

# Restructuring and Employee Retention

Keeping the employees engaged while creating a safe and promising working environment during a time of massive transition and transformation.

The Case of OKTO

## THE CASE

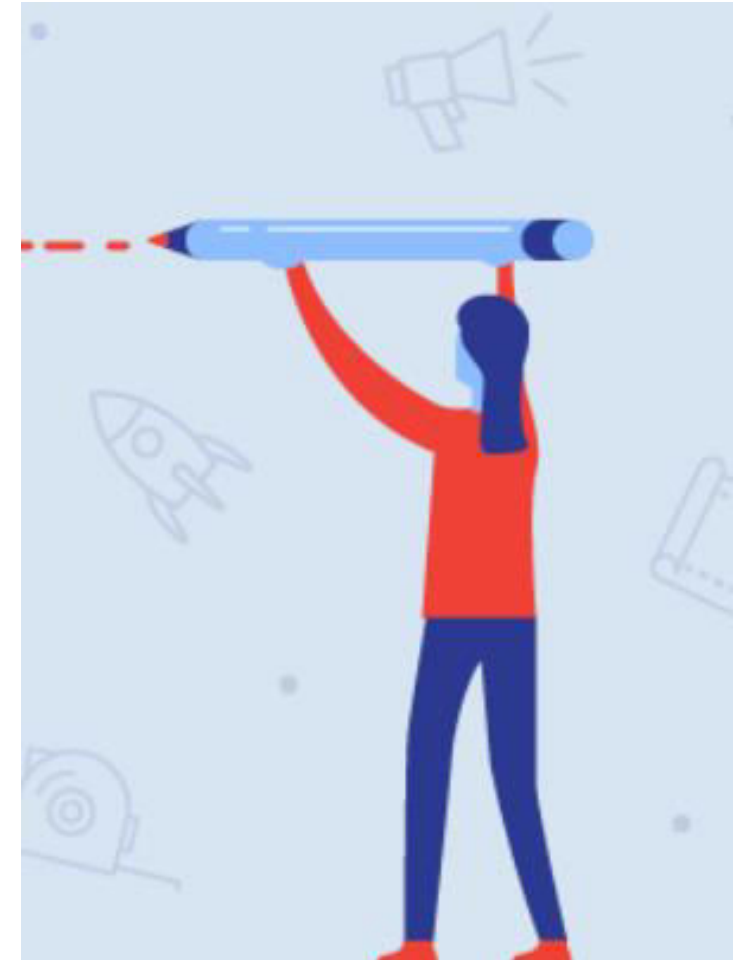
### Merging two companies

- OKTO is a startup with a wallet application as a product. It started with a team of 10 people mainly SE and Marketing.
- The Monthercompany is an established company dealing with Electronic transactions in the Retail sector. It had 35 people in its headcount mainly in Accounting, Sales and Credit risk but also in Software Development.



## THE TIMELINES

One-year target to grow mainly the development and account management/ sales team and merge the two companies culture wise by finding and establishing synergies between the departments.



# THE GOOD THE BAD AND THE UNGLY

## The Pros:

Proximity to the C-Level and decision making.

Access to all information and tools.

Instant Satisfaction from personal contribution.

Flexibility.

## The cons:

Insecurity/ uncertainty.

Lack of a strong Employer Brand.

## The unexpected:

Covid



# FOCUSING ON OUR PEOPLE

“Labor” becomes “talent.”

Hierarchies become networks of teams.

Competitors become ecosystem collaborators.

Companies become more human: inspiring, collaborative, and bent on creating an employee experience that is meaningful and enjoyable.

# THE STEPS

People and Culture Planning and prioritization:

- Strengthen agility and identity by Creating a common org chart / mapping talent to value
- Translating purpose into a set of leadership and employee norms and behaviors.
- Understand the Culture that needs to be incorporated.
- Taking employee experience to the next level
- Prioritize reskilling
- Keep people informed and tuned in
- Roll Out Meaningful Events
- Empower employees to take risks



Thank you!  
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