



BLUESKY
C R E A T I O N S

Capability Statement

Tomorrow's success starts today.

www.blueskycreations.com.au

Introducing BlueSky Creations



BlueSky Creations builds beautifully clever software to help you make the most of your people.

Specialising in all aspects of people management and workforce optimisation software, BlueSky enables a sustainable competitive advantage for any business through increased efficiency, productivity and performance.

We believe that tomorrow's success starts today, with intelligent, automated and complete systems to help you make the most of your people. As the world and your competitors continue to evolve, you have a choice: Adapt your systems, or fail. It's up to you.

BlueSky brands



— A SUSTAINABLE COMPETITIVE ADVANTAGE —

We have a vision to transform today's systems to enable tomorrow's success.

How? Through the use of clever software. Create efficient, optimised systems to **make the most of your people** and enable a proactive focus on planning for tomorrow, today.

From attracting clients and candidates, through to comprehensive employee management, scheduling, workforce optimisation, automated payroll and more, we provide the tools to help your business automate and optimise processes, improve performance and break free from your competition.

What's different about us?

Our complete people management solutions provide the visibility required for a clear understanding of your workforce. Harness rich employee data, understand patterns, optimise your planning, and make more proactive decisions for the future, with all systems in one place.

We're collaborative and innovative, with the flexibility to solve common people management problems in any industry. We want to see your business succeed.

— CONTINUOUS IMPROVEMENT —

Key values

- **Collaboration.** We believe the best ideas are often created or enhanced through discussion and an open frame of mind.
- **Transparency** and honesty in every way we operate and communicate within our team, and with every client.
- **Attention to detail** across every aspect of our work, no matter how big or small the project is.
- **Commitment** to our team, clients, innovation and the best possible outcomes.

These values drive our search for **continuous improvement**, and heavily influence our attitude towards solving problems, both internally and for our clients. They will forever remain key to how we innovate.

— CLEVER WORKFORCE SOLUTIONS —

Background & achievements

BlueSky's team is built on a solid 30+ years' experience, both nationally and internationally, in creating clever software solutions. Our founder is no stranger to success, having previously founded a multiple award-winning company in payroll and HR software solutions.

Along with supporting our diverse client base globally, we have also launched a number of brands utilising key BlueSky solutions, which are setting new standards in their respective industries. These brands demonstrate the depth of our skill set, and proven use of clever software to help businesses of any size make the most of their people.

Solutions to suit any industry



Each solution can be tailored for your specific workforce, industry or use-case requirements. Combine any number of solutions, or start from scratch for a bespoke solution - as unique as your business or concept is.

— CLEVER SOFTWARE TO MAKE THE MOST OF YOUR PEOPLE —

Planning | Efficient, effective planning processes across all business systems for improved decision making

Labour Optimisation | Enable a high-performing workforce with a purpose-built Day of Operations & optimisation solution to increase efficiency, reliability and productivity

Succession Planning | Understand the value of your employees, and ensure you reward & retain your most valuable team members

Rostering & Scheduling | Simplified, easy to manage schedules, including optimisation & fatigue management. See next page for more details on optimisation

Retention | Provide a reason to stay with quality management & increased development opportunities

Development | Complete, integrated development, training & management platforms

Succession Planning | Understand the value of your employees, and ensure you reward & retain your most valuable team members

Appraisal | Maintain a high performing team through increased self-reflection

Organisation Profile | A clear understanding of your organisation, teams & reporting structure

Performance Analysis | Efficiently track, manage and improve individual & team performance

Learning Management | Increase knowledge & performance across your team

Wellbeing | Proactively manage your team with an increased understanding of their wellbeing

Attraction | Attract, recruit & retain the high-performing people your business needs to succeed

Recruitment | Seamless management & tracking of candidates, from application to assessments, communications & onboarding

Organisation Profile | A clear understanding of your organisation, teams & reporting structure

Assessment | Evaluate candidates' & employees' knowledge with configurable assessments

Learning Management | Increase knowledge & performance across your team

Document Management | Easily keep track of important files & documents

Operations | Accurate, reliable, stress-free systems to keep your business & team running smoothly

Time & Attendance | Easily monitor all staff, including no-touch facial recognition time clock

Timesheets | Simple management of all timesheets

Payroll | Automated, accurate, reliable payroll built to handle complex requirements with ease

Leave Management | Understand trends & manage all current, planned & unplanned absences

Rostering & Scheduling | Simplified, easy to manage schedules, including optimisation & fatigue management. See next page for more details

Organisation Profile | A clear understanding of your organisation, teams & reporting structure

Assessment | Gain a deeper understanding of your candidates' & employees' knowledge

Document Management | Never lose track of important documents again

— BESPOKE —

BlueSky's bespoke software capabilities | Collaborating with clients to create unique, innovative solutions that transform business systems in any industry

Do you have ideas on how to solve a problem, but don't know how, or lack the resources to create the software and a user-friendly interface? Or, are you frustrated with inefficiencies, inaccuracies or poor processes in any part of your business, but can't find the perfect solution yet?

We've got you covered. Tell us what you're looking for, and we'll work together to make it happen. If we haven't done it yet, we welcome the challenge.

Optimisation solutions



Empower your business with the tools to make the most of your people, with a proactive focus on planning for tomorrow, today.

— OPTIMISATION

Break free from your competition by making the most of your people, resources and opportunities with mathematically optimised systems.

- **Minimise costs & time wasted** with efficient allocation of staff to ensure maximum use of time & skills both during and between shifts, tasks or jobs.
- **Efficiently & reliably schedule staff** with all skill, cost, availability, shift constraints & compliance requirements accounted for.
- **Make better decisions by harnessing forecast data** such as inbound & outbound volume, roster requirements during holiday periods, and more.

— ENHANCED PLANNING SOLUTIONS

Optimised Scheduling, Rostering, Routing & Training Plans | Empower your team with the best chance of success, while reducing costs, eliminating wasted time or resources, and making the most of your team's skills.

Schedule & Roster Optimisation | Enable a productive, high-performing team to reduce costs & make the most of your people. Ideal for:

- Hospitals, health & community care staffing
- School, university & training centre schedules
- Manufacturing & warehousing team rosters

Labour Optimisation | Plan for the best outcomes based on forecast volume, availability, targets & more. Combines with our Day of Operations solution harnessing real-time data for proactive management. Purpose-built for optimising teams and processes across:

- Warehousing, distribution centres, supply chain, logistics & manufacturing

Training Plan Optimisation | Maximise training opportunities with efficient allocation of trainers & staff to cover all requirements including skills, qualifications, availability, coverage & more.

Minimise wasted time, costs and resources while enabling maximum training efficiency. Ideal for:

- Worksite training plans, including mines, warehousing, logistics & supply chain teams

Route Optimisation | Minimise valuable travel time wasted between jobs, with intelligent real-time tracking & route schedule updates. Ideal for:

- Logistics & delivery routing
- Healthcare & community care provider routing

— REAL-TIME

Day Of Operations | A purpose-built solution for complex distribution centre operations, harnessing real-time data from your WMS for better decision making.

Integrating with your WMS, this solution provides all the tools necessary for proactive management, increased productivity and maximum performance across any warehouse or distribution centre.

- Real-time dashboards & reporting for all key metrics
- Enable proactive decision making during every shift
- On- and off-task reporting, shift optimisation and more

— PEACE OF MIND

Fatigue Management | Keep your workforce safe, happy and productive with an effective fatigue management system in place.

Taking into consideration factors including a team member's age, commuting distance, time between shifts and hours worked over the previous week, this solution enables employers to proactively manage their team's wellbeing & productivity in the planning process. Ideal for:

- Warehousing, distribution & supply chain management
- Logistics & delivery teams
- Health & community care visits
- Hospitals & healthcare providers

An innovative approach to development



Whether it's a new look at an old issue, a first attempt at an innovative concept, or recreating an existing solution but *doing it better*, we design the software to make it happen.

— DEVELOPMENT METHODOLOGY —

UserFirst ethos & development methodology

If you choose to take the bespoke development route, it's important to understand how we will work together to achieve the best outcome. We like to call it our **UserFirst development methodology**. This approach is founded on our passion for delivering the software you've been dreaming of, by taking the time to really understand your vision and what you want to achieve.

To ensure that we deliver the best possible product, we've taken the best out of software implementation methodologies and configuration capabilities that allow us to best serve you. We gather as much detail in the beginning as possible and deliver detailed prototype designs for you, so we can ensure the development process runs smoothly.

This approach reduces issues occurring after writing the code, which ensures a faster delivery to the end product and keeps your costs (and stress levels) down. We also ensure our design is flexible enough to consider your potential future needs.

And, with everything documented, you'll know exactly what to expect, *every step of the way*, so you will avoid surprises with the end product. We put you and your needs first – it's the BlueSky 'UserFirst' way.

Learn more about each step in our UserFirst development journey on our website:
<https://blueskycreations.com.au/userfirst-ethos/>

— SOLVING COMMON ISSUES —

Transforming today's systems to enable tomorrow's success

We're committed to solving all your people management problems. Our automated, flexible solutions are capable of transforming systems for any industry, and enabling the adaptability required for sustained growth as the world changes.

Whether you're looking to optimise your workforce, improve efficiency, accuracy or performance across any system, better train, manage and develop staff, or automate your payroll processes, we can help.

Let clever software take care of it.



— TIME TO TURN YOUR IDEAS INTO REALITY? —

Want to learn more, or get started? Contact us.

Whether you're looking to implement one solution, tailor a range of solutions to meet your business' needs, or start completely from scratch to create a bespoke platform, please get in touch! We'd love to hear from you.

No question is too complex or too small. Let's talk through your ideas and how we can provide the software your business needs to create, and sustain, your competitive advantage.

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