



ENGAGEDLY'S

People + Strategy Platform



Engagement

Effectively engage people within your organization



Enablement

Continuous growth & development for your employees



Execution

Align your people's performance to strategic execution



ABOUT Our Platform

-○ Employees are at the heart of an organization. Yet there is not much evidence that shows improvement of individual employees is directly linked to improvements at the firm-level. Instead, what contributes to today's definition of organizational success is an integrated approach to people practices that are better aligned with organizations' strategic objectives.

Engagedly is a powerful, people-centric software that is created to align people practices with organizational strategy. Built on best practices and decades of research, Engagedly's People+Strategy platform is built to drive performance outcomes starting with people.

DID YOU KNOW? ○

70%

of the organizations that improved their strategic alignment reduced costs or increased sales and customer services

The E³ Framework for People & Strategy Success: **Engage** your people, **Enable** your teams and **Execute** on your strategy

In working with several hundreds of organizations, Engagedly formulated the E³ framework for aligning People Strategy with Organizational Strategy.



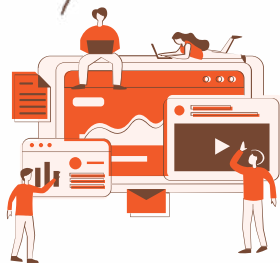
Engage

The Engagement Pillar provides tools and processes to effectively engage people within your organization.



Enable

The Enablement Pillar creates a supportive environment where employees can grow and develop.



Execute

The Execution Pillar aligns your people's performance to strategic execution to achieve organizational objectives.

01

EXECUTION



67%

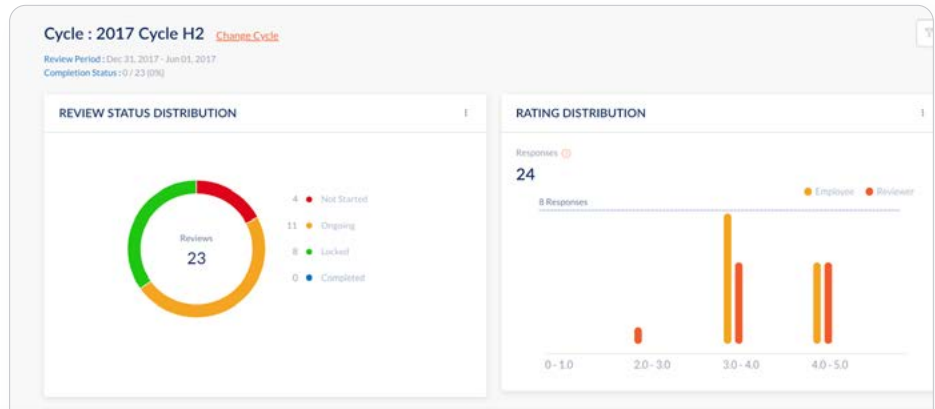
of well-formulated strategies fail due to poor execution

Successful organizations are those that are good at executing their strategy by aligning their people's performance to organizational performance. Tools and processes that align your people's performance to strategic execution are critical to achieving organizational objectives.

01

Performance Assessments

Engagedly's highly flexible, strategy-focused performance evaluation module enables people leaders to implement business strategy, execution-focused performance review, and remove performance evaluation ambiguities that plague the current approach to performance management in many organizations.



Pending Reviews: 5/5

Annual Review (Goals + Job Competence)

Annual Review Period: Jun 30, 2018 to Jun 01, 2018 | PENDING

EMPLOYEE DETAILS
Brian King
Development Manager
Date of Joining: Not available

REPORTS TO
Adam Smith
CEO

REVIEWER
Adam Smith
CEO

OVERALL RATING
Employee Rating: [Progress Bar]
Reviewer Rating: 2.5/4

Review Progress
Your Progress: (52% Answered) | (48% Unanswered)
[SAVE] [SUBMIT]

1. Duties and Scope (Competencies and Work Skills)

1.1 Daily Job Duties and Scope
Based on the employee's job description

Reviewer: Adam Smith (Reviewer)

Rating	1	2	3	4
Un satisfactory		Needs Improvement	Meets Expectations	Exceeds Expectations

Add a comment

EMPLOYEE: - REVIEWER: 2.0

Navigation: Profile, Goals, Performance, Multirater, Feedback, Check-ins, Learning, Certifications, Others



01

OKRs/Goal Alignment

Engagedly's advanced OKR/Goal Alignment platform provides an execution-focused approach to aligning and tracking performance outcomes across the organization. Additionally, it helps you pull your OKRs/Goals into performance assessment.

The screenshot displays the Engagedly OKR/Goal Alignment platform interface. At the top, a goal card for "Expand Operations in South America" (July 01, 2021 - Sep 30, 2021) is shown, with a progress bar at 66.5% and a target of 100%. Below this, the "2 KEY RESULTS" section lists "Open Sales Office in Rio" (10000% progress) and "Hire 2 AEs and 1 SDR" (33% progress). To the right, the "ALIGNED TO" section shows "Improve Gross Margins" (0% progress). The interface also includes sections for "ATTACHMENTS", "Discussion", "Check-in History", and "Status History".

The bottom section illustrates a "GOAL HIERARCHY" for "Amazing Inc. Organization". The top-level goal is "Financial: Improve Gross Margins" (28.75% progress), which is aligned to three goals: "Achieve 100M in net new revenue" (13% progress), "Target 100,000 as revenue" (17.5% progress), and "Improve Employee Engagement results YOY" (100% progress). The "Target 100,000 as revenue" goal is further aligned to three sub-goals: "Target 50,000 as revenue" (10% progress), "Target 25,000 as revenue" (20% progress), and "Target 25,000 as revenue" (20% progress).

01

Talent Analytics & Mobility

Talent mobility encompasses your organization’s ability to quickly understand the skills, experiences, and career interests of your employees.

MEMBERS My Team Search

Brian King Development Manager
 Carol Johnson Administration Manager
 Debby P. Ryan Customer Support Manager
 Lita Wilson HR Head

Brian King Development Manager EMP-016

Hire Date: N/A
 Last Promoted: N/A
 Direct Reports: 5
 Next Review: N/A
 Tenure: N/A
 Location: United States

Reporting Manager: Adam Smith
 Secondary Managers: Carol Johnson, Daniel Brown
 Business Unit: -
 Department: Development/R&D
 Competencies: Communication, Planning, Problem Solving, Bring Backland, Read More

RECOMMENDATIONS REQUEST ADD

PERFORMANCE

Performance Reviews

Cycles	Employee Rating	Reviewer Rating	9-Box
Q1 Review 2015 Feb 28, 2016 - Mar 30, 2016	3.4	3.46	
2016-Q4 Jan 01, 2017 - Jan 31, 2017	-	-	
2016 Cycle Q3 Dec 09, 2015 - Dec 30, 2015	CE - Consistently Exceeds Expectations	-	

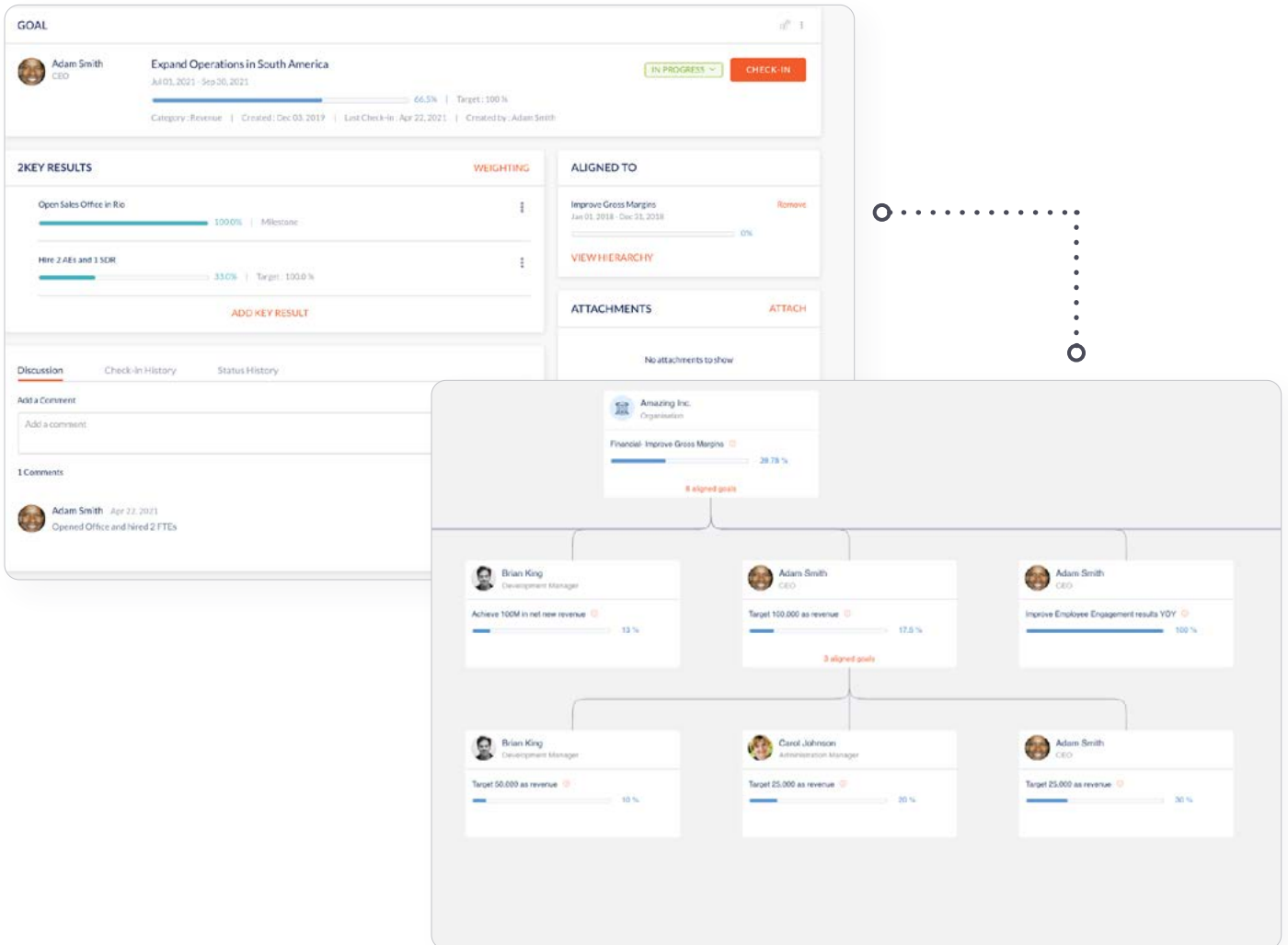
Goals

Goals	Assigner	Progress
Grow Engagedly End Date: Jul 31, 2020	Adam Smith	30%
Improve Employee Performance Process End Date: May 31, 2020	Adam Smith	0%
Conduct 6 Client Sessions End Date: Jun 30, 2018	Adam Smith	0%
Sell 50 Widgets End Date: Jun 30, 2018	Adam Smith	0%
Run an outreach program in Myanmar End Date: Jun 30, 2018	Adam Smith	3.33%

01

○ CXO Insights

CXOs can now get insights into the successes and gaps by getting cross-tabular analytics. It enables leaders to make better decisions that drive better overall People+Strategy alignment and organizational outcomes.



02

ENABLEMENT



.....○
63%

of Gen Z said they want to hear timely, constructive performance feedback throughout the year

Engagedly's **Enablement** pillar is built for continuous development and growth of your employees through timely feedback, online learning, coaching, and mentoring. ○.....

02

Real-Time Feedback

Real-time feedback can make your employees feel recognized and appreciated for the work they're doing now. Just-in-time feedback can provide the much-needed coaching and development opportunity so your people can grow together in the organization.

SHARE FEEDBACK

About *

Adam Smith

Your Feedback *

Thank you for the good coaching session the other situation with my employee

Share Feedback and earn 10 points. If you choose 'Good Work' each.

ATTACH

Feedback Type *

Good Work Development

Feedback Categories *

Personal development

STATISTICS (last 180 days)

Member	Received	Member Avg.	Requests	Response Rate	Praises	TEAM DASHBOARD
Adam Smith (3 members)	1	0.20	0	0%	1	TEAM DASHBOARD
Debby P. Ryan (2 members)	0	0.00	0	0%	0	TEAM DASHBOARD
Lisa Wilson (2 members)	0	0.00	0	0%	0	TEAM DASHBOARD
Christopher Garcia (1 members)	0	0.00	0	0%	0	TEAM DASHBOARD

FEEDBACK RECEIVED

Received (180 days): 2 | Member Avg: 0.09

FEEDBACK REQUESTS

Requests (6 Months): 1 | Response Rate: 0.00%

TOP CATEGORIES (180 days)

#Personal develop...: 2

#Accountability...: 2

PRAISES

Total Praise (Last 6 Months): 1

02

360 Multi-Rater Feedback

Structured 360 Feedback enables people to gain insights into how others perceive them, giving them the opportunity to adjust behaviors and develop the skills necessary to excel at their jobs. 360 feedback tools can also be used to assess competencies and leadership behaviors. Additionally, it helps in organizational value alignment and provides guidance to focus their development efforts.

The screenshot displays a software interface for managing 360 feedback. The main content area shows a dashboard for 'My Team' with a 'Leadership 2016' cycle. A 'Cycle Participation Status' chart indicates 100% participation (5 out of 5 direct reports). Below this is a table of employees with columns for name, job title, manager, and template. A 'MANAGE REVIEWERS' section shows a grid of reviewer profiles and their feedback scores (1-5).

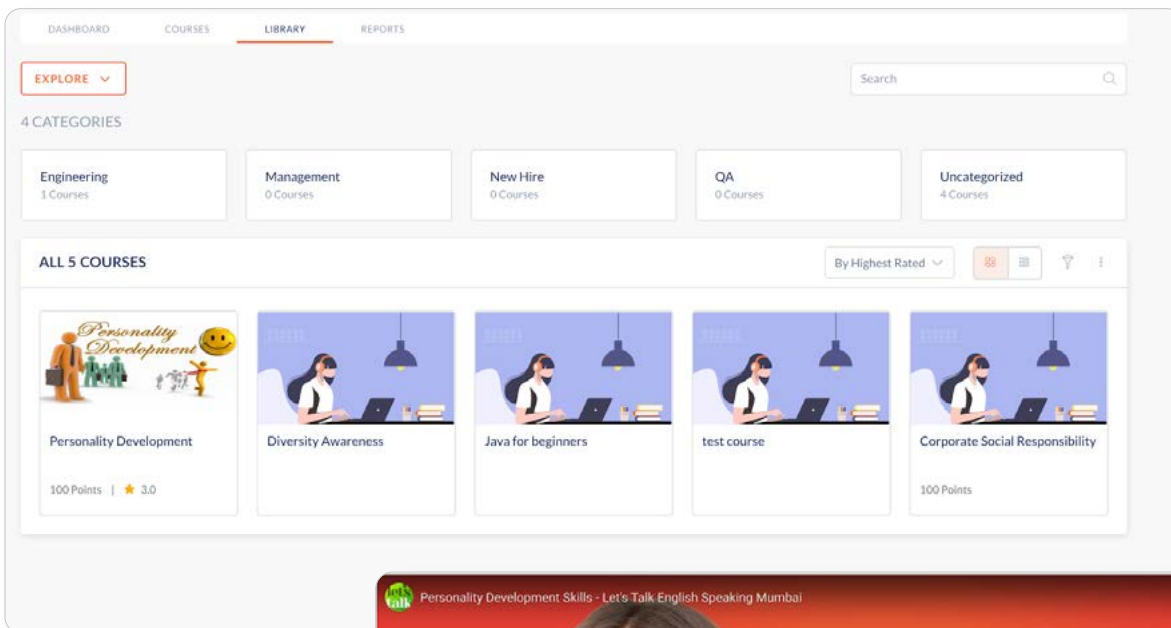
EMPLOYEES 5	JOB TITLE	MANAGER	TEMPLATE	REVIEWER
Brian King	Development Man...	Adam Smith	✓	
Carol Johnson	Administration Ma...	Adam Smith	✓	
Debby P. Ryan	Customer Support ...	Adam Smith	✓	
Lisa Wilson	HR Head	Adam Smith	✓	
Sarah Hall	VP Finance/CFO	Adam Smith	✓	

REVIEWER	1	2	3	4	5	6
UZ	✓	✓	✓	✓	✓	✓
mith	✓	✓	✓	✓	✓	✓
mith	✓	✓	✓	✓	✓	✓
mith	✓	✓	✓	✓	✓	✓
mith	✓	✓	✓	✓	✓	✓

02

Online Learning (LMS)

Organizations that have a growth mindset have more fulfilled employees, leading to better outcomes. Engagedly's Agile LMS lets organizations enable their people with ongoing learning and development. Engagedly LMS allows organizations to build and launch their internal training programs as well as import content libraries from content providers.



94%

of employees would stay with a company longer if there was an investment in learning



02

Mentoring Program Platform: Mentoring Complete

Some of the best talent to hire is actually within your own organization. Employee mentoring programs allow you to enhance this talent. As organizations look to build a strong leadership bench, mentoring programs can be a huge gain to up-scale your most valuable resource, your employees. With increasing emphasis on DEI initiatives, instituting strong mentoring programs is critical to diversifying your talent and leadership.

The screenshot displays the 'Matching Form' interface, which is split into two columns for 'Mentor' and 'Mentee'. Both columns contain identical instructions: 'The purpose of this form is to assist you in identifying what you would like to gain from the mentoring relationship as well as providing information that will assist in finding an appropriate match for you within the Mentee pool. For these reasons, it is important that you take the time to think through your answers so as to provide the most helpful information possible.' Below this, a note states: 'You need not complete this form in one session; however, be certain to click "save" before quitting any session otherwise you will lose all your data. Once you are satisfied with your answers and have totally completed each section you are now ready to click on the "submit" button. It is only when you click on "submit" that your data gets inputted into the matching pool.'

Below the form is a dashboard with three summary cards: 'Active Programs' (5), 'Active Mentors' (102), and 'Active Mentees' (146). A 'Focus Areas' section is partially visible on the left. Below the dashboard is a 'Program Details' section for a program named 'Mentoring Complete'. The program type is 'One-to-One', duration is '18-May-2021 to 28-Jan-2022', and the preselect date is '18-May-2021'. The 'Introduction' tab is active, showing a document description: 'This document is meant as a resource to participants in Mentoring Complete's Mentoring Program. It explains the specific details of the program so that mentorees and their mentors will understand the purpose of the program as well as the mechanics of how the program will work. For further details or questions, please contact the Mentoring Program Manager, _____'.

At the bottom, there are three summary tables:

Participants	Forms	Matches
Mentors: 0	Scheduled Forms: 0	Active Matches: 0
Mentees: 0	Un-Scheduled Forms: 1	Pending Matches: 0
Task Managers: 0	Assigned Forms: 1	Archived Matches: 0

02

Engagedly Learn to Grow Academy

Engagedly's newly launched, Learn to Grow Academy, is full of complimentary, expert-developed training programs to help managers and employees exhibit industry best practices.

The screenshot displays the Engagedly Academy interface. At the top, there is an 'EXPLORE' dropdown menu and a search bar. Below this, four course categories are listed: '360/Multirater Feedback' (4 Courses), 'Coaching and Feedback' (8 Courses), 'Goal Setting' (5 Courses), and 'Performance Management' (4 Courses). A section titled 'ALL 21 COURSES' lists several courses, including 'Aligning Company Goals', 'Competency Ratings', 'Defining PM', and 'Every Manager Needs Two Types...'. A detailed view of the 'Aligning Company Goals' course is shown in the foreground. This view includes the course title, author 'Engagedly Academy', and 8 views. The course cover features a megaphone icon and the text 'ALIGNING COMPANY GOALS' with the Engagedly logo. To the right, a table provides course details:

Assign to people	
Author	: Engagedly Ac...
Code	: NEOTE-2054-17072018
No.of Units	: 3
Category	: Goal Setting
Tags	: goals, alignment, company, employees
Completed On	: May 14, 2019

Below the course cover, the 'Units' section lists three items:

- 1 Aligning Company Goals - Presentation
- 2 Quiz
- 3 Key Takeaways Handout - Download!

02

Mentoring University

Mentoring University Training is based upon humanistic psychology, with courses and techniques curated from thirty years of applied mentoring experience. With different courses and certifications, Mentors and Mentees can become better at building long-term development focused relationships.

The screenshot displays the Mentoring University dashboard. At the top, there are four summary cards: '495 MB Disk usage (moodledata)', '2070 / 0 Active / Suspended users', '13 Total courses', and '1 Online users (last 5 minutes)'. Below this is a 'Course overview' section with a dropdown menu set to 'All (except removed from view)' and buttons for 'Course name' and 'Card'. A course card for 'Miscellaneous Maximizing Mentoring Success: Creating ...' is shown with a 100% completion bar. A navigation menu is open, listing: Home, Dashboard, Calendar, Private files, Content bank, My courses, and site administration. The main content area features a grid of course cards: 'Executive Mentoring', 'Group Mentoring Training', 'MC Licensing - NSF', 'Soft Skills', 'MC Licensing', and 'Maximizing Mentoring Success: Creating Effective'. Each card includes an image, title, and an 'Access' button.

03

ENGAGEMENT



.....○
10%

A 10% increase in employee engagement investments can increase profits by **\$2,400 per employee per year**

○.....

HR experts from all over the globe have been expressing that highly engaged employees stay longer and provide better outcomes for their organizations. This pillar provides tools and processes that effectively engage people within an organization.


○

03




Remote Work Collaboration


Engagedly's social collaboration tools enable real-time communication, peer praise, knowledge sharing and status updates. This also allows for top-level leaders to directly communicate with their people on the feed and get feedback in an open, transparent environment.




Aug 01, 2016




Jun 11, 2015



Jun 11, 2015





Jun 11, 2015




Adam Smith asked for help from [Customer Support Team](#)


Need help with the implementation of this feature?

#implementation

Like | 0  0 



Add Comment







Adam Smith has shared an update with **2 Groups**

We have 2 products that can be sold to our customers. Please forward call to the sales team before finishing the call. Just give them a brief information about the product & if customer willing then transfer the call.

Like | 0  0 



Add Comment







Debby P. Ryan has shared an update with [Customer Support Team](#)

Today as a team let us achieve CST rates

Like | 0  2 


Add Comment







Edward Robinson shared an idea with [Customer Support Team](#)

Let us conduct some fun activities during weekends at work

 workplacefunIdeas-education.pdf

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03

Employee Survey

Successful businesses have a pulse on engagement. Running an engagement survey every few months gauges engagement levels within the organization.

The dashboard features a top navigation bar with tabs for 'Assigned to me', 'Managed by me', and 'Library', and a '+ NEW SURVEY' button. Below this are four summary cards: 'All surveys' (8), 'Pending' (0), 'Completed' (5), and 'Expired' (3). A search bar is located below the summary cards. The main content area displays three survey cards:

- Product Team Research Survey** by Palvi Shetye, 5 Questions, Ends on 25 May, 2021, 0 points, Completed. Includes a 'Mandatory' badge and ends on 25 May, 2021.
- Employee Engagement Survey - M...** by Haleema Liya, 53 Questions, Ends on 06 Apr, 2021, 50 points, Completed.
- Employee Training Feedback- Effec...** by Haleema Liya, 10 Questions, Ends on 21 Dec, 2020, 10 points, Completed.

Recognition & Rewards

When employees feel their work and ideas are valued, their satisfaction and productivity rise. Engagedly's recognition tools allow people to praise each other and organizations to drive cultural values with badges and points, making recognition and culture adoption fun and engaging.

Apr 22, 2021

Christopher Garcia Unlocked the Level 1 Living the Value of Teamwork Badge

Living the Value of Teamwork

"Congratulations, Christopher Garcia! Appreciate your efforts. Thank you, Christopher Garcia, for your contributions!"

Like | 0 | 0

Add Comment

Apr 22, 2021

Adam Smith Awarded Points to Christopher Garcia

Living the Value of Teamwork

Living the value of Extreme Ownership

Like | 0 | 0

Add Comment

Apr 22, 2021

Adam Smith Awarded Points to Brian King

Employee of the Month

















Nice work

80%
of Gen Y said they prefer on-the-spot recognition over formal reviews

03

Gamification

Make work and learning fun with Gamification. Engagedly's gamification-based points and badges add a layer of enjoyment to the workplace. Because many managers no longer have a direct line of sight to employees in the office environment, gamification offers a fun way to track, communicate, and reward teammates, no matter where they work, thus driving engagement and productivity.

OVERVIEW				REDEEM				LEADERBOARD				REPORTS			
Name		Points	Rank	Badges											
<input type="text" value="Search"/>															
	Adam Smith	4316	1	 +3											
	Brian King	3537	2	 +2											
	Deborah Lewis	3436	3	 +5											
	Edward Robinson	2371	4	 +5											
	Joseph Wright	1723	5	 +3											
	William Young	1561	6												
	Carol Johnson	1561	6												
	Christopher Garcia	1399	8												

03

Gamification | User View

Employees can see their activity, points earned, and where they rank on the leaderboard. The more they engage, the more badges they earn, and the badges will appear on their profile for others to see as well.

The screenshot displays a user's gamification profile with the following sections:

- Points:** 246
- Rank:** 2
- BADGES:**
 - Engager:** 156 Points. Earned for participation with...
 - Goal Hunter:** 20 Points. Earned for progressing and...
 - Guru:** 45 Points. Earned for sharing knowledge and...
 - Rock Star:** 25 Points. Earned for receiving praise.
- ACTIVITY:**
 - Jul 02, 2021: Abhi Bhalla has given a review for your course. Very Informative. +25
 - Jul 01, 2021: You progressed on a goal that has been set for you. \$12 million in Covid Revenue. +20
 - Jun 17, 2021: You have completed the survey that was assigned to you. Best use of NPS. +1
 - Apr 22, 2021: You have shared a feedback about Harry Styles. Well done. +25
- LEADERBOARD:**







Avatar	Name	Points	Rank
HS	Harry Styles	356 Points	#1
MP	Medha Pandey	246 Points	#2
AB	Abhi Bhalla	176 Points	#3
HP	Harry Potter	121 Points	#4
AR	Abhijit Reddy	70 Points	#5
AD	Albus Dumbledore	35 Points	#6
CC	Cho Chang	35 Points	#6
SP	Surbhi Puranik	26 Points	#8
DK	Dolly Kaur	25 Points	#9
SC	Shamik Chatterjee	21 Points	#10

03



















Gamification | Custom Badges

Additionally, users can view what badges they can earn within the system - both custom and system badges. Custom badges are a great way to enact your organizational values which can help drive your organizational culture.

^ CUSTOM BADGES

 <p>Shining Star Awarded to employees having led new innovative projects or gone above & beyond in their roles.</p>	 200	 500	 1000	 2500	 5000
---	--	--	--	---	---

^ SYSTEM BADGES

 <p>Einstein You earn an Einstein Badge when you accumulate points for submitting an idea.</p>	 200	 500	 1000	 2500	 5000
 <p>Engager You earn an Engager Badge when you accumulate points for participation within the organization (liking posts, Commenting etc.)</p>	 200	 500	 1000	 2500	 5000
 <p>Goal Hunter You earn a Goal Hunter Badge when you accumulate points for progressing and/or achieving goals that have been set for you.</p>	 200	 500	 1000	 2500	 5000

03

Gamification | Scoring

You have the ability to assign points per each system behavior.

Points can vary per each behavior which provides you with the capability to incentivize the behaviors that you think/feel are most important to reinforce/drive within your organization.

As your focus or priorities change you can adjust the points assigned to each behavior which can help to refocus your employees.

GAMIFICATION RULES

Status Update

- +10 For sharing a status
- +1 For receiving likes
- +1 For receiving comments
- +1 For receiving likes on a comment

Ask for Help

- +5 For asking help
- +1 For receiving likes
- +5 For commenting
- +10 For receiving likes on a comment
- +10 For getting acknowledged!

Submit an Idea

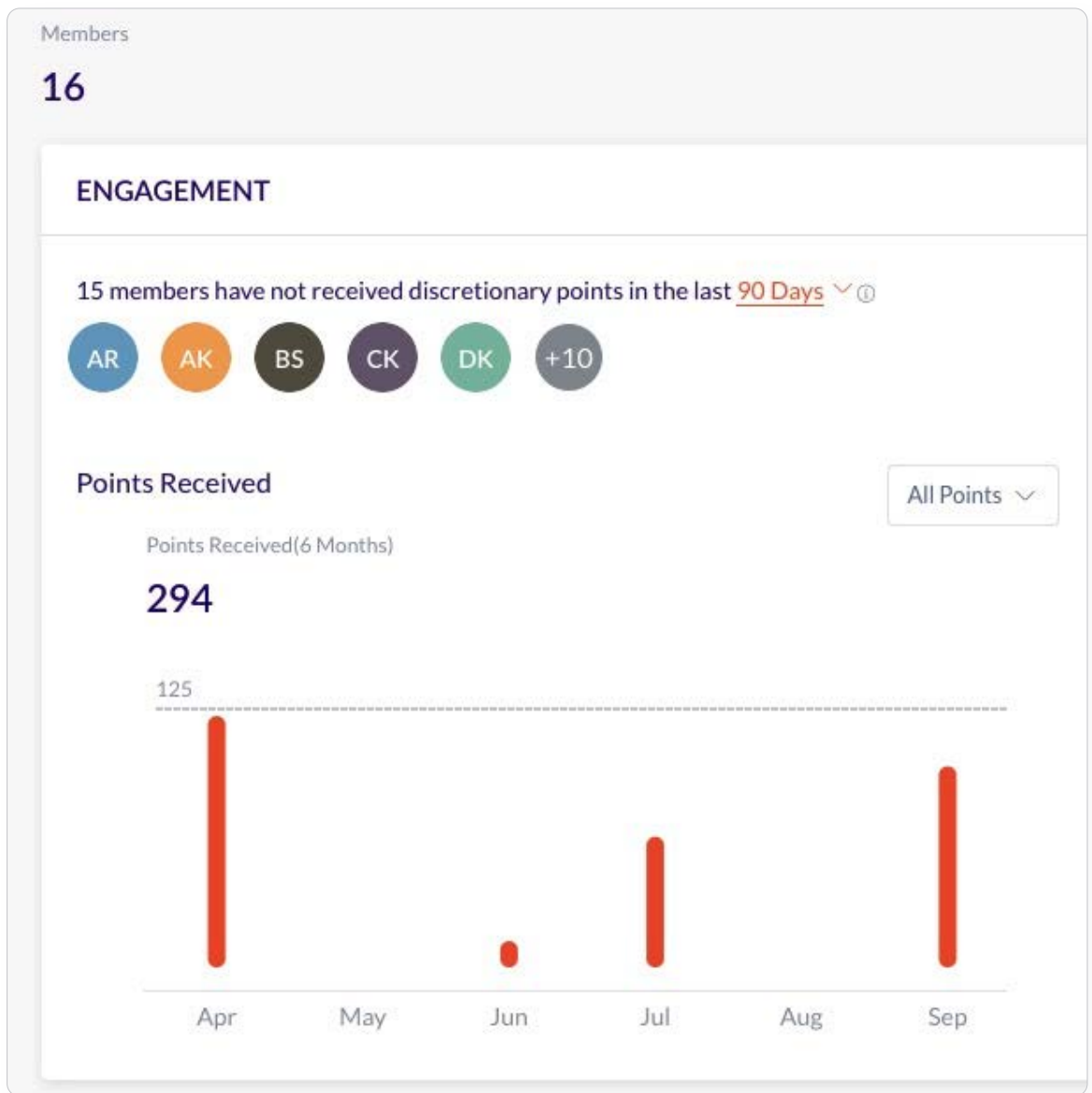
- +20 For sharing an idea
- +1 For receiving comments
- +1 For receiving likes on a comment

03



Gamification | Scoring

In real-time you have access to reporting that is tracking points earned by your employee. You can zoom into the data to see which employees are actively driving engagement within your organization.





Contact Us
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(650) 485-1642



Your People + Strategy Partner

Engagedly is the complete solution available to align People Practices with Organizational Strategy built for organizations with 100 to 5000+ employees globally.



Talent Strategy Partnership

We provide expert guidance by our Talent Strategist with helping you design your Talent Strategy, Implementation, and Ongoing Strategic Business Review to ensure ongoing success.



A Team Dedicated to You

A team of Talent Solutions Consultants, Tech Support, Account Manager, is dedicated to make sure your People+Strategy vision becomes a reality. Learn more about our Partnership Approach with your Sales Consultant.



Trusted by Industry Leaders

