

MyPeople[®]

MEETS

The Team

FACES BEHIND THE NAMES



WE ARE AT OUR CORE, A BUNCH OF PEOPLE NERDS

Some might say we are socially inept but we understand measuring social and psychological dynamics in winning cultures better than most.

OUR VALUES

HONEST | QUALITY | CREATIVE | FUN



MyPeople is on a mission to help organisations create winning, high performance cultures using data.

The team at MyPeople has been at forefront of people data in sport for 20 years. From GB Olympic teams, through to England Rugby, NBA basketball and Premier League football, the team has helped players and coaches make decisions on their people.

We are, at our core, a bunch of people nerds. Some might say we are socially inept but we understand how to measure social and psychological dynamics in winning cultures better than most. We are data geeks who want everyone to enjoy using people data.

Over 6 years ago, the MyPeople team started on a mission to enable businesses to be as confident in people data as they were in finance data. To take what we know works in sport and apply it to business.

When we started, the feedback was that this was not possible as the data was subjective. However, people in sport said that in sport

too when we started measuring nutrition, GPS data, health and psychological well-being, team dynamics, communication and the quality of team relationships. What is more, the teams we supported kept winning, with over 50 Olympic medals, premier league titles and six nations titles to show for their incredible cultures.

Our focus was to make it easier to understand people in teams and what is required for them to win. Now we are doing the same for business, working with some of the most successful, culture driven organisations globally. Helping their teams win.

In any industry, the people behind a company are as important as the company itself. This is why we wanted to give you an insight into the whole MyPeople team - what we do and why we love doing it - The Faces behind the Names!

Tell us a bit about who you are and

what you do... My name is Christian and my background spans sport and business but always on people and performance. I founded MyPeople to improve the quality of data that HR directors (and boards of directors) generate and use. In sport, people data is embedded into every decision, in business, not so much.

What's been your most memorable

MyPeople moment? So many to choose from, probably when we landed our first global customer and realised that we might be on to something!

Which company value do you most

identify with and why? Fun - it's not that this should be prescribed, but if you create an environment focused on making memories together, it makes relationships stronger and you become more willing to go the extra mile for your teammates.

“ We take our work seriously, just not ourselves! ”

Who is the most interesting person you've met and talked with?

That's a hard one. The temptation is to mention someone famous but actually I think it would be my uncle, who I always enjoy nattering away to on every topic.

What's your favourite car that you've

owned? I have had a lot of silly cars that are fast and cost a lot to run. My favourite would be one of the Porsches I owned before I had a family and started this business!

What recent trend are you totally on

board with? I read this wrong initially and thought it said totally bored with!!! On board



CHRISTIAN HUGHES - CEO

with, and totally bored with, probably flossing. My 5 year old daughter never stops dancing and trying to rope me into dancing with her. Unfortunately, I move with all the grace of a tractor stuck in mud with a flat tyre.

Would you rather have a nose that glows red like Rudolf's or pointy ears like an elf?

I already have elf-like ears, so I will go with that one 😊

Peace,
Love, &
Joy



WENDY KILGANNON - UK SALES MANAGER

Tell us a bit about who you are and what you do... My name is Wendy and I'm the UK Sales Manager for MyPeople. Born in Lancashire (and still a northern girl at heart), I'm married to Paul, we have two boys and I've lived in the South for the past 11 years. I've been in sales for a number of years, selling Analytics software before moving into the HR space, and now combining a number of my passions at MyPeople. I often describe my job as that of a conductor - making sure I get the right people, in the right room, at the right time, to best serve our customers. Building relationships is a key part of what I do, and this had led to my children describing my job as 'chatting'.

What's been your most memorable MyPeople moment? This is quite a tricky one, because I've only been part of the team for a little over 3 months. The key memory I have is the first time I met the team properly, before I had started the role. It was a team outing and everyone was so lovely and welcoming. It was easy to feel like I'd been part of the team for a long time.

Which company value do you most identify with and why? Honesty, it's important for me that my customers feel

I'm honest with them in order to build our relationship and to feel confident in our solution.

Favourite podcast and why? I tend to listen to podcasts on my commute and enjoy 'Serial' and 'The Football Ramble'. I'm also getting into the NFL, so I am looking for a podcast to help me understand that better! From a business perspective, I've recently been listening to Blinkist (summaries of books) and have just started HBR's 'Women at Work'.

What rule do you wish they would introduce into your favourite sport? Ooh, this is a good question. My favourite sport is football and, having had the introduction of VAR (Video Assistant Referee) this season, I'm going to go against the grain a little bit and say that I'm actually happy with how it is working on the whole. However, there have been some interesting and inconsistent decisions, so I think the rule I would introduce would be VAR-related. My rule would be that if officials can't make a decision within one minute of starting the review, then it isn't a 'clear and obvious error' and so the on-field decision should stand.

What subjects should be taught in school but aren't? I think subjects like budgeting should be taught along with real-life applications of maths. Too many children leave school unable to manage household finances, which can lead to debt issues in later life. I also think practical home economic/food technology lessons would be good - learning to make regular home cooked meals is a useful everyday skill.

Would you rather have to write Santa's 'naughty or nice' list or have to check the list twice for him? Definitely write the list out! I'm not the best proof-reader and so there are bound to be some mistakes. Plus, I could always move people between lists if I needed to!

Tell us a bit about who you are and what you do... I've been a business analyst for about eight years now and have been at MyPeople for four of those. My background is in psychology and then systems analysis, so MyPeople is a great fit for me. My job is to work with our customers, partners, commercial teams and the product development teams to gather requirements for our delivery road map. I then work to define, prioritise and manage our delivery schedule to ensure that we add real value to our customers and their people.

What's been your most memorable MyPeople moment? There have been many, but watching England defeat New Zealand in Tokyo in the 2019 Rugby World Cup semi-final will take some beating though!

Which company value do you most identify with and why? Quality is something that I'm always striving for and what I particularly identify with. Fundamentally that's why we all work, and the other values are about why we all work here.

Favourite book and why? Tough question! Today I'll say 'Grooming, Gossip and the Evolution of Language' by Robin Dunbar. It's an excellent introduction to evolutionary psychology with fascinating practical applications. Ask me again tomorrow for a different answer though.

What is the most tedious and/or the most exciting sport you watch? Test cricket for both!

What's the biggest adventure you've been on? Probably going to Thailand without any luggage on the assumption we could buy whatever we needed in the markets there. It didn't work out well as every shop and stall in Bangkok was closed

for the Thai New Year. It was very freeing in a way, until we realised that towels are actually quite useful.

Would you rather drink a gallon of eggnog in 15 seconds or eat 300 mince pies in 15 minutes? Easy. Mince pies all day long.



JACK WEBB - BUSINESS ANALYST



TOM O'KEEFFE & JAMES HOTCHKISS – SENIOR SOFTWARE DEVELOPERS

Tell us a bit about who you are and what you do...

Hi, I'm Tom a 40 year old tech geek who has 2 dogs, 2 cats and a snake. I love movies and long walks on the beach. I am a software developer for MyPeople, primarily dealing with front end/UI development and integration projects.

What's been your most memorable MyPeople moment?

When we got our first proper office and moved out of a small meeting room.

Which company value do you most identify with and why?

Honesty – I prefer to be honest with people and for people to be honest with me. Plus I don't have the face to pull off being dishonest 😊

Favourite three quotes? "A life is like a garden. Perfect moments can be had, but not preserved, except in memory. LLAP" – Leonard Nimoy.

"I have the simplest tastes. I am always satisfied with the best." – Oscar Wilde.

"Do. Or do not. There is no try." – Yoda (Star Wars).

What's the worst advice you've been given? My careers adviser in school. said: "Don't pursue a career in computer animation. It won't go anywhere."

What's your favourite way to waste time online?

YouTube – Between funny and educational videos, I can waste way too much time on this site.

Would you rather be one of Santa's workshop elves or a 13-inch walking talking nutcracker for the rest of your life?

I would rather be an elf in Santa's workshop. Nutcrackers are just weird looking.

'TIS THE SEASON

Tell us a bit about who you are and what you do...

I'm James, a software developer, currently building the back end for the MyPeople Insights and Manager platforms. This encompasses our database, API, security configuration and hosting environment.

What's been your most memorable MyPeople moment?

Seeing the faces of my colleagues as I swapped my office chair for a yoga ball to help with my back issues.

Which company value do you most identify with and why? Creativity - Working for a small company in a small team demands

creativity in finding effective solutions to problems in a short amount of time.

Most used App and why? WhatsApp! I have so many group chats!

What useless facts do you know? Tomatoes actually originated in America and weren't introduced into Italy until the 1540's.

Also, the expiration date on water bottles is for the bottle, not for the water.

If you were featured on the local news, what would you most likely be on there for? I would probably be in the background doing something mundane (it's already happened a few times).

Would you rather have to loudly sing the chorus of "Jingle Bells" every time you walk into a room for a week or have to wear a Santa suit and fake beard for the whole of December? Santa suit and fake beard.

Tell us a bit about who you are and what you do... Hiiiiii my name is Jade and I'm the Partnership Manager at MyPeople. I started my journey in July and what a journey it's been so far! I love working at MyPeople and having the autonomy to do what I need to get things done. I am responsible for managing the direct relationships we have with our partners and our marketing activation strategy - to build our brand and bring it to life. The best thing about my job is I get to speak to amazing people who want to make a difference every day, and each day is different.

What's been your most memorable MyPeople moment? When Wendy came in with her weighted hula hoop for a show and tell and almost took out a glass wall in the process of demonstrating - Still makes me laugh now 😂.

Which company value do you most identify with and why? It's really hard to pick one value especially as I identify with them all; honest, creative, fun and quality. But if I had to pick one, it would have to be fun. As we grow, it's important that everyone feels appreciated in the team and know they are making a difference. Different working environments bring inspiration and focus, as a team we can work from anywhere, anytime, as long as we get what we need to done. Whilst this kind of freedom is unquestionably fun, having fun together is much more vital when it comes to building our team culture. Whether this be amusing ourselves with collective team nicknames such as Timilo and Jendy (Don't ask!) or our nonsensical chatteroo's before each morning meeting.

There's no one-size-fits-all style of fun, but each day presents us with a new opportunity to find some way to bring happiness to ourselves, our team and, ultimately, our customers. Whether that be a round of coffees from Costa, bringing in cake (who doesn't love cake right?), team lunches in Guildford or birthday fizz, this makes a more enjoyable fun atmosphere.



JADE TOMASSI - PARTNERSHIPS MANAGER

What are some films that would make it on to your top 50 list of movies?

Oooo tough question! I'm not the biggest film buff, but I do love an 'absolute classic' as Spike from Notting Hill would say. So I'll go with; The Shawshank Redemption, The Godfather, One Flew Over the Cuckoo's Nest, Rain Man and Good Will Hunting.

Most memorable place you've visited?

I've been really fortunate to have visited so many beautiful places around the World. The place that stole my heart is Sirmione, in the south of Lake Garda, Italy. It's a small picturesque historic town with thermal baths, which have been used as a spa since Roman times. It has cute little restaurants and pretty Italian houses lining the streets, not to mention the 13th-century castle which is surrounded by water. With a heavy Roman influence there are so many beautiful ruins scattered around overlooking the lake. One place to look out for is the beautiful Jamaica Beach, as it's a perfect spot to relax and unwind with a gelato and Aperol.

What's the funniest co-worker story you have?

We've all suffered the dreaded cold and dragged ourselves into work begrudgingly, Suffering with not being able to breath properly, sore throat and a terrible blocked nose - it's awful. just like a particular ex-colleague of mine. This person was pretty poorly and going through Kleenex boxes at a rate of knots. That's when it happened... The person went to blow her nose while everyone was going about their usual routines. Unfortunately, for her the pressure build up was too much and she accidentally passed wind at the same time - loud enough to wake the dead! Everyone in the room heard it, but there was one colleague that laughed so hard our boss had to shout her name to get her to contain herself. I was mortified for her, but it's quite funny looking back at it now.

Would you rather never have mulled wine again or never watch a Christmas movie ever again?

As much as I love fully committing to all the Christmas festivities, I would rather never watch a Christmas movie again - Life without mulled wine is just not worth living!



DANILO ORLANDO - HEAD OF ANALYTIS

Tell us a bit about who you are and what you do...

I'm Danilo, Head of Analytics for MyPeople. I bring artificial intelligence and machine learning to our products, developing models for automated insights and aiming to find a predictive link between culture and performances. I also develop the tools to bring those models into production and transform experimental code into more appropriate /production ready code. We have very exciting applications on the road map so I'm always busy. In general, I have a lot of interests so I wish the day was 48 hours long!

What's been your most memorable MyPeople moment?

When I joined? 😊 I have to say that I am really enjoying my time here.

The fact that you can easily switch between professional and funny mode at any time whilst still striving for quality feels really amazing. It is good to be around people that are open, direct and easy-going.

Which company value do you most identify with and why? I really care about quality because it is a sort of perpetual motion in which you never stop to both look at the future and rethink what you have done, analysing every detail. It is a constant quest. Sometimes it can even be frustrating, but in the end it helps in trying to constantly improve.

What tells you the most about a person? The way they react and handle conflict and what they do, silently, when there is a problem.

What's the most outdated piece of tech you still use regularly? Good old pen and paper.

If the universe is just a simulation, what update or patch does it need? One in which I would not have to answer this and question 1! On a more serious note, I would go with a patch in which life does not need to feed on life to survive while it is still possible to evolve. #Deep

Would you rather have Christmas tree tinsel for hair or have fingernails that light up like multi coloured fairy lights? Ahhh, tricky one. None of these are metal enough for me 😊, so It will have to be Christmas tree tinsel for hair.

❄️
*Let it
snow*
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