

Hemisphere: culture analytics

Decrypting complex data to unlock culture intelligence


We truly believe that culture drives success in financial services, but getting it right is a tough nut to crack. With Hemisphere, we've made it simple.


Powered by artificial intelligence and behavioural science, our culture analytics platform gives you unsurpassed ability to assess, understand and manage your culture over time.


Hemisphere ingests the data from across your business and your employees, and decrypts it using the latest artificial intelligence. With unrivalled cultural intelligence at your fingertips, you can make data-driven decisions that truly impact your organisational culture. Reduce your conduct risk and create a more resilient business — all while amassing concrete evidence of how you're meeting regulatory expectations on culture.


How does Hemisphere work?

Hemisphere ingests and combines data from across your business:

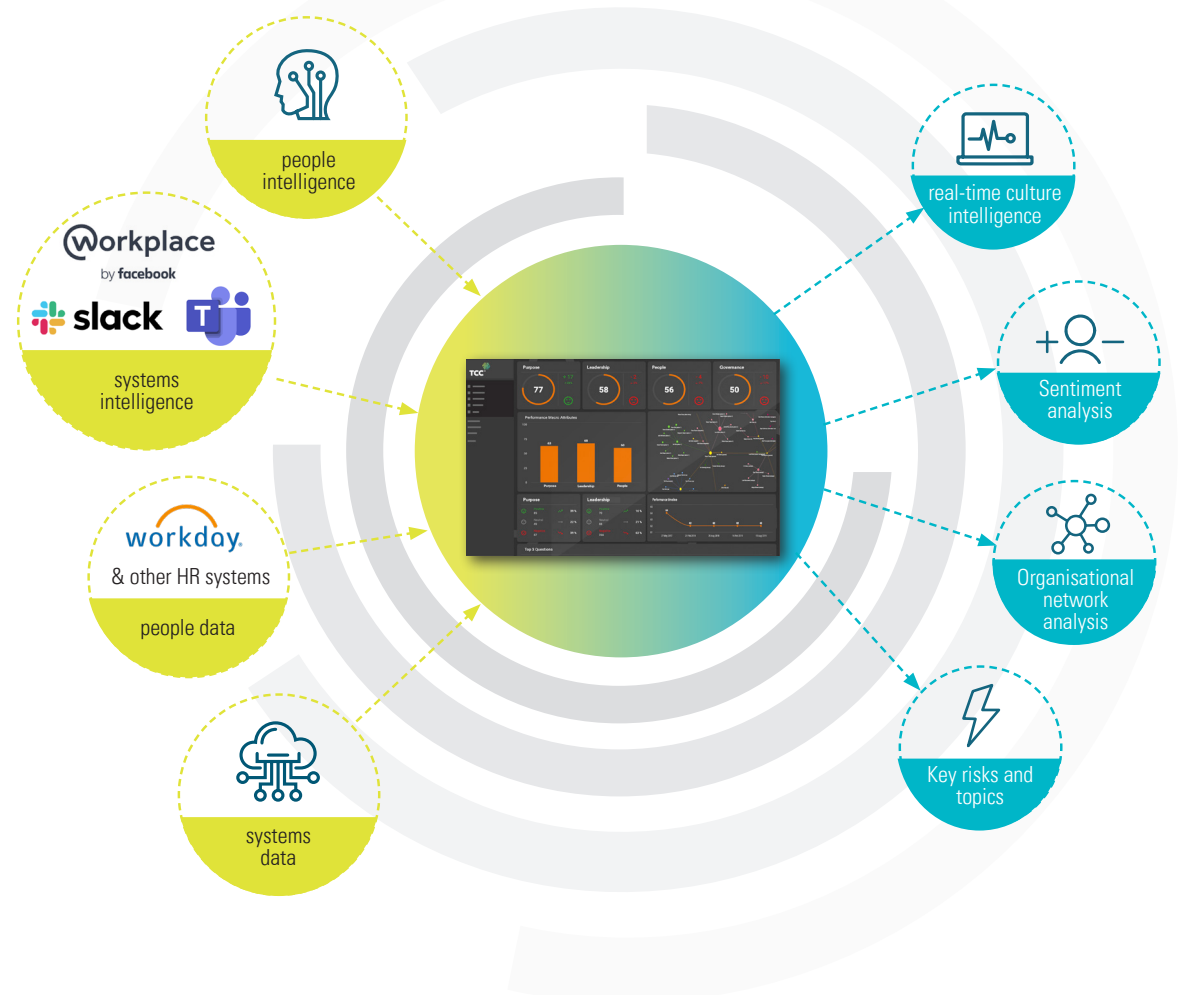
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People intelligence - Employee insight is a crucial input to any understanding of culture. The best way to get this information is to get it directly from employees through our in-built smart survey tool. Take pulse readings from your employees on an ongoing basis to track change over time.
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Systems intelligence - Gain insight into how employees are behaving by harnessing intelligence from your digital workplace tools.
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People data - Add contextual data like your organisational network to compare what you think you know about your culture to what's actually happening in practice.
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Systems data - Pull in data from your other systems to add additional layers of insight into your analytics.

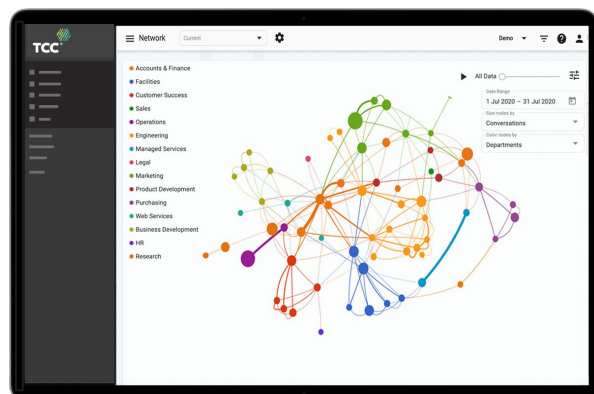


Hemisphere analyses all this data using artificial intelligence, advanced analytics and our culture index and presents it back to you in interactive, real-time graphics. You get:

- A birds-eye view across all the drivers, allowing them to be benchmarked against one another to determine which one is presenting the most potential risk.
- The ability to dig down at a granular level to individual questions. You'll understand which elements within each driver are most important to focus on gathering further information on in order to ascertain if the outputs are fact or just perception, and to ensure any actions taken will be addressing the root cause, rather than just the perceived issue.
- The ability to filter responses to identify which groups/areas within your organisation present the biggest potential culture risks.

The best in big data analytics

We've taken culture analytics to the next level. And with our interactive interface you have complete access to all the analytics and the data that sits behind them. Here's just some of the key features:



Real-time organisational network analysis

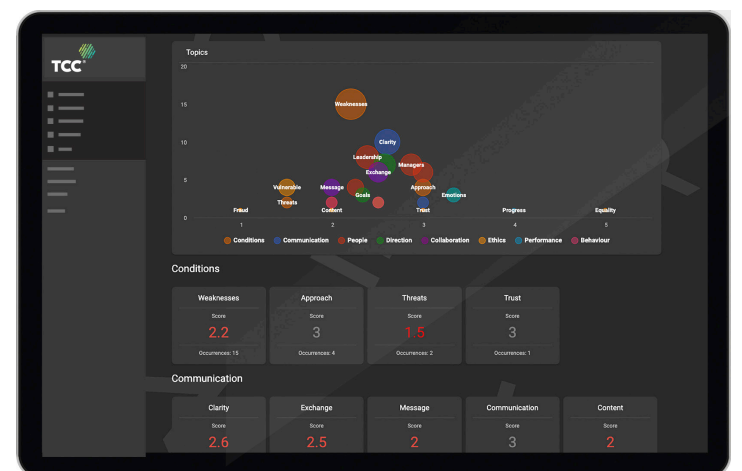
Hemisphere shows the connections that are being made across your organisation using a combination of insights from Systems Intelligence and People Intelligence. Using smart AI analysis, Networks are a structured way to measure patterns of collaboration, communication and the exchange of information between employees. It provides a new lens for evaluation of the way work gets done, which is based on real observed patterns of collaboration, rather than assumptions.

Topic identification

Driven by a bespoke algorithm, Hemisphere identifies and extracts general topics, themes and keywords from any free-text comments submitted in index responses and from any public messages sent when a system application is connected (e.g. MS Teams).

Sentiment analysis

Discover what employees are really thinking and feeling with sentiment analysis. Hemisphere automatically mines unstructured data provided in free text responses and public communications channels using artificial intelligence, saving hundreds of resource hours.



Why choose Hemisphere



Behavioural science

Culture drives conduct. To get the best quality insights to help you understand your culture, Hemisphere is rooted in behavioural science.



Culture & conduct expertise

Hemisphere is uniquely designed to help financial services businesses meet regulatory expectations on workplace culture.



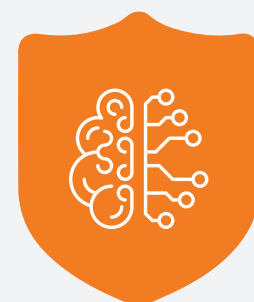
Next-level analytics

We've leveraged the best in big data analytics and artificial intelligence to automatically draw real-time insights and correlations from complex data sets.

Smarter compliance powered by RegTech

Whether you're looking to transform your culture, streamline your first line assurance or future proof your remediation, we've got you covered. Discover how cutting-edge RegTech is making compliance simpler, faster and more cost effective:

[Learn more](#)



See Hemisphere in action with a live demo

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