

Together, let's go beyond.

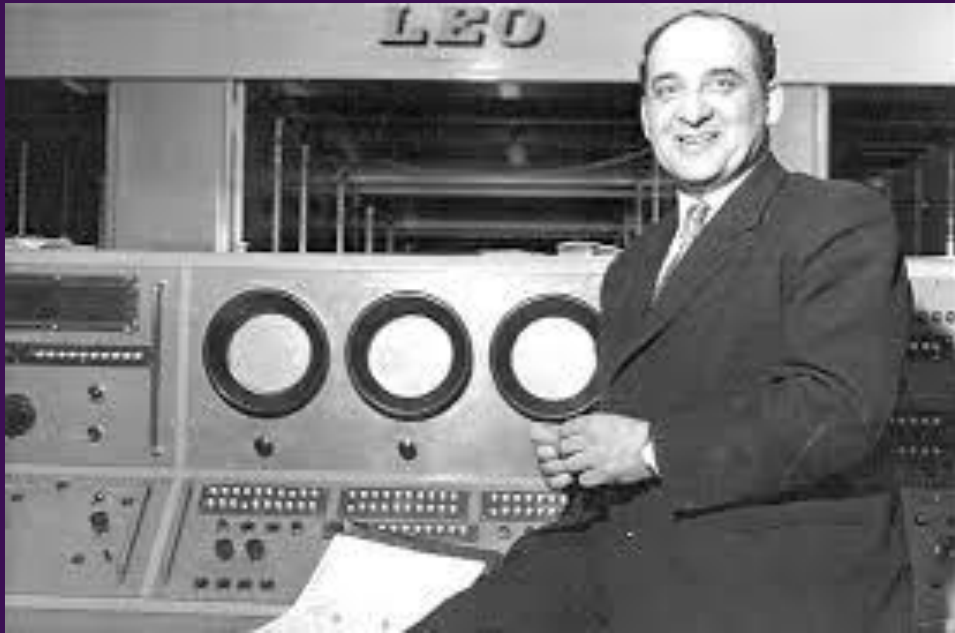
From Payslips to Power Plays: Payroll's
Role in Shaping Tomorrow's Workforce"

8th August 2025

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“What if the most influential leader in your organization wasn’t in the boardroom —
but in the payroll department?”

Payroll Transformation



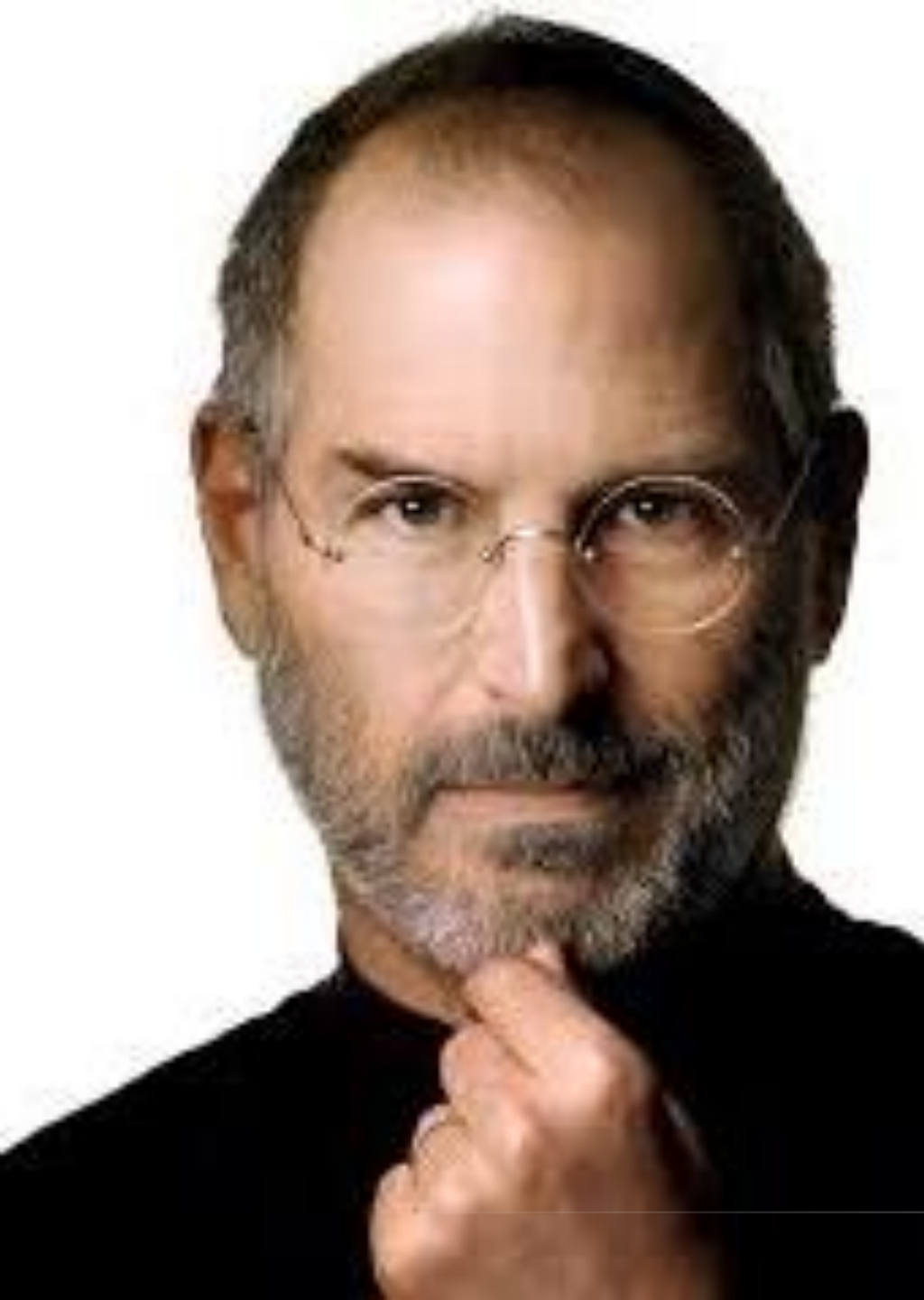
1950s

The Leo System



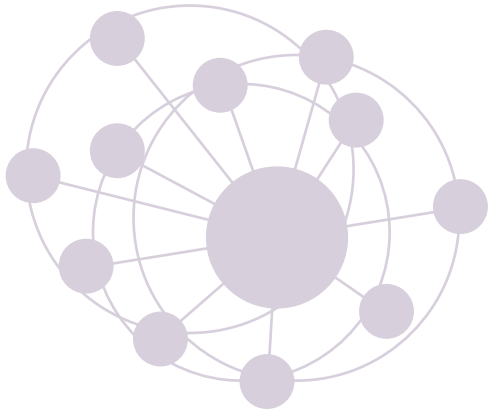
Innovation Influence Inspiration

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Innovation distinguishes between a leader and a follower – *Steve Jobs, Former CEO of Apple*

"AND IN PAYROLL, INNOVATION ISN'T JUST ABOUT TECHNOLOGY—IT'S ABOUT TRANSFORMING HOW WE LEAD."

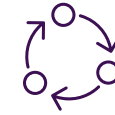


Innovation in Payroll

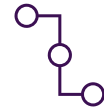
Pure Payroll



Real Time Processing



Up to the minute leave
balances



Agility and scalability



Speed to market



Future proof
technology



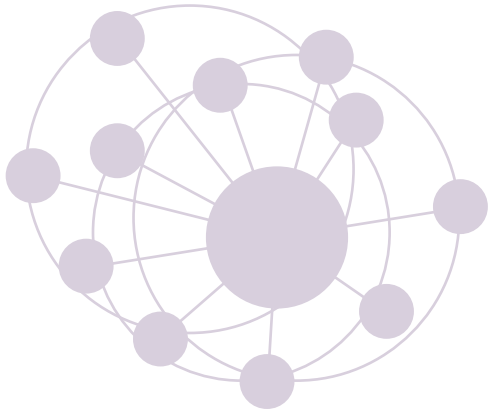
Visibility and
intelligence



Unlock value



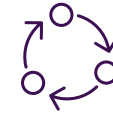
Data Sensitivity and
Connectedness



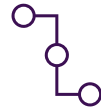
Integration in Payroll



The stress free moment



Interoperability for
collaboration



Agility and scalability



Speed to market



Future proof
technology



Visibility and
intelligence



Unlock value



Connectivity to
customers and partners

Big Data Concepts

1. Predictive analytics helping forecast workforce needs
2. Total cost to market analytics
3. Flight risk measurement
4. Production Vs People input measurement

The Strategy

Data Lake or Data Warehouse Integration

Corporate Performance Management Tools like IBM P&A /
Workday Adaptive

Dashboards and KPIs

AI and ML Insights



Meat Industry Real Life Story

Manufacturer



450 Employees

Created a Data Warehouse

Integrated with Microsoft PowerBI

Payroll and T&A , Production Planning, Finance system data integrated

Outcome

Production Cost per hour , per beast, per product line

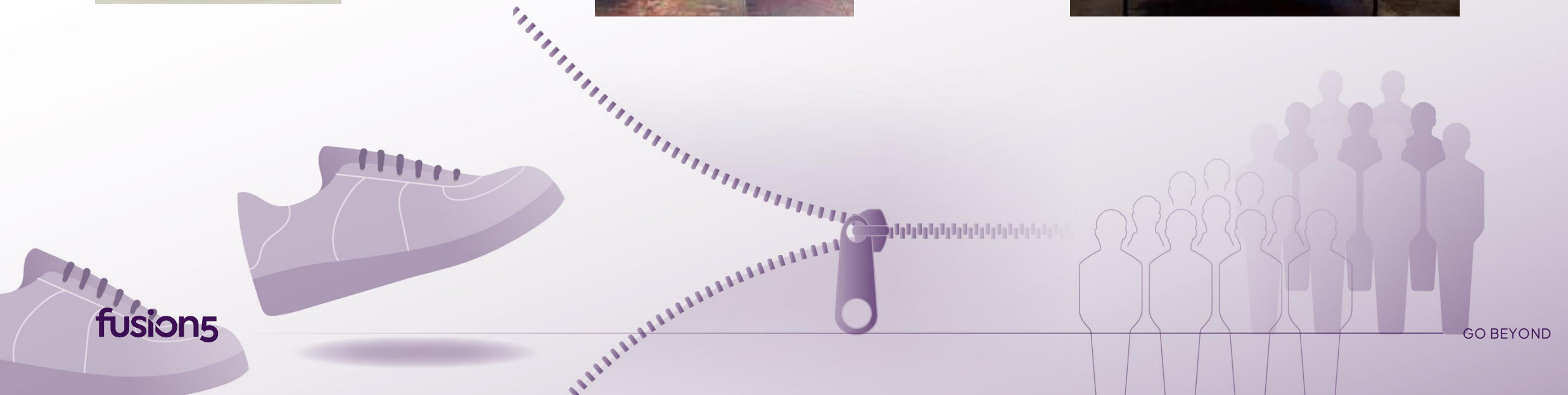
Trend information on peak throughput

Cost to market

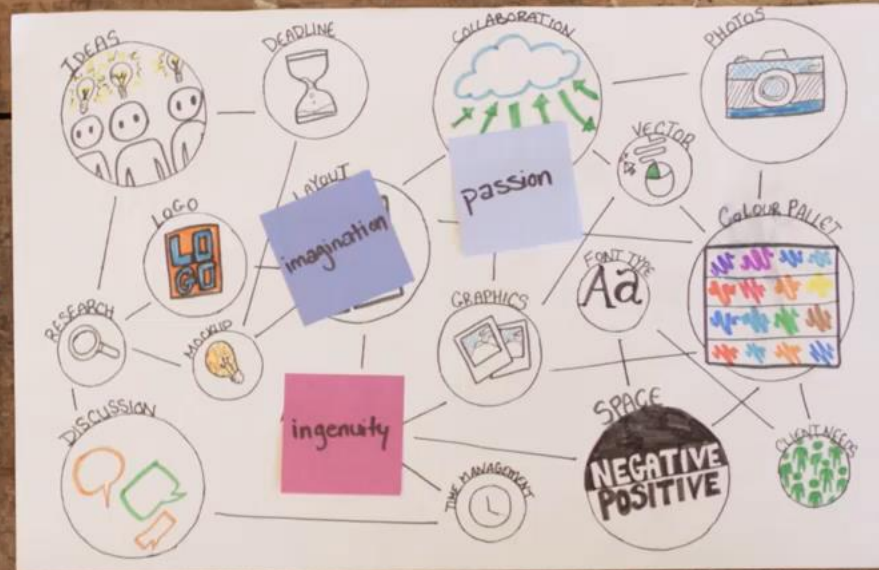
Margins and Revenue

Why is that Powerful

Real World Examples

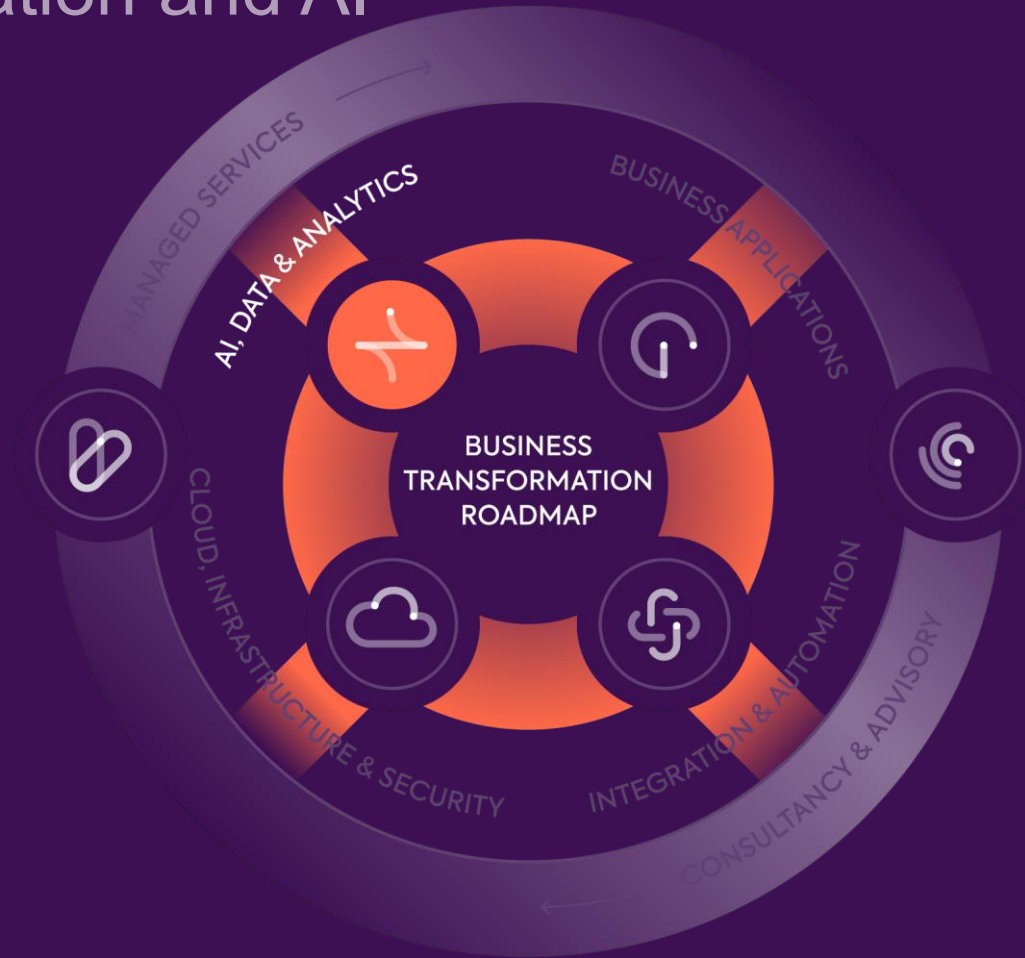


Lets Talk AI



AI, data & analytics

Embracing Automation and AI

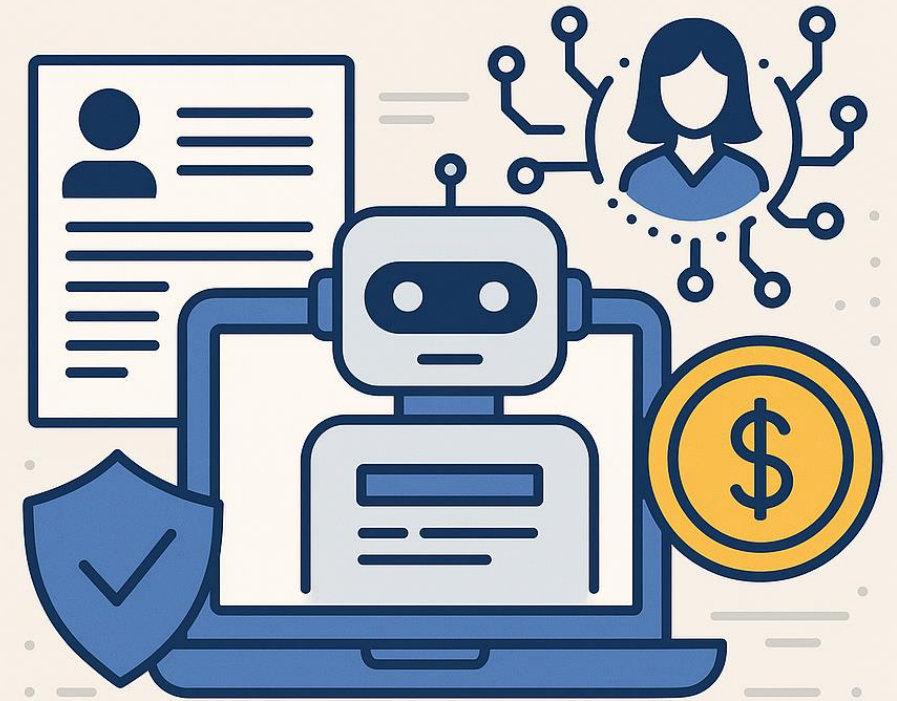


"The future of payroll isn't coming — it's already working late (and it's AI)."

Embrace AI

Plan your use case

Seize the AI Day



AI IN PAYROLL

Where is AI going to make a difference in payroll

Stay ahead of the game

Fraud detection

Automated payslip generation

Data management

Customer service

Key Takeaways

Not just automation—it's about **intelligent augmentation**

It enables **real-time insights**, **error reduction**, and **strategic decision-making**

Organizations using AI in payroll report **higher accuracy**, **faster processing**, and **lower costs**.



You got the power!

Influence

Payroll as an Influencer



Payroll's role in shaping company culture and compliance.

Cross functional collaboration

Leading with integrity and data driven decision making

Payroll as an Influencer

Payroll's role in shaping **company culture** and compliance.

Building Trust

Recognition & Rewards

Inclusivity & Fairness



Payroll as an Influencer

Payroll's role in shaping company culture and compliance.

Legal & Regulatory

Audit & Risk

Data Security & Privacy

Internal Policy Alignment



Payroll as an Influencer

Key ways Payroll supports cross team collaboration

Bridget between HR & Finance

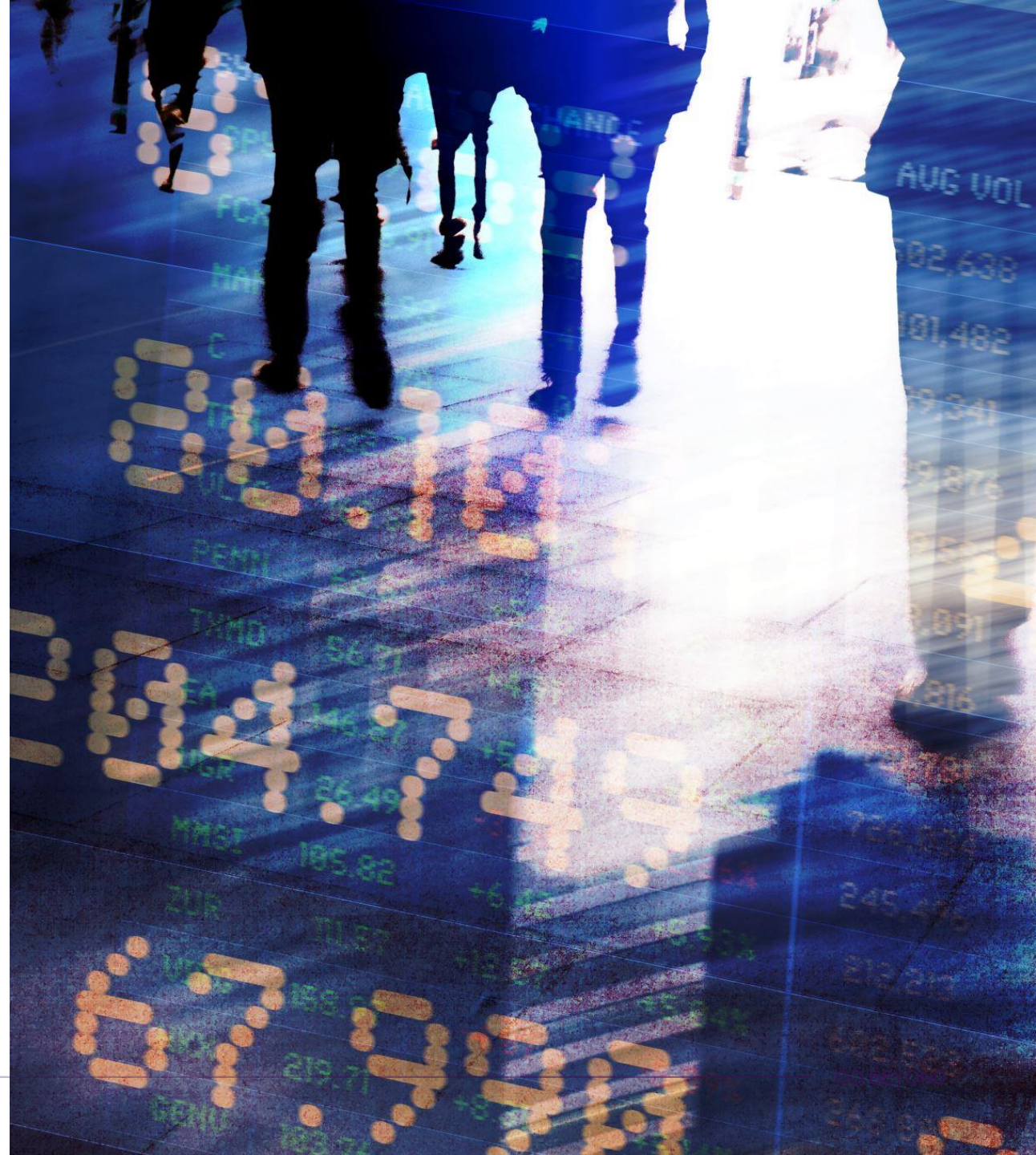
Workforce Planning support

Compliance

Transparency in reward structures

Data integrity with Single Source information

Flight risk



Payroll as an Influencer

Leading with integrity and data driven decision making



Together,
let's go
beyond.

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Inspire

Payroll to Inspire



Key Takeaways



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GO BEYOND

Making it Practical



Audit your processes
for automation
opportunities



Use payroll data to
inform strategic
decisions



Build cross-
functional
relationships



Recognize and
develop your team



Advocate for
payroll's role in
shaping workforce
strategy



Innovate

Roadmap and
transform

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Influence

Lead, share, connect

Inspire

Confidently
go beyond
with
continuous
growth

GO BEYOND

Join me on LinkedIn

<https://www.linkedin.com/in/gabriella-barbara-999b253/>



The banner features the JEMINI logo on the left, a central text block, and an illustration on the right. The text reads: **JEMINI** ENTERPRISE FINTECH & AI. **HR and Payroll:** Increase efficiency with automated processes and real-time data and reports. The illustration depicts a person climbing a ladder to reach a large document with checkmarks, surrounded by icons of a calendar, coins, and a checklist.

Gabriella Barbara ✓
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Canterbury, New Zealand · [Contact info](#)
[500+ connections](#)

 Jemini HR & Payroll
 Lincoln University (NZ)

Fusion5 Transformation Partners at-a-glance



360° Transformational
Capability

22+ Years of growth
(Est. 2003)

850+
Employees

Multi-Award-
Winning Year after Year

1400+
Customers

9 office locations -
Australia and New Zealand

Sustainably
Committed

Employees from
55 global
locations

Beyond the ordinary

Thank you for today.

fusion5



GO BEYOND