

● COMPANY

Meet October

Everything to manage your people. More ways to support them.



The complete introduction to October: our approach, People, Health and Advisory, how they work together, customer outcomes and where to start.

For anyone getting to know October

8 pages · October collection

● OUR APPROACH

Work is a big part of life. Let's make it a better one.

Everything to manage your people. More ways to support them. October brings together people technology, private support and hands-on expertise.



**One
connected
October**

**People**

Manage work and development

**Health**

Private support and group insight

**Advisory**

Expertise to make change

From the bottom up

Help employees build skills, improve their health and develop their careers. Make support accessible in the moments people need it.

From the top down

Give leaders the data, tools and expert support to improve management, workload and culture. Make changes to the conditions people work in.

● THE OCTOBER APPROACH

Helping people build healthier habits won't fix a workplace that keeps wearing them down.

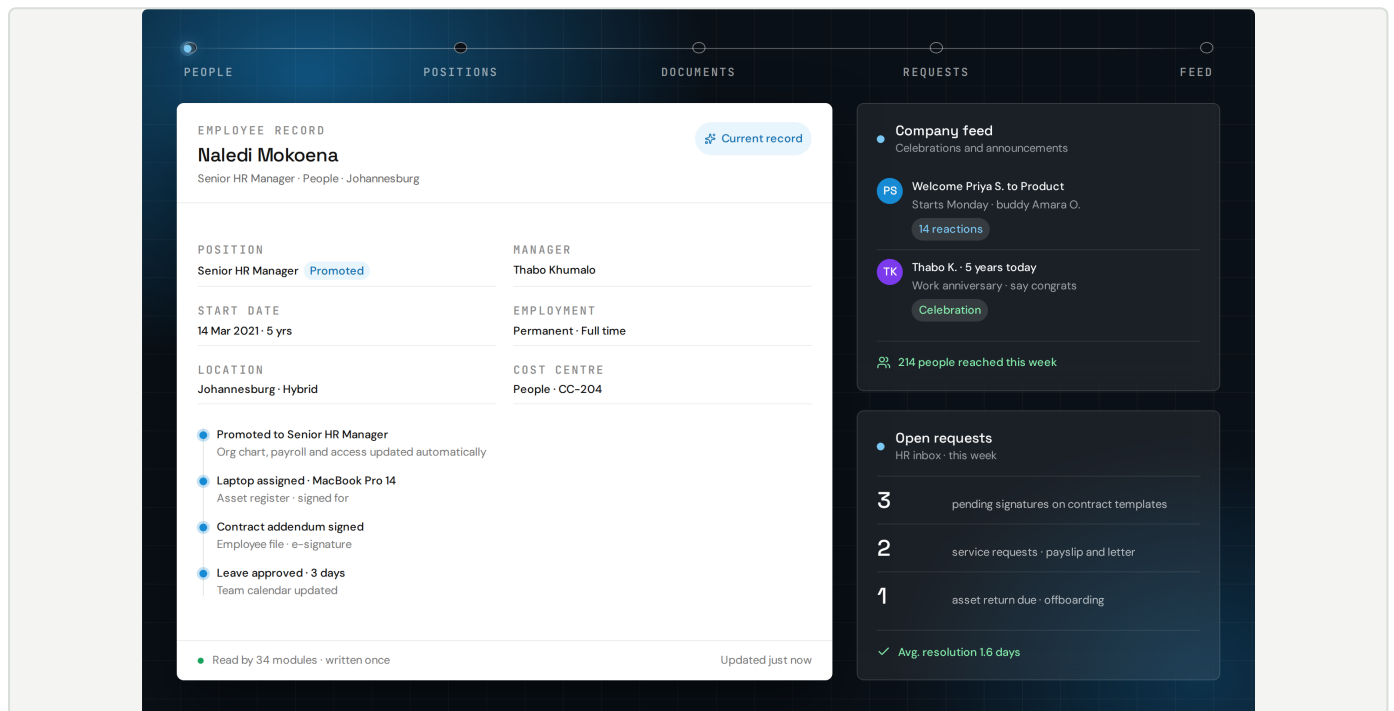
Choose the capabilities your organisation needs.

People, Health and Advisory address different priorities. Start with the product or service that fits, and connect further capabilities when useful.

● OCTOBER PEOPLE

Everything to manage your people.

AI-first HCM unifying your people data across the employee lifecycle. Recruitment, onboarding, core HR, performance, learning, compensation and workforce planning across 34 modules.



October People workspace · Website illustration; example data.

Support every role

Employees get everyday HR support and career coaching. Managers get tools to coach, recognise and develop their teams.

[Explore October People ↗](#)

Plan with a current picture

HR can reduce routine administration. Leaders can plan around current skills, capacity and talent.

● OCTOBER HEALTH

Private support for your people. Powerful insight for your business.

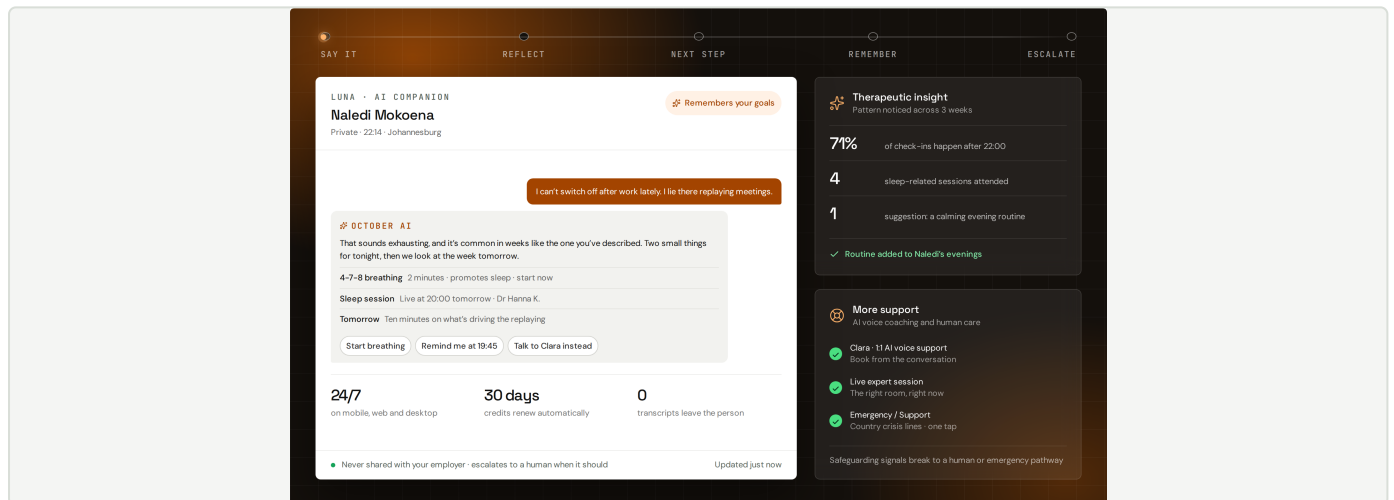
Mental wellbeing is shaped by how we live, learn and work. Performance psychology is the discipline used with athletes and executives, applied to the whole workforce.

Support the whole person.

Expert sessions and personalised AI support help employees work through everyday challenges, develop skills and care for their physical and mental health. Stress, sleep, focus and resilience sit alongside learning and personal growth.

Improve the working environment.

Leaders use aggregated insights to identify where workload, management and culture need attention. Expert support helps them decide what to change and follow through. Support for the individual and change at work belong together.



October Health experience - Website illustration; example data.

Individual conversations stay private. Leaders receive de-identified insights across groups, above a minimum group size. [Explore October Health](#)

● OCTOBER ADVISORY

Embedded experts. Shared responsibility for progress.

Develop leaders, improve how teams work and navigate organisational change. Psychologists, strategists and analysts work alongside your people to understand the challenges behind the numbers.



01

Agree

Priorities, responsibilities and measures

02

Deliver

Coaching, workshops and strategic support

03

Review

Implementation progress and what changed

[Explore October Advisory ↗](#)

● HOW OCTOBER WORKS TOGETHER

One challenge. Three ways to respond.

A business unit is losing experienced people. HR wants to understand what is happening, support employees and help managers respond.



From understanding to action

01

People

Understand work context

→ 02

Health

Understand group wellbeing

→ 03

Advisory

Act on the causes

01 People: understand the work context

Review roles, headcount, tenure and talent information to frame the retention question.

02 Health: understand group wellbeing

Look at aggregated stress and burnout trends. Employees can use private support while leaders identify priorities.

03 Advisory: act on the causes

Work with experts to choose a response, equip managers and review the changes the organisation makes.

Privacy is a boundary throughout.

HR records provide work context. Health provides de-identified wellbeing insight across groups. Individual support conversations stay private.

Illustrative workflow. Product scope, available reporting and implementation are agreed with each organisation.

● CUSTOMER OUTCOMES

Support people use. Progress worth understanding.

October Health customers report changes in participation, wellbeing and burnout. These examples show different measures of progress.



THE HUMAN SIDE

Support people can make part of their day.

Participation gives an organisation more opportunities to learn and respond.

50%

reduction in burnout from first
measurement · Forvis Mazars

38%

increase in wellbeing scores · Forvis
Mazars

PROPR: participation changed.

Reported programme adoption rose from around 1.4% for the previous programme to 55% with October Health. Participation is a useful starting point for understanding whether support is reaching people.

[Forvis Mazars story](#) · [PROPR story](#) · Customer-reported results; measures and periods vary. They do not establish that October alone caused every change or predict another organisation's results.

● WHERE TO START

Start with what needs to work better.

Whether you are modernising HR, supporting employee wellbeing or developing your leaders, bring the priority in front of you.



THE HUMAN SIDE

Start with a real priority.

Bring the work, the people and the change you want to make.

Manage your people

Explore October People and the modules that fit your current workflows.

Support people. Inform leaders.

Explore October Health's private support and group-level business insight.

Make change happen

Scope an Advisory engagement around your organisation's challenge.

Build confidence

Review privacy, security and AI governance with the people responsible for your systems.

[Responsible AI ↗](#) · [Trust Centre ↗](#)

Book a conversation



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