



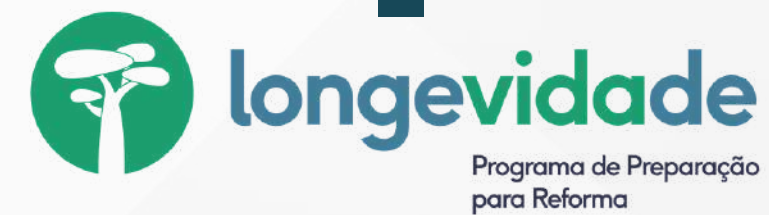
YOUR EMPLOYEE BENEFITS SPECIALIST

2024

OUR HISTORY



"HR as a Service"



Tempus Global Group is a company that has been operating in Mozambique for more than 10 years, offering a holistic approach to Employee Benefits Management, Human Resources Strategy, and People Development to all our clients.

We represent Alexander Forbes in Mozambique and Angola. In everything we do, we aim to be a strategic and preferential support for HR professionals.

“An accessible, inclusive and effective one stop shop for HR professionals to attract develop and retain talent”.



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We operate in three areas, respectively:

Tempus Corretores (Brokerage) provides tailored employee benefit solutions to over 70 corporate clients. From health insurance to pension funds, workman's compensation, and life insurance, we cover all aspects of employee well-being.

Using Sales-Force, we ensure seamless communication and efficiency. Our specialized team offers 24/7 support and assists in selecting the best insurance companies, while also managing member inclusion and exclusion processes.

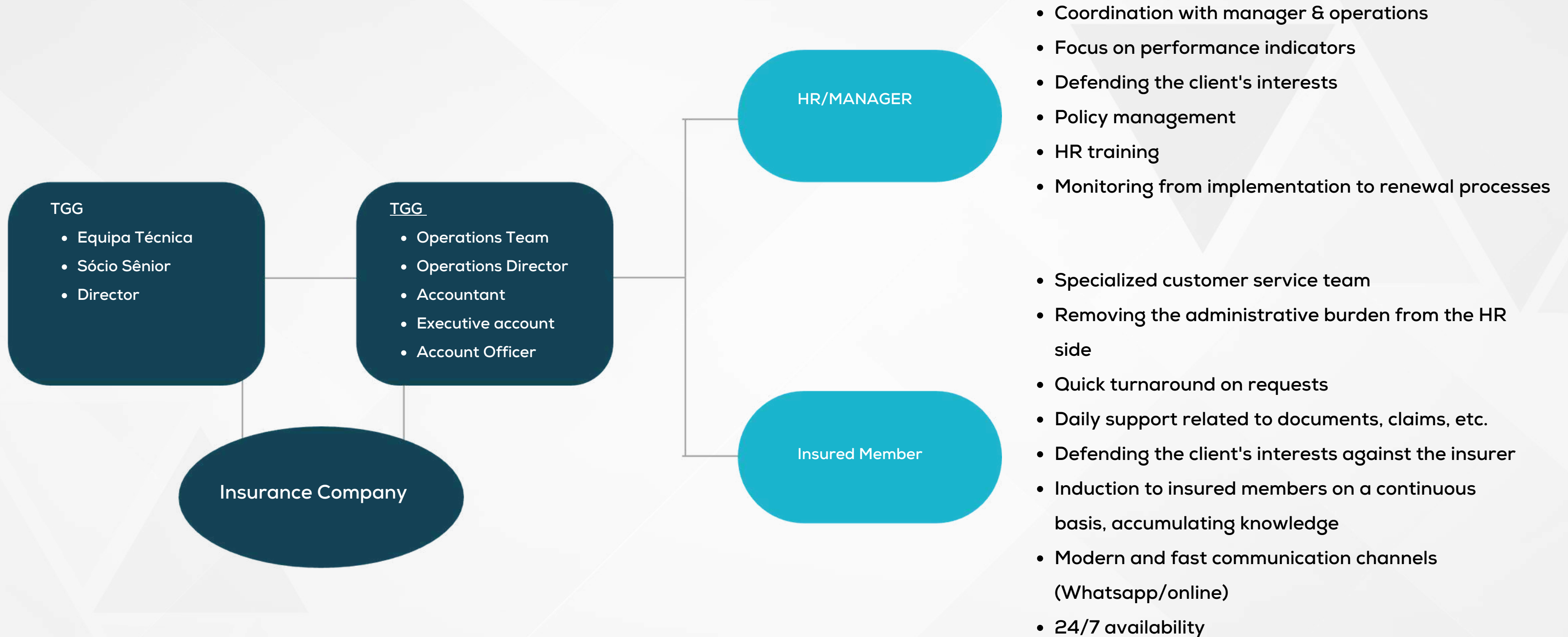
In **2024**, Tempus Corretores will be established in Angola, broadening our client base.

TEMPUS CORRETORES

For employee benefits

Easily source all employee insurance and services to create a compelling package.

SUPPORT FOR EMPLOYEE BENEFITS



EMPLOYEE ASSISTANCE PROGRAM (EAP)

We provide employees and their family members with access to a set of free services with the aim of promoting balance between personal and professional life to deal with the most varied situations in their personal life, helping them to find solutions.

SUPPORT AREAS

Psychological/Personal

- Children's education
- Marital conflicts
- Stress management
- Balance personal life and professional

Financial/ Fiscal

- Debts
- Investments
- Financial Literacy
- Taxes

Legal

- Contracts
- Inheritances
- Divorce
- Fines
- Liens

Social

- Subsidies
- Support for the elderly
- Search for Nurseries/Schools
- Link with the economy
- Social and Public Entities

CHARACTERISTICS

- 6 annual sessions
- Confidential
- 24/7 Helpline
- Free of charge



A wide range of specialist HR services to implementation of new ideas, methods, and technologies to better meet the ever-evolving requirements of the organization and its Human Capital.

All our solutions are data-driven to deliver excellence to employers and businesses. Our differential is based on diagnostics and our people-centered methodology. The core of our strategy is to support organizations to excel through their human capital.



AREAS OF ACTIVITY



Business Consultancy

We provide support for all Human Resources management as an external provider, and with the professional and business issues associated with managing such a practice.



Human Capital Development

Our expertise focuses on face-to-face training and virtual sessions with facilitators or e-learning, the design of leadership content, as well as behavioural and management skills development programmes.

OUR TRAINING PROGRAMS

1 - Team Building

Using our own methodology, our TBs aim to create and strengthen team spirit, adjusted to the needs of the client.

3 - Conflict Management

Techniques to better deal with conflicts that arise in the organization, increasing cohesion among employees and improving the working environment.

5- Lead without bias

For organizations to thrive, leaders must manage without biases that undermine team performance. This course helps leaders capitalize on team diversity.

7- New Manager Assimilation

Aimed at integrating new leaders into their team and the team into the new leader.

9 - Compliance

Raise employees' awareness of the behaviours, internal rules, values and principles set out in the client's code of ethics and conduct.

2- Coaching

Designed to improve the performance of leaders by increasing the level of positive team results.

4- Wellbeing Programs

We support with the design and implementation of welfare programmes or support the improvement of existing programmes through training.

6- Supervisors Program

Our Supervisor leadership training is about empowering them with the skills to lead people, inspire trust, and create a positive work culture.

8 - Strategy Facilitation

Designed for senior leaders to help them design unique strategies that not only beat the competition but make competition irrelevant



Using data to make better investment decisions in Human Capital.

Founded in 2021, Tempus Unity in its commitment to influence the improvement of human capital management in our country, has developed a set of initiatives to support organizations with several tools for human capital management and retention of the best talents.

Our cycle goes through the following steps:

1. **Survey:** data-driven solutions are proven to be more successful;
2. **Benchmark:** by comparing ourselves with the market we can achieve better results;
3. **Implementation:** based on the diagnostic/survey data, we implement tailor-made solutions within our areas of expertise;
4. **Support:** annual initiatives such as: HR4HR Seminars, Consortium of NGOs, Elite Employer, Human Resources Managers specific surveys, and more.



EMPLOYEE BENEFITS & HUMAN CAPITAL MANAGEMENT NATIONAL SURVEY

It has become essential to know how competitive an employer is in attracting, retaining, and motivating talent. We identified the need to create a nationwide survey with data that could help organizations operating in Mozambique design their human capital management strategy.

The survey focuses on five pillars:

1. Compensation and Benefits;
2. Career;
3. Work Environment;
4. Culture; and
5. Work-Life Balance.

In 2023, we reached 200 organizations (public, private and NGOs).



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PESQUISA NACIONAL DE
BENEFÍCIOS E
GESTÃO DO
CAPITAL HUMANO

2023

EBHC SURVEY BENCHMARK REPORT

The added value for organizations participating free of charge is the benchmarking of the organization against its industry/sector and the market as a whole, access to the general survey report and participation in the event to present the results.

They also have the chance to take part in Elite Employer - www.eliteemployer.com a pioneering programme designed to certify and recognize the best organizations to work for in Mozambique.

Elite Employer Benchmarking report

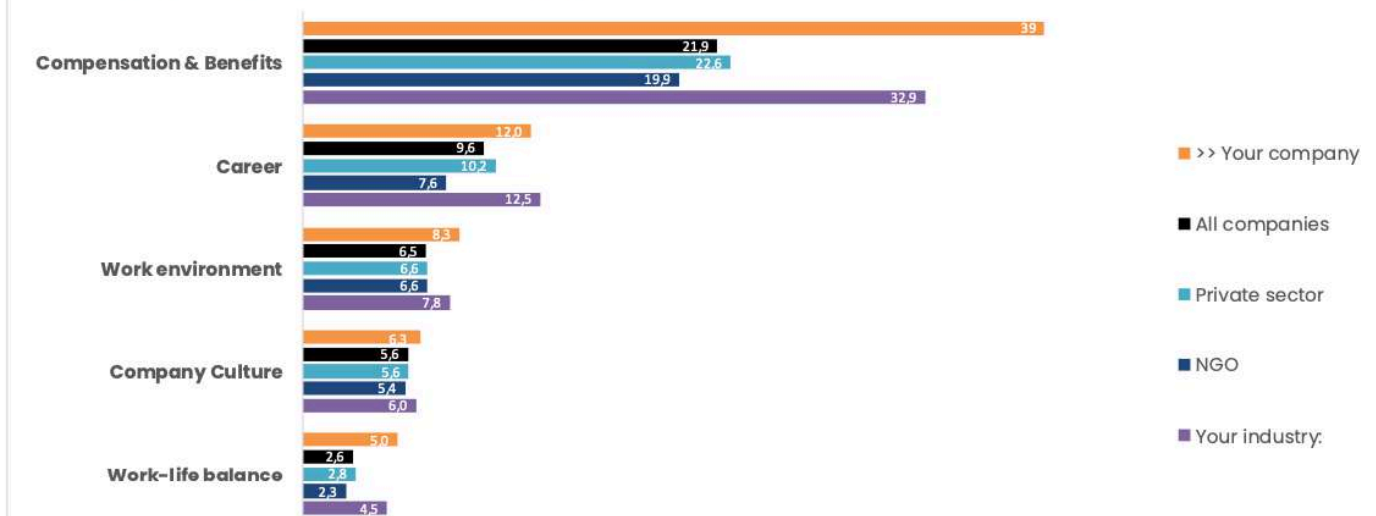
Client report prepared for:



Elite Employer company total score benchmarking



Elite Employer company score benchmarking by pillar



Ranking vs. all organisations in the market

Total score	Top 10%
Compensation & Benefits	Top 10%
Career	25th to 50th percentile
Work environment	15-25th percentile
Company Culture	25th to 50th percentile
Work-life balance	25th to 50th percentile



Elite Employer is a program based on measurable data from the EB&HC Survey, designed to recognize organizations that want to stand out as a good place to work in Mozambique.

Since its launch, the programme has shown progress:

- In 2022, 33 organisations stood out among 140 survey participants;
- In 2023, there were 37 out of 180;

In 2024, we hope to recognise more Elite Employers, with the survey reaching 200 organisations.

www.eliteemployer.com



ELITE EMPLOYERS 2024



HOW WE COMMUNICATE

Enhancing communication flexibility and innovation through AI Avatars

Through the integration of Avatars, Tempus transcends traditional constraints, enabling limitless contacts with our clients and facilitating information disclosure with efficiency.

Our AI Avatars represent a transformative leap forward, empowering us to manage an extensive volume of contacts effortlessly while driving continuous innovation within our organization.





HR 4 HR TEMPUS SEMINARS

HR4HR are seminars designed by Tempus Unity to encourage HR professionals to take time for their well-being as well as to take care of themselves and their development.

The seminars are held annually between June to October in a workshop and breakfast model at the Radisson Blu Hotel - Maputo, focusing respectively on EB&HC Survey pillars.

The topics of the sessions are aligned with current HR trends within these five pillars and with the challenges faced by organizations in Human Capital Management. The seminars are now in their 3rd edition and have grown significantly in terms of participation:

2022 - 60 organizations p/session

2023 - 80 organizations p/session

2024 - 130 organizations p/session



COST OF LIVING SURVEY

Tempus Unity developed the Cost of Living Survey to support organisations to define benefits and salaries for employees located in different parts of the country.

For organisations that have employees in several provinces, having data that can support or help manage the impact of the cost of living on the financial well-being of their employees is a key to success in retaining talent.

Tempus ' Mozambique Cost of Living Survey is an annual study that evaluates more than 100 essential goods and services in the following categories: accommodation; education; health; food; household appliances; clothing; entertainment and sports; transport; personal care, among others.

Over the years, we have perfected our process, leveraging invaluable insights to impact organizations, differentiate our business model, and attract and retain clients, establishing us as a market reference and preferred partner for HR departments.

Our modular process is adaptable for various sectors, such as insurance companies and brokers. Whether setting up operations in South Africa or facilitating banking services for corporate employees, our primary aim remains consistent: empowering HR directors with the tools they need to prioritize employee well-being.



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BENEFITS BEYOND INSURANCE BROKERAGE

We offer exclusive extra services, which allowed us to achieve a **98% retention rate in 2023**, with satisfied customers with both standard and additional services at no extra cost:

- Benefits Benchmark and Human Capital Management
- 5 HR4HR Seminars
- Report on the Cost of Living in Mozambique
- Organizational Climate Research
- Salary Survey
- User Satisfaction Survey

Working with Tempus is an opportunity to bring continuous knowledge, strategic data for decision making, as well as participate in initiatives that promote a positive work culture.

Working with us is not only a wise choice, but also an opportunity to provide a rich experience for your organization's employees.



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OUR CLIENTS



OUR TEAM



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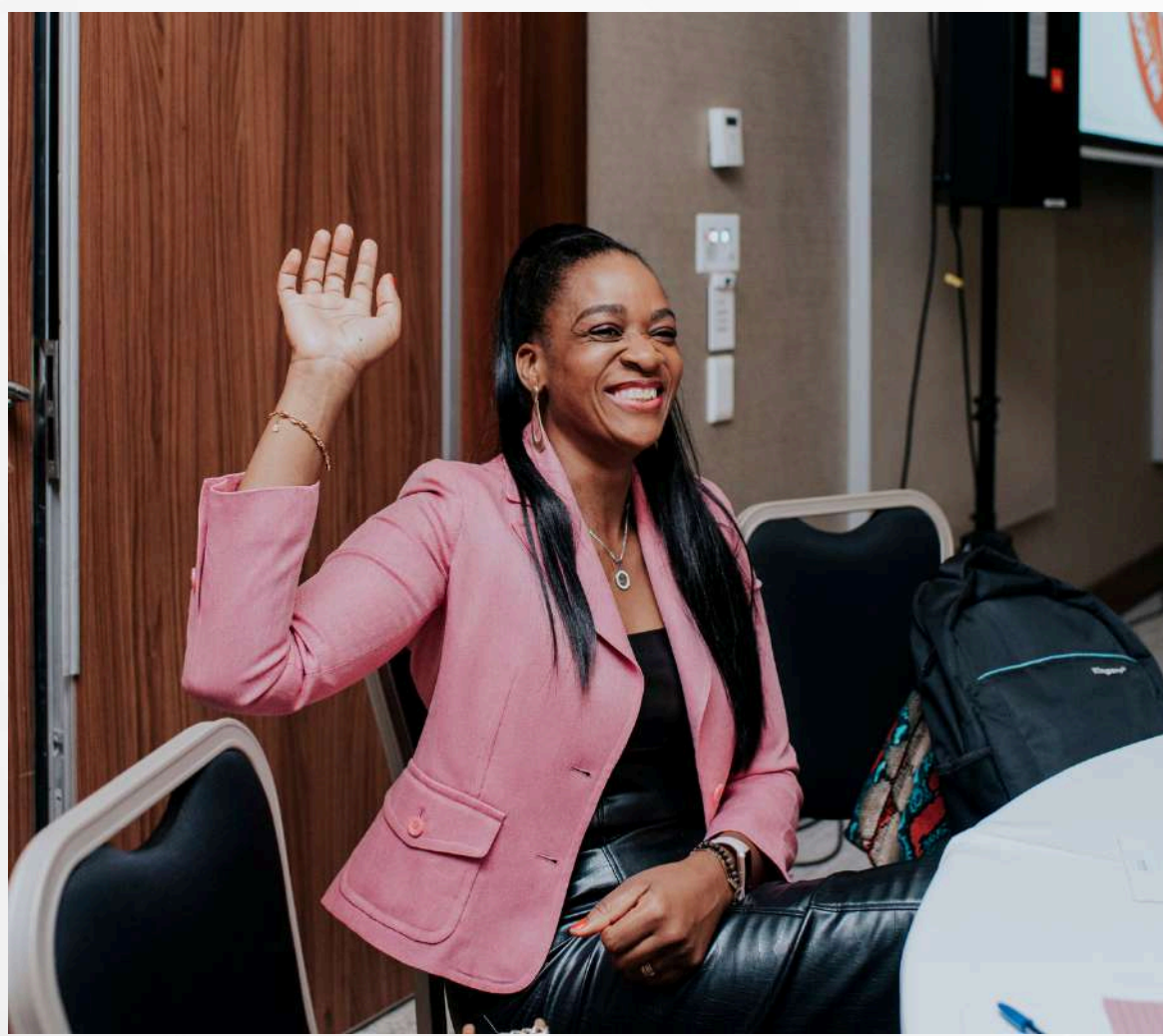
Luana Maia

INTERNATIONAL BUSINESS

DEVELOPER

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