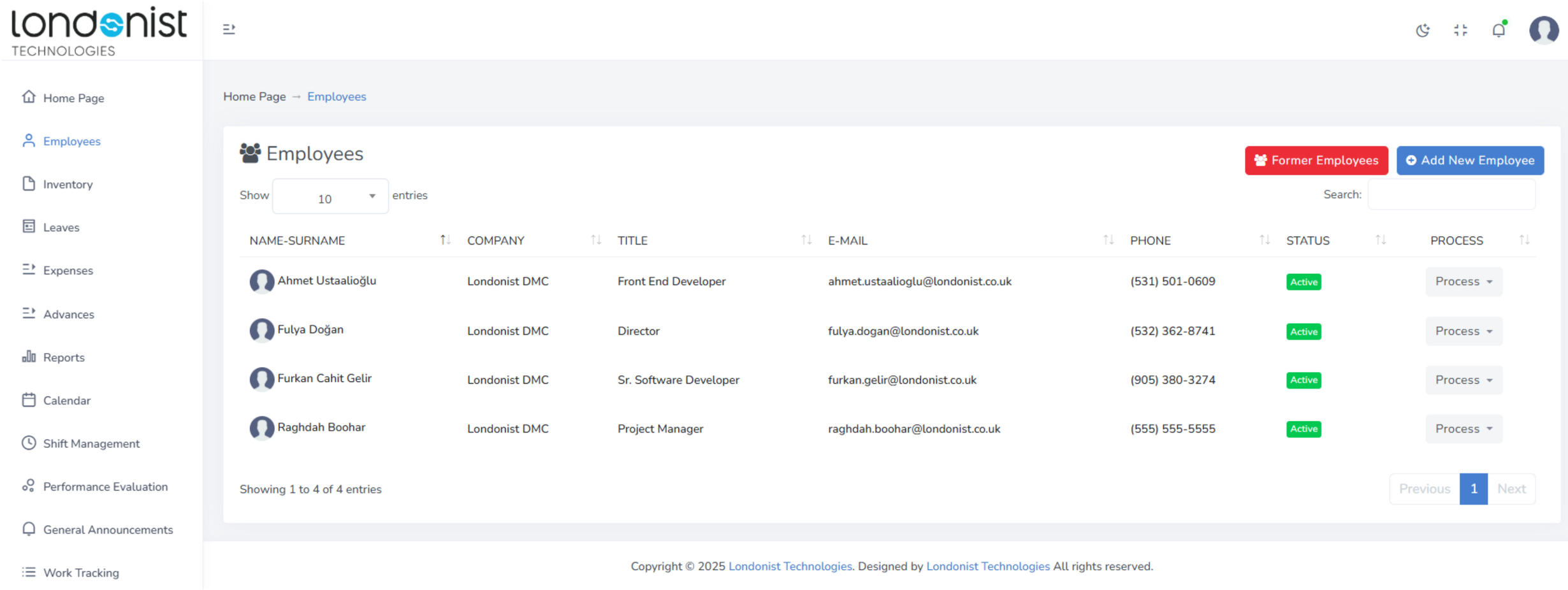
- Created Based on Our Global Needs
- HR files (contracts and personnel file separate)
- Policy and procedures for different countries
- AI Methodology
- E-Learning
- Rota Tracker
- Onboarding Management
- Document Management
- Overtime (with approval system)
- Annual Leave
- Performance Management
- Whistleblowing section – unknown
- Daily Mode Questions
- HR Data centric approach



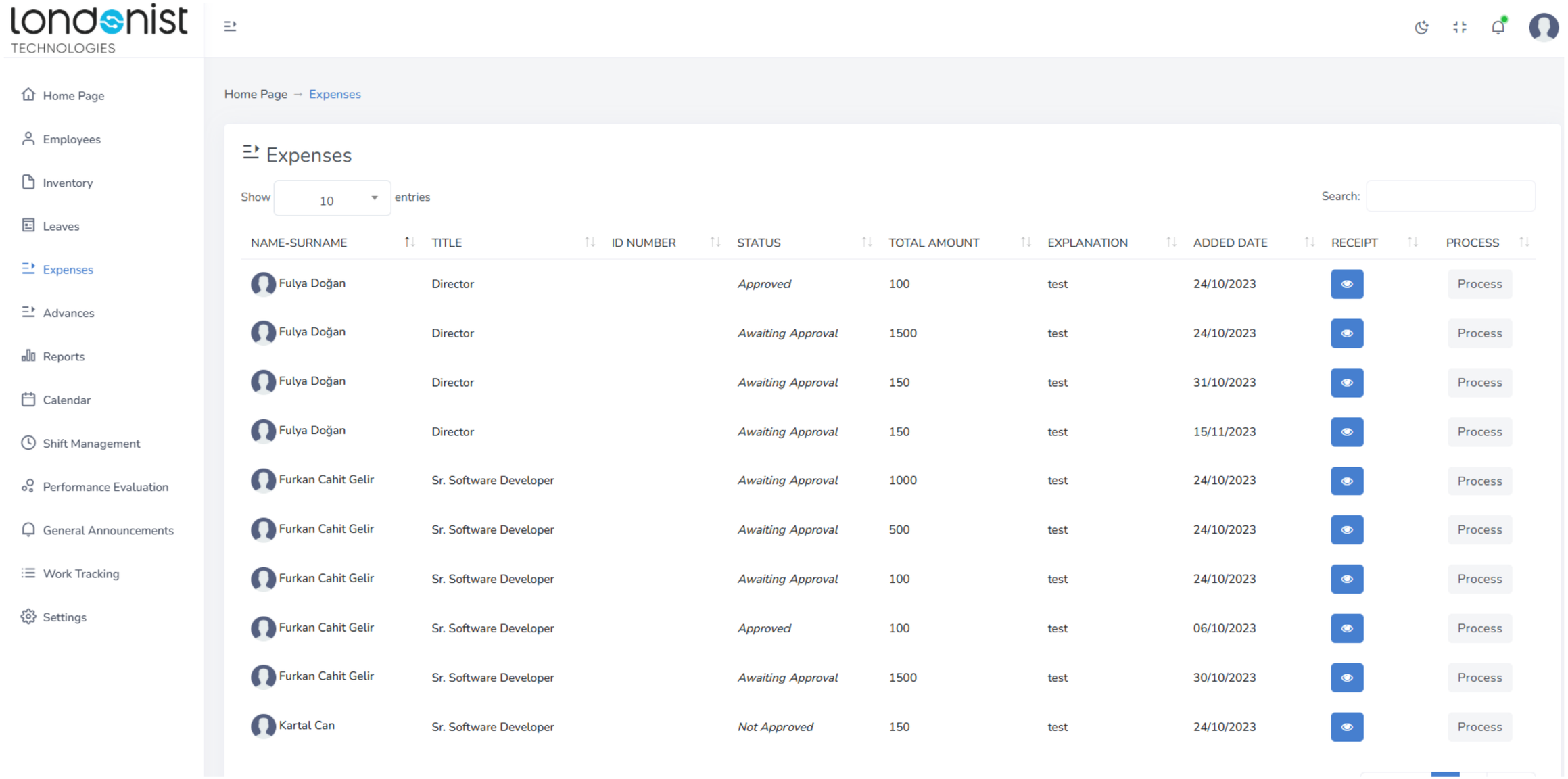
HR Portal Dashboard



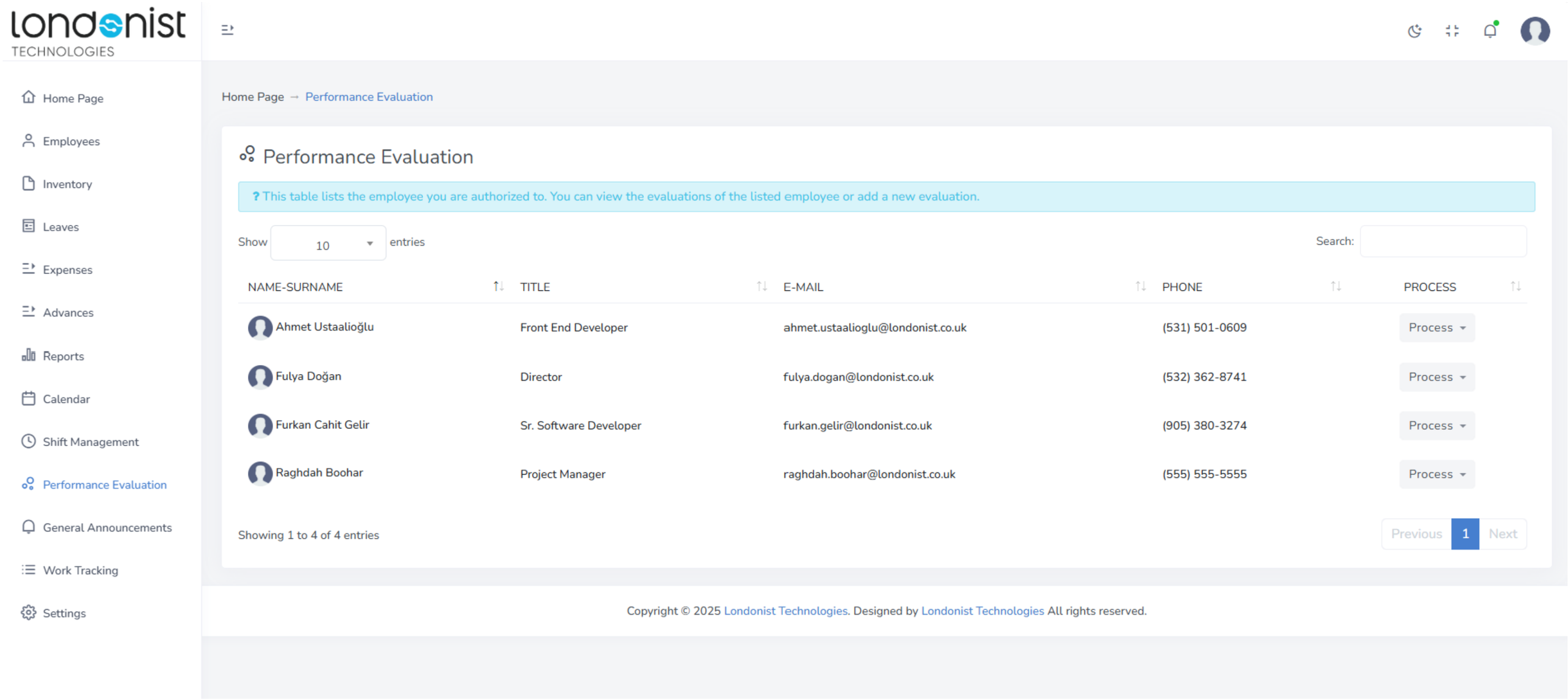
HR Portal Dashboard



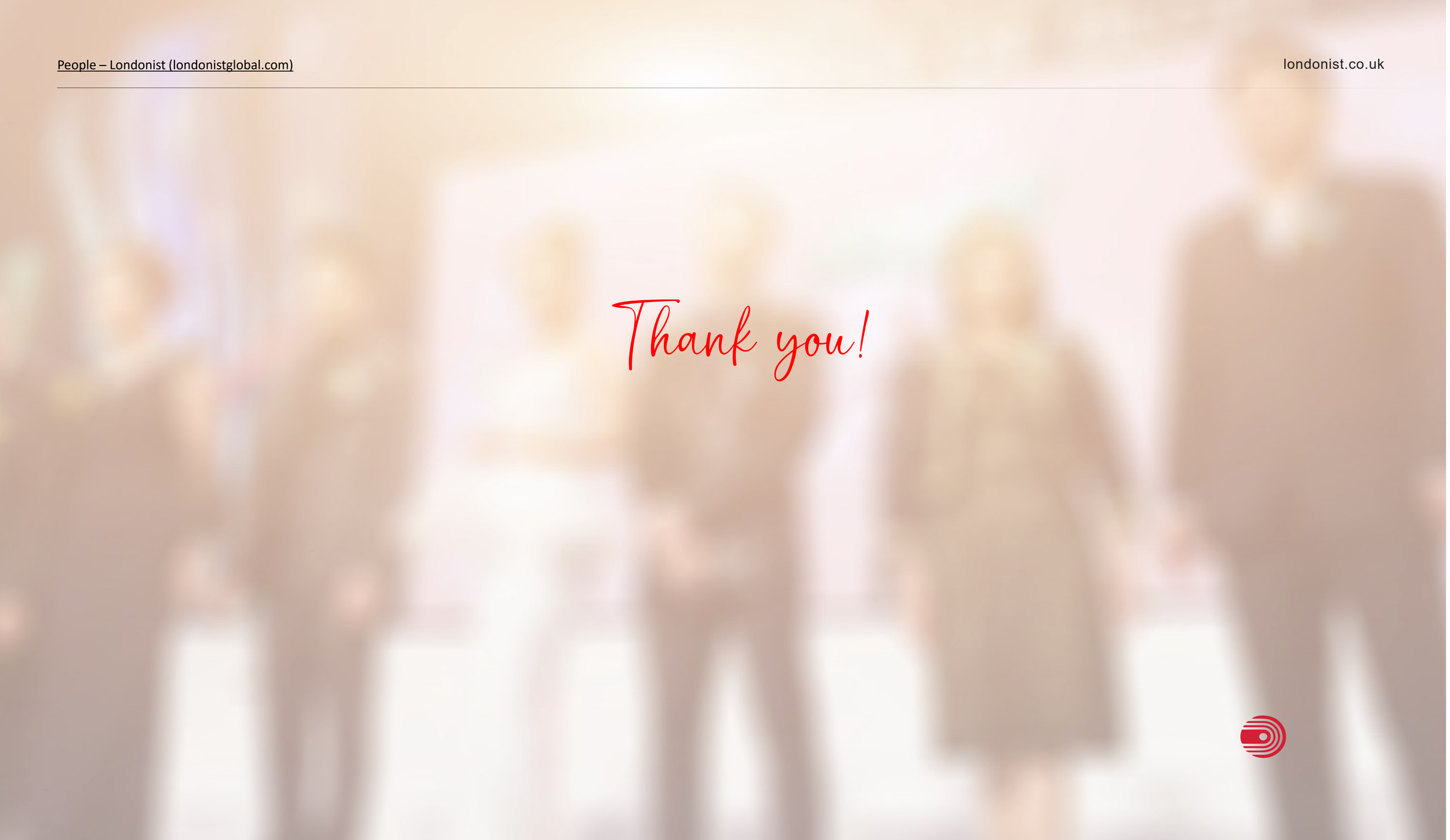
Employees Data



Expense Management



Performance Management


Thank you!