

12 MONTHS OF ENABLING CULTURE OF EFFICIENT HR IS BEHIND US



Jonathan Harding
Founder and Chief Executive Officer
Mob: +381 60 444 01 69

May, 2023

11.05.2023 - FOUNDATION



5

H

Services



<https://www.linkedin.com/company/5h-services/>

June, 2023

SERVICES- PROMOTION

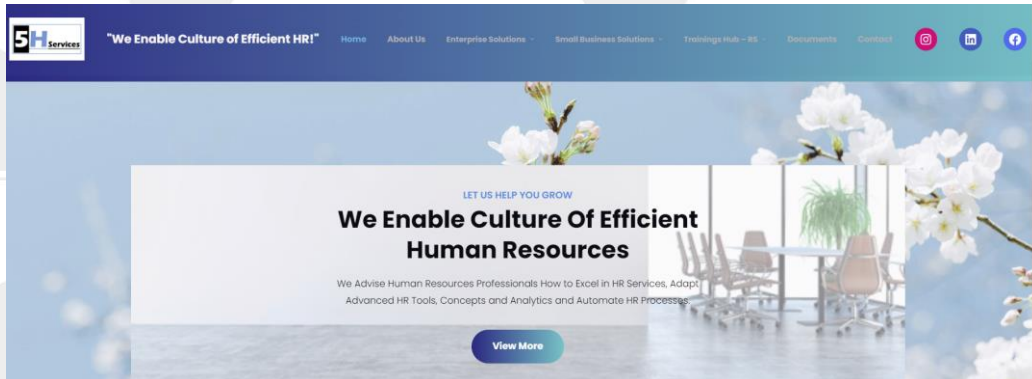


5H ENABLING CULTURE OF EFFICIENT HR

<https://5hservices.rs/our-services/>

July, 2023

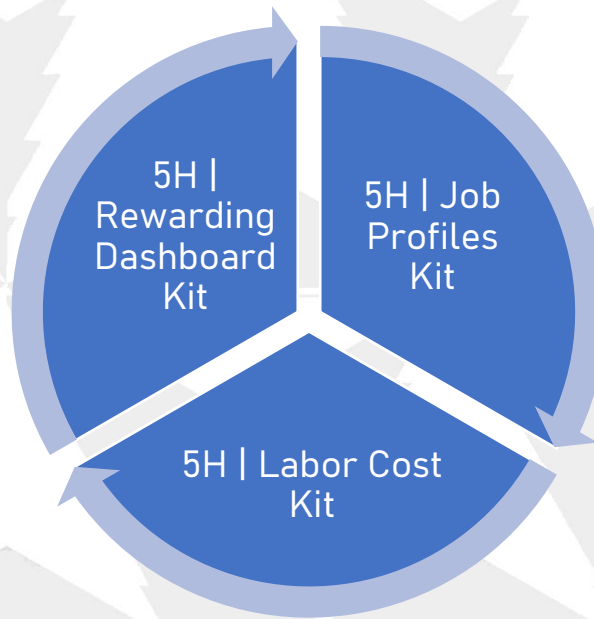
WEBSITE- LAUNCH



www.5hservices.rs

August, 2023

TOOLS- PROMOTION



<https://5hservices.rs/our-products-tools/>

FINISHED – FIRST DELIVERY

Organizational Design

Steps

- A. Analysis of Org. Structure.
To understand Logic of Organization
- B. Mercer Benchmarking.
To Match and Compare Your Positions With Competition
- C. Creation of Job Descriptions
To Create and Align (with Stakeholders) Job Descriptions
- D. Creation of Job Evaluation Method
Building up Rules how to Evaluate positions and How to Grade Them
- E. Grading
Actual grading of Existing Positions
- F. Creation of Systematization/Org. Design
Creating Rules for Systematization of Jobs According to Labor Law and Issuing of Actual Systematization

Estimated
Period for
Completion
10.07. -
04.08.2023

Work On site
5 Work Days
Work from
Home 10
Work Days

Completion
07.08. -
08.09.2023

Work On
Site 5 Work
Days
Work from
Home 10
Work Days

Salary Management

Steps

- A. Analysis of Labor Contracts and Payroll Data.
To understand Logic of Administration and Payroll
- B. Creation of Salary Structure
To Create and Approve Salary Ranges per Grades
- C. Creation of Earnings Management Access (EMA)
To Create Salary Metrics and Salary Dashboards
- D. Creation of Templates and Time Tables for Management of Incentives and Laborcost Anticipation (MLAN)
To Create Tools and Rules for Driving of Salary Budget
- E. Execution of Salary Budgeting
Actual Salary Budgeting
- F. Creation of Templates and Time Tables for Management of Incentive's Assessment (MINA)
To Create Tools and Rules for Driving of Salary Review
- G. Execution of Salary Review
Actual Salary Review
- H. Preparing HR Leaders to Approve Final Budget Simulation, Salary Review Results and Execute Them
Training of HR Staff to Use and Create Tools from Step A to Step G

November, 2023

TRAININGS - PROMOTION



Training
HR Budgeting



Training
Org. Design,
Compensation and Benefits

<https://5hservices.rs/5h-trainings/>

December, 2023

EVENT - 2024 WINTER SEASON TOPICS

EVENT BY **5H** Services

INTRO: 2024 WINTER SEASON OFFER

5H  Event Host
JONATHAN HARDING
CEE 5H Services

Join our LinkedIn EVENT on
21st December 2023

www.5hservices.rs

<https://www.linkedin.com/events/intro-2024winterseasontopicsby57141484442019164160/>

January, 2024



PROJECT LAUNCH and NEWSLETTER



<https://5xsolutions.5hservices.rs/>

<https://www.linkedin.com/newsletters/project-5xsolutions-7153442767170416641/>

February, 2024

LINKEDIN COLUMN -PERSONAL AND BUSINESS VIEWS



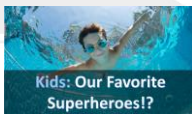
**EQUALITY...
EQUITY...
DIVERSITY...**

FEEDBACK
the **KNOW HOW**
and **HOW TO KNOW...!**



HOME OFFICE
(R)EVOLUTION?

HR
as **SIMPLE SUPPORT**
or **IMPORTANT**
STRATEGIC FUNCTION?!



MOBSTER
NEW WORD TO ADD
IN BUSINESS
ENCYCLOPEDIA!

ORGANIZATIONAL
DEVELOPMENT!
TRUTH OR DARE?



BOOSTING EMPLOYEE
RESILIENCE!
GOOD PRACTICE
OR THE EXCUSE FOR TOUGH
CORPORATE CULTURE?

SUSTAINABILITY
just **THE BUZZWORD**
or **THE ULTIMATE**
AGENDA!



<https://www.linkedin.com/in/jonathan-harding-50281910>

March, 2024

EVENT - 2024 SPRING SEASON TOPICS



INTRO: 2024 SPRING SEASON TOPICS

EVENT BY **5H Services**

Join our LinkedIn EVENT on
23th March 2024, 3:00 PM

Event Host

Jonathan Harding
Founder at 5H Services
PM - Business Development
at 5X SOLUTIONs



Event Guests

Marina Harding
Founder
at BiznisPsihoLogika



Snežana Simić
Founder/Managing Partner
at HR Dada



TOPICS:

- Small Business Development
- BiznisPsihoLogika
- Start Ups and Global Workforce

<https://www.linkedin.com/events/intro-2024springseasontopics7155179394406178816/>

April, 2024

2024 SPRING - CAMPAIGN

Hi,



I am reaching you on behalf of **5XOLUTIONS** project with intention to initiate communication and potential business cooperation.

My activities within project are concentrated towards helping small businesses to:

- ✓ Highlight **the practices** with emphasis on the **success** of business operations,
- ✓ Use **process management** tools and boost the **efficiency** of employees,
- ✓ Take **the Wellbeing** of employees to higher level,
- ✓ Organize **HR operations** and create modern **sustainable work experience**.

Please, reach us to here more!

Kind regards and have a nice day!



[Jonathan Harding](#)

Mob:

[+381 60 444 01 69](tel:+381604440169)

E mail:

jonathan.harding@5hservices.rs

Projects' Page with video material:

<https://5xsolutions.5hservices.rs/5xsolutions-video-material/>



- ✓ 15+ years of experience working for **successful enterprises!**
- ✓ Big focus on **Process Development** and **HR Operations Development!**

<https://5xsolutions.5hservices.rs/5xsolutions-video-material/>

THANKS FOR READING AND LET US TALK ABOUT **NEXT** 12 MONTHS!



Jonathan Harding

Founder and Chief Executive Officer

Mob: +381 60 444 01 69

E mail: jonathan.harding@5hservices.rs

Linked in: <https://www.linkedin.com/in/jonathan-harding-50281910/>

Web: <https://www.5hservices.rs>

