



A FRESH APPROACH TO TALENT MANAGEMENT

# Built for Employee Experience



# Aligning People + Strategy with Employee Experience

## Performance Suite

Engagedly's Performance Suite is a cornerstone for organizations striving to build high-performing teams aligned with their business strategy. This suite provides employees, managers, and leaders with essential modules/tools for monitoring, analyzing, measuring, and tracking performance initiatives. Engagedly's Performance Suite transcends the conventional approach to performance management, shifting the organizational culture from activity-based to outcome-based. This transformation prepares your organization to excel in the future of work.

### KEY MODULES

- Performance Reviews
- Goals 2.0
- Skills Assessment & Talent Mobility
- Advance Talent Analytics

## Learning & Development

Engagedly's AI-Powered Learning Experience Platform (LXP) offers a comprehensive repository of learning courses and resources that cater to diverse organizational needs. By integrating with renowned providers like Udemy, LinkedIn Learning, Biz Library, and more, Engagedly empowers organizations to select the right learning resources that align with their development strategies. With Engagedly's learning automation and paths, HR managers can create tailored learning workflows that deliver learning content promptly to specific employees based on their dynamic needs.

### KEY MODULES

- Learning Management System (LMS)
- Learning Path
- Learning Automation

## Growth Hub

Engagedly's Growth Hub provides an opportunity to craft a culture where ambition knows no bounds, and every employee has the agency to shape their career journey, fostering skill-based learning and development. It gives employees a voice in expressing role satisfaction and career aspirations, empowering them to create Individual Development Plans (IDPs) for a clear career path. Managers and leaders can leverage the Growth Hub to encourage continuous learning and skill development, ensuring teams are well-equipped to meet the evolving workplace demands.

### KEY MODULES

- Individual Development Plan (IDP)
- Career Aspirations
- 1:1 Meetings
- Career Path
- Skills Intelligence

## Mentoring & Coaching

Mentoring Complete, a product by Engagedly, empowers organizations to leverage the transformative potential of mentoring to foster an inspired and high-performing workforce. Mentoring Complete is a versatile platform boasting 30 years of expertise in enabling organizations to unlock their potential. With its powerful features and user-friendly experience, Mentoring Complete enables organizations to seamlessly leverage the knowledge and expertise of in-house mentors, connecting them with existing employees to drive learning, engagement, and performance.

### KEY MODULES

- Precision Matching
- Anytime Mentoring
- Mentoring University

## Engagement Suite

Engagedly's comprehensive engagement modules and AI-powered features are crafted to elevate employee engagement and enrich the organization's overall employee experience. This engagement suite empowers managers and administrators to seamlessly create, deploy, track, and gain valuable insights to understand engagement challenges and devise strategies for improvement. HR managers can gain insight into their organization's engagement levels and overall pulse with modules like E10 and Team Pulse. Gamification and Custom Rewards modules are powerful tools to boost employee engagement and motivate employees.

### KEY MODULES

- E10 Survey
- Custom Rewards
- Gamification
- Survey 2.0
- Team Pulse

## Talent Analytics

Engagedly's Talent Analytics helps organizations nurture and refine their talent, ensuring skills and competencies reach their full potential. High-potential employees can be identified and guided by HR managers toward success. With skill tracking, employees can identify skill gaps and craft Individual Development Plans (IDP) to enhance those skills. Advanced AI-driven dashboards provide invaluable insights into skills, competencies, and desired proficiencies, fostering a culture of excellence and creating a highly competent workforce. Engagedly's Talent Analytics streamlines progress tracking, impact measurement, and unlocks potential.

### KEY MODULES

- Skills tracking
- Advanced dashboards
- Automation
- Playbooks

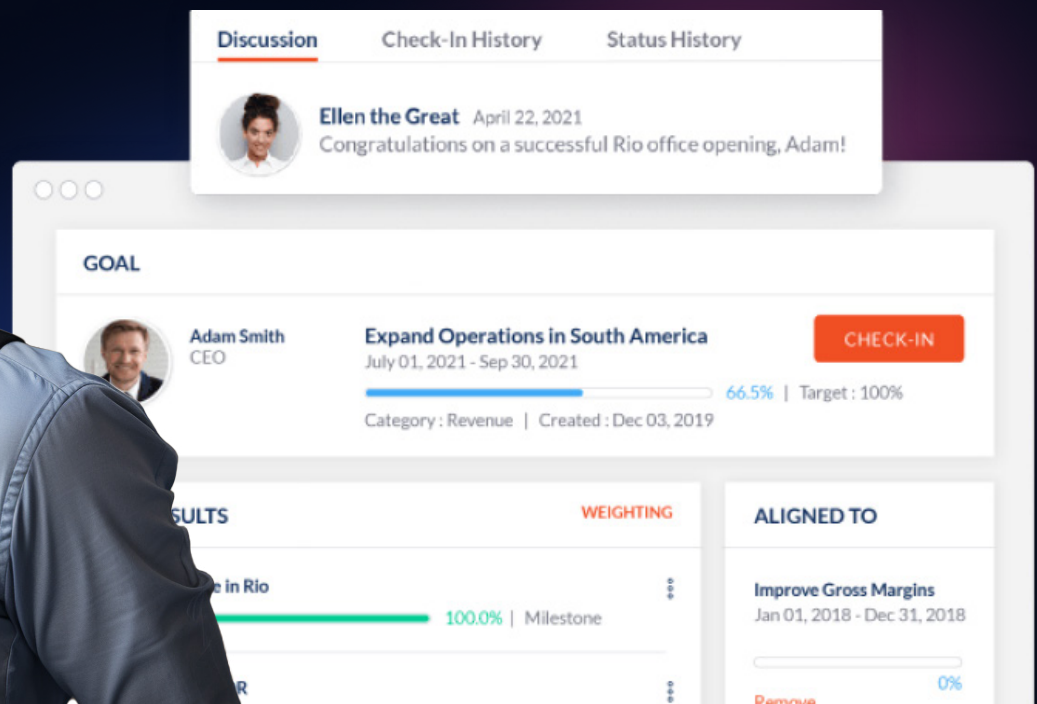
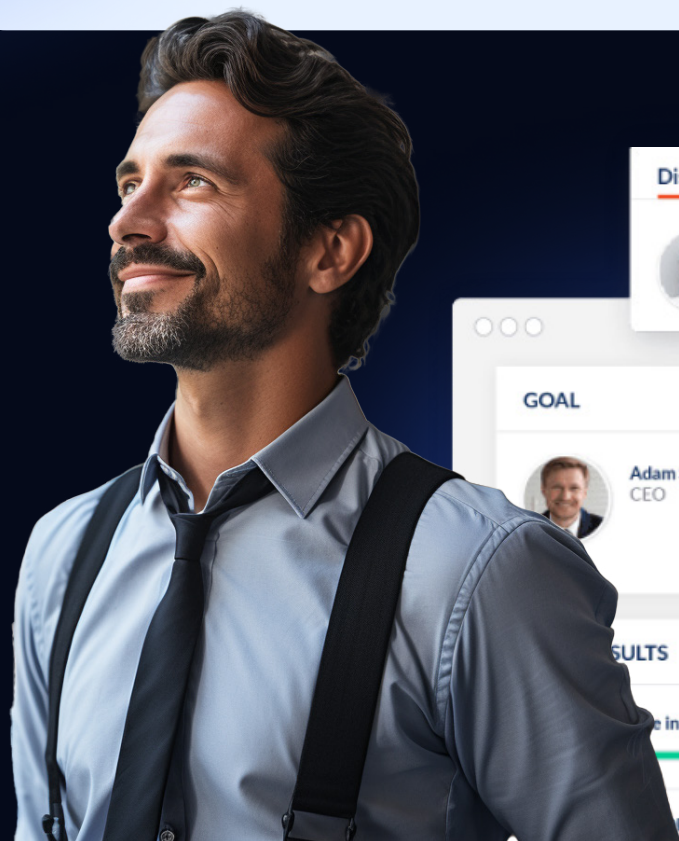
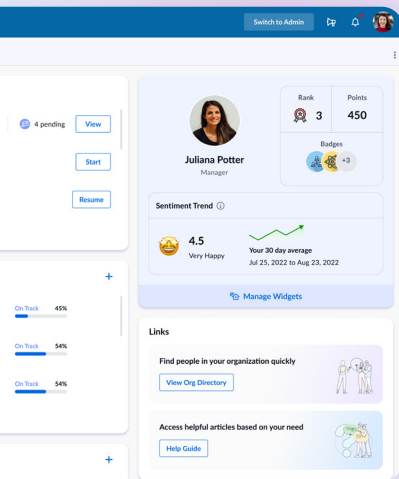
## We want you to solve

- ✓ Your people process & make them effective & efficient
- ✓ Misalignment of your people and business strategy
- ✓ High attrition due to disengagement
- ✓ Non-performance and compliance
- ✓ Cultural challenges resulting from hybrid/remote work



## With Engagedly as your People Strategy Partner

- ✓ With Marissa™ AI, create a strong, high-engagement, high-performance team culture.
- ✓ You'll be able to Integrate performance, engagement, and development processes
- ✓ Build a robust people strategy, deploy and operationalize it effectively
- ✓ Go beyond, conquer, and drive your people strategy with our professional experts
- ✓ Level up your workforce using our E3 Framework to win in the #FutureOfWork



A FIRST-OF-ITS-KIND

# Transform Talent Management with Marissa AI™

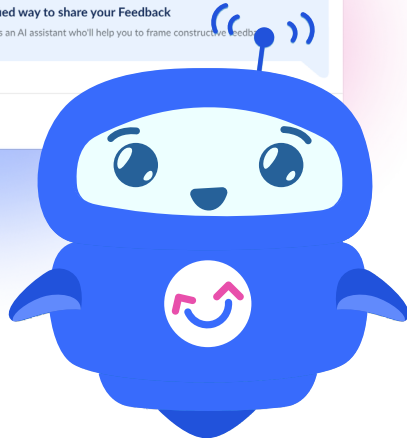
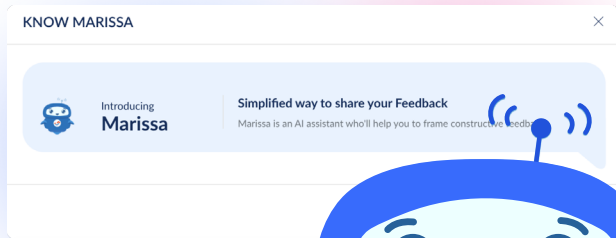
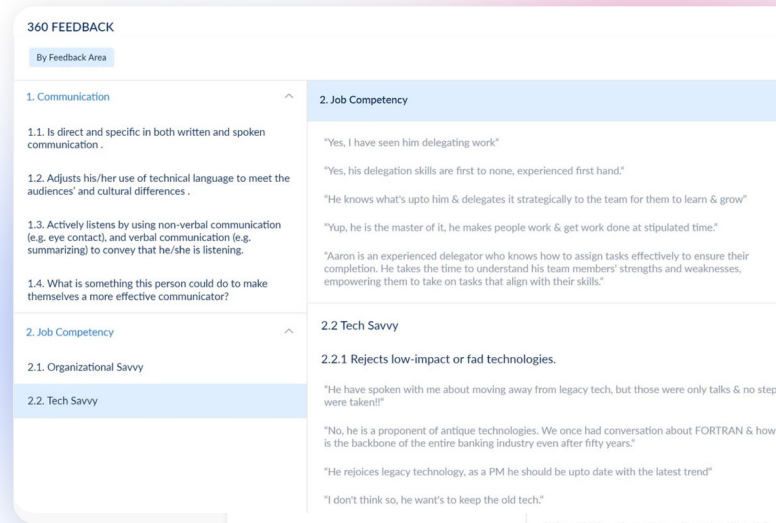
First-of-its-kind technology and approach in talent management that utilizes AI to help employees, managers, and people leaders build a highly engaged, high-performance organization.

## SOLUTIONS

FIRST-OF-ITS-KIND

### Summary for 360 Degree Feedback

Marissa AI takes the hassle out of summarizing your feedback reports by making it effortless. Now summarize 360 Degree Feedback reports in just a few clicks. You can summarize the entire report or focus on a specific section, feedback area, or representative behaviors – whatever you need! Enjoy a quicker way to complete the entire 360 360-degree feedback cycle.



ASK MARISSA

### Your Ultimate HR Support Partner

Ask Marissa™ is powered by AI and has comprehensive knowledge of HR topics and product documentation. No more generic responses! She listens to your unique questions, ensuring you receive a response that hits the bullseye and addresses your query. She provides carefully handpicked citations with every response, enabling you to delve deeper and broaden your understanding. Simply click on the citations link and unlock a treasure trove of additional information.

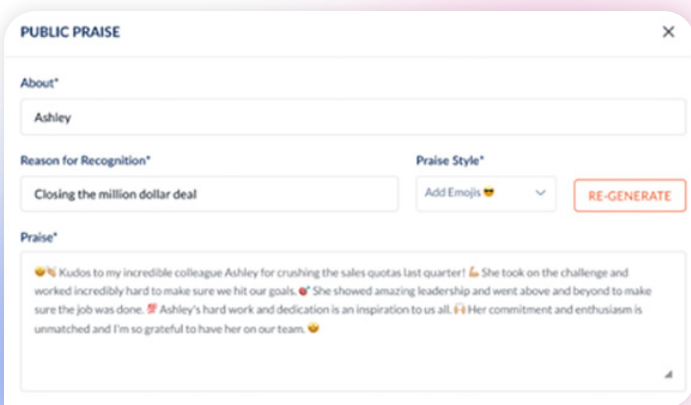
## Unleash your HR Resources Library

Utilize Ask Marissa’s capability to answer all queries and provide relevant information by creating a library of HR resources that Marissa AI can access. All you have to do is upload all relevant resources, including your company’s compliance documents, policies, or other resources, to Marissa’s “Training Resources” library. They can be uploaded as documents, PDFs, or website URLs. Once your resources are in place, you’ll be amazed at how Ask Marissa handles employee queries effortlessly.

### ACHIEVE ALIGNMENT

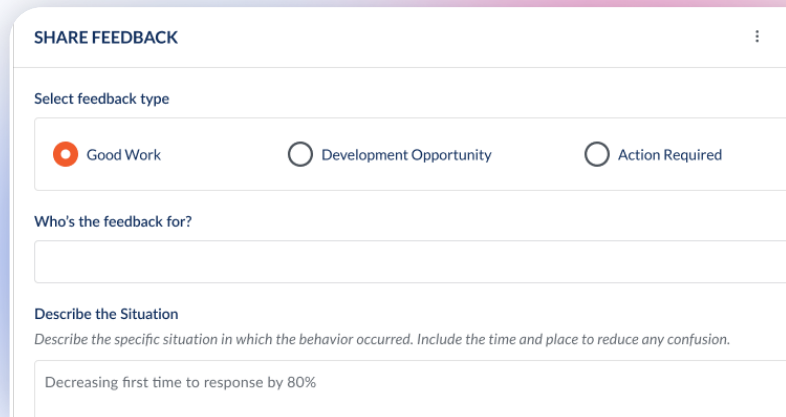
## With objective and accurate feedback

With Marissa AI, managers and people leaders are empowered to give employees feedback that builds trust rather than fear. Utilizing the SBI (Situation, Behavior, Impact) framework, Marissa AI ensures the feedback is accurate, objective, and unbiased – leaving a lasting positive impression in workplace interactions! This helps foster communication and trust between managers and employees, allowing them to realign expectations with desired results.



## Impactful Descriptions Effortlessly

Get rid of writer’s block with Marissa AI. Now, generate concise, impactful descriptions tailored to your content. A task that used to take minutes now takes just a few seconds. It’s true! Marissa AI turbocharges your productivity so you can focus on other crucial tasks. Using Marissa AI, you can now create impactful descriptions for IDPs, surveys, learning courses, and comprehensive job descriptions, including requirements and responsibilities.



### CREATE

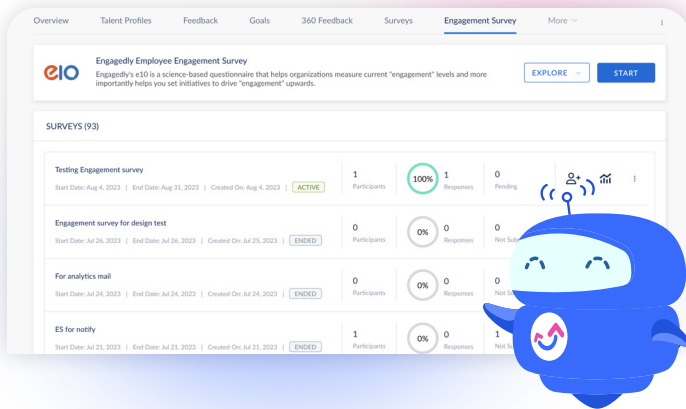
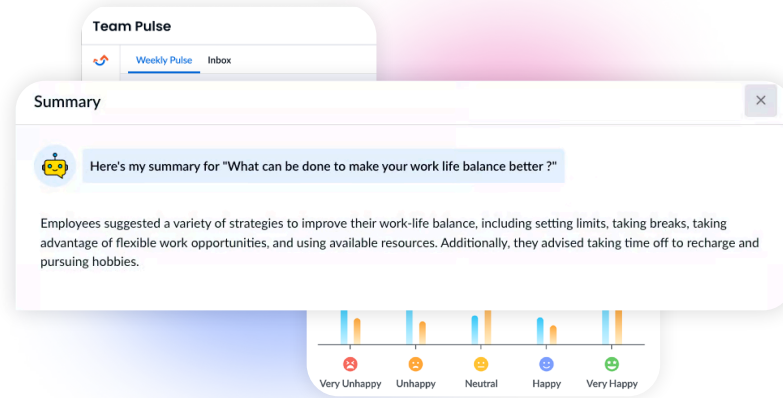
## A culture of appreciation

With Marissa AI, you can create effective praises that will inspire your team, spark meaningful conversations, and build a culture of appreciation in no time. Gone are the days of struggling to find the right words to praise your employees. With Marissa AI, you can generate personalized, impactful praises that instantly boost your team’s morale. Don’t wait to show your gratitude because Marissa AI enables you to create timely praises and make a difference.

## STREAMLINE AND SUMMARIZE

### Your Team Pulse reports

Using Marissa AI, you can now summarize the responses to open-ended questions on Team Pulse in just a few clicks. Making better decisions with Marissa AI summarizing responses will be easier, and you'll better understand your employees' engagement levels. With impactful summaries, you'll stay up-to-date on your employees' sentiments and pulse and keep your organization on track to success. With Marissa AI, discover a more insightful approach to understanding your organization's engagement and pulse.



## SURVEY INSIGHTS SIMPLIFIED

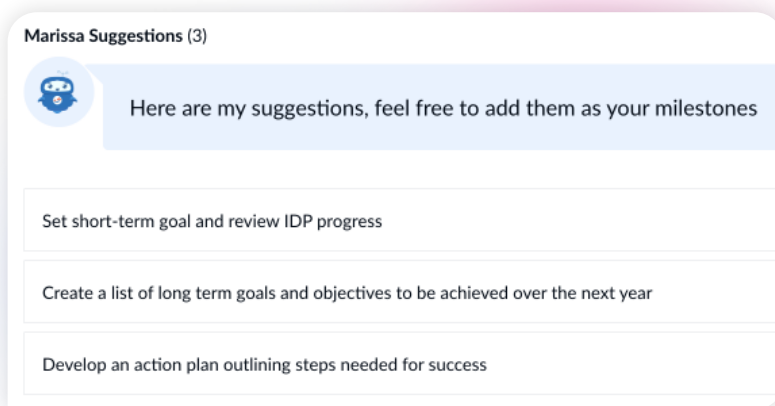
### With Marissa AI's Summarization

Introducing Marissa AI's latest superpower: Open-ended response summarization for surveys. No more guesswork or tiring analysis marathons. Just click on Marissa AI's icon next to any survey question you want to summarize and watch the magic unfold. Those complicated open-ended responses are instantly converted into concise summaries, ready for you to interpret.

## IDP MILESTONES

### Now revolutionized by Marissa AI

Marissa AI is here to assist you in your IDP journey. Creating milestones with Marissa AI is a breeze. You can generate personalized milestones tailored to your IDP without any hassle within seconds. Make use of the suggestions generated by Marissa AI™, and add them seamlessly as milestones that truly reflect your development journey. You can also disregard suggestions that don't align with your goals, and more suggestions can be generated until you have enough milestones for your IDP. Now, creating milestones for your IDP shouldn't feel confusing or overwhelming.



# Introducing the E3 Framework

Designed by experts and industry practitioners, our platform has been developed based on techniques and practices widely adopted across businesses. We help you re-evaluate, re-design, deploy, and operationalize your people strategy to help you meet newer and bigger challenges.

Engagedly's E3 framework is agile and pragmatic, making it flexible to suit your existing strategy and business-specific challenges to help you build a winning people strategy for the future of work. That's why Engagedly's E3 people-success

model has been forged to bridge the gap between people and strategy to enable businesses to win in the future of work.

With the key focus being AI Enablement for all, MarissaTM AI gives HR and People Leaders an integrated user experience powered by the E3 framework. MarissaTM AI makes this possible by seamlessly interflowing across the 3 key pillars of the framework - Execute Performance, Engage People, and Enable Development and Growth.

## ENGAGEDLY E3

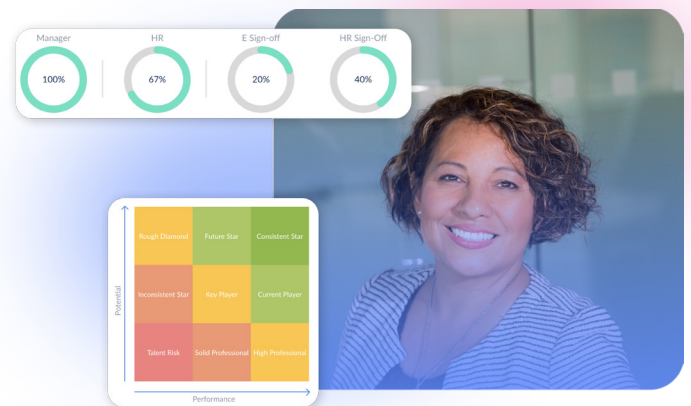
### Execute Performance

Ignite the power of your people to reach and exceed organizational goals by aligning their performance with strategic execution. Tap into the potential within your team, and watch as they transform objectives into monumental successes!

#### SOLUTIONS

### Performance reviews

Effective performance reviews for high-performance teams. Say goodbye to clunky & time-consuming reviews & hello to Engagedly's seamless, flexible, and multi-faced performance review platform with continuous feedback, goals and OKRs, values, competencies, and development. With our customizable templates, integrated goal reviews, 30-60-90 day reviews, competency modeling, and 9-box assessments, you can find the tools you need to elevate your organization to the next level of success.





## Goals 2.0

Transform your organization's performance culture from activity-based to outcome-based with Goals 2.0. Whether you prefer OKRs, SMART Goals, or a lightweight goal system, we've got you covered. Goals 2.0 transforms how organizations set, manage, track, and achieve their goals. Its powerful features, Goals 2.0 empower employees at all levels to effectively align, improve performance, reach new heights, and achieve success.

Goal	Progress	Period	Aligned
Improve processes to build an effective sales pipeline	50% On Track	Jul 1, 2023 - Sep 30, 2023	No
Train SDRs to use CRM software	75% On Track	Jul 1, 2023 - Sep 30, 2023	No
Segment audiences to improve pipeline efficiency	25% On Track	Jul 1, 2023 - Sep 30, 2023	No
Improve email frequency by 20%	50% On Track	Jul 1, 2023 - Sep 30, 2023	No
Increase units sold in this quarter by 20%	44% On Track	Jul 1, 2023 - Sep 30, 2023	Yes
Target 5 new markets	100% Completed	Jul 1, 2023 - Sep 30, 2023	Yes
Find 10 new channel partners	50% On Track	Jul 1, 2023 - Sep 30, 2023	Yes
Retarget old customers	50% On Track	Jul 1, 2023 - Sep 30, 2023	Yes
Increase monthly revenue by 10%	44% On Track	Jul 1, 2023 - Sep 30, 2023	Yes
Achieve \$20K through e-commerce sales	75% On Track	Jul 1, 2023 - Sep 30, 2023	Yes
Plan & execute marketing campaigns	30% On Track	Jul 1, 2023 - Sep 30, 2023	Yes

## Talent analytics & mobility

Engagedly's Talent Mobility and Analytics tool empowers organizations to cultivate their top talent by recognizing their star performers' unique skill sets and internal growth potential. It's the ideal solution for organizations that want to boost their employees' career prospects and align their goals with their organizational objectives. With innovative analytics features that are highly customizable, it's easier than ever to track progress, measure impact, and unlock the full potential of your workforce by cultivating a culture of excellence that drives results.

**Wendy Horton**  
Manager

Rank: 3 | Points: 450

Badges: +3

Sentiment Trend: 4.5 Very Happy  
Your 30 day average  
Jul 25, 2022 to Aug 23, 2022

On Track 45%

## CXO insights

Discovering the nexus of aspiration, skills, development, performance, and its impact on business execution is key to thriving as a CXO. Engagedly helps CXOs understand the successes and gaps by getting cross-tabular insights that enable them to make better decisions that drive better overall People+Strategy alignment and organizational outcomes.

**CxO Dashboard**

Org Information

- Active members: 2534
- Additions in the last 30 days: 05
- Departures: 05
- Organizations: 25
- Business Units: 00
- Locations: 10

Hiring & Departures

Last 6 months: Hiring -10, Departures -3

Celebrations

- Birthdays: Preeti Kanji (Sept 18)
- Upcoming: Sharmaj Raj (Sept 28)

Org Goals (30)

## Enable Development and Growth

Establish a workplace culture that encourages diversity, growth, and progress, resulting in a competent workforce to drive your business forward.

### SOLUTIONS

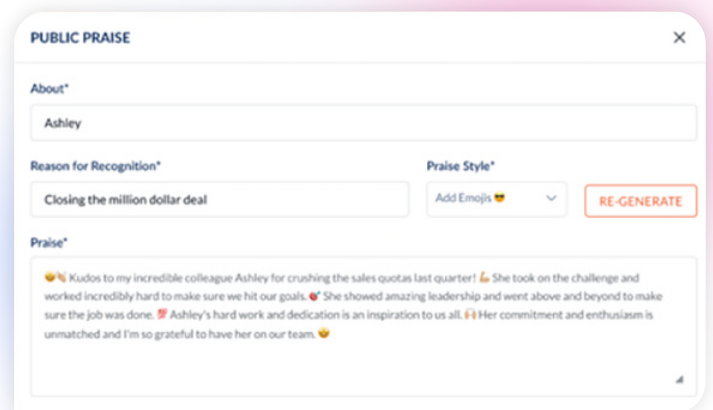
#### REAL-TIME

### Feedback and praise with Marissa AI

Engagedly's feedback tool enables peers and managers to provide timely feedback so others can improve their performance.

With Marissa AI, managers, and people leaders are empowered to give employees constructive feedback that builds trust rather than fear. Utilizing the SBI (Situation, Behavior, Impact) framework, Marissa AI ensures the feedback is accurate, objective, and unbiased – leaving a lasting positive impression in workplace interactions!

Now generate personalized, impactful praises with Marissa AI that instantly boost your team's morale. Don't wait to show your gratitude because Marissa AI enables you to create timely praises and make a difference.



#### 360 DEGREES

### Multi-rater feedback

Gain a comprehensive view of your employees' performance through a simple, efficient, and intuitive platform designed to promote honest and accurate feedback from any key stakeholder.

With customizable questions and the ability to run multiple cycles simultaneously, you can quickly gather valuable insights into your team's strengths and weaknesses. Plus, with various report formats available, including aggregate and comparative reports, you'll be empowered to make data-driven decisions that drive your organization's productivity to the next level. Get started today and uncover actionable insights to optimize your team's performance like never before.

## Learning Experience Platform (LXP)

An AI-powered adaptive learning tool that provides a more personalized & engaging learning experience. The AI-powered LXP module analyzes employee data and learning preferences to personalize their learning experiences. It empowers employees with relevant and engaging content delivered in a format and pace that suits their individual needs, allowing them to upskill and perform better in their roles. Enable your workforce with a comprehensive Learning Experience Platform.

### Learning Automation

A powerful solution that lets you create, automate, and customize your learning workflows based on various parameters to suit your organization's learning needs.

### Learning Management System (LMS)

Easily create new online training programs with your content in minutes.

### Import third-party content

Besides creating your own content, you can easily import content from other content providers such as SCORM and AICC.

### Learning Path

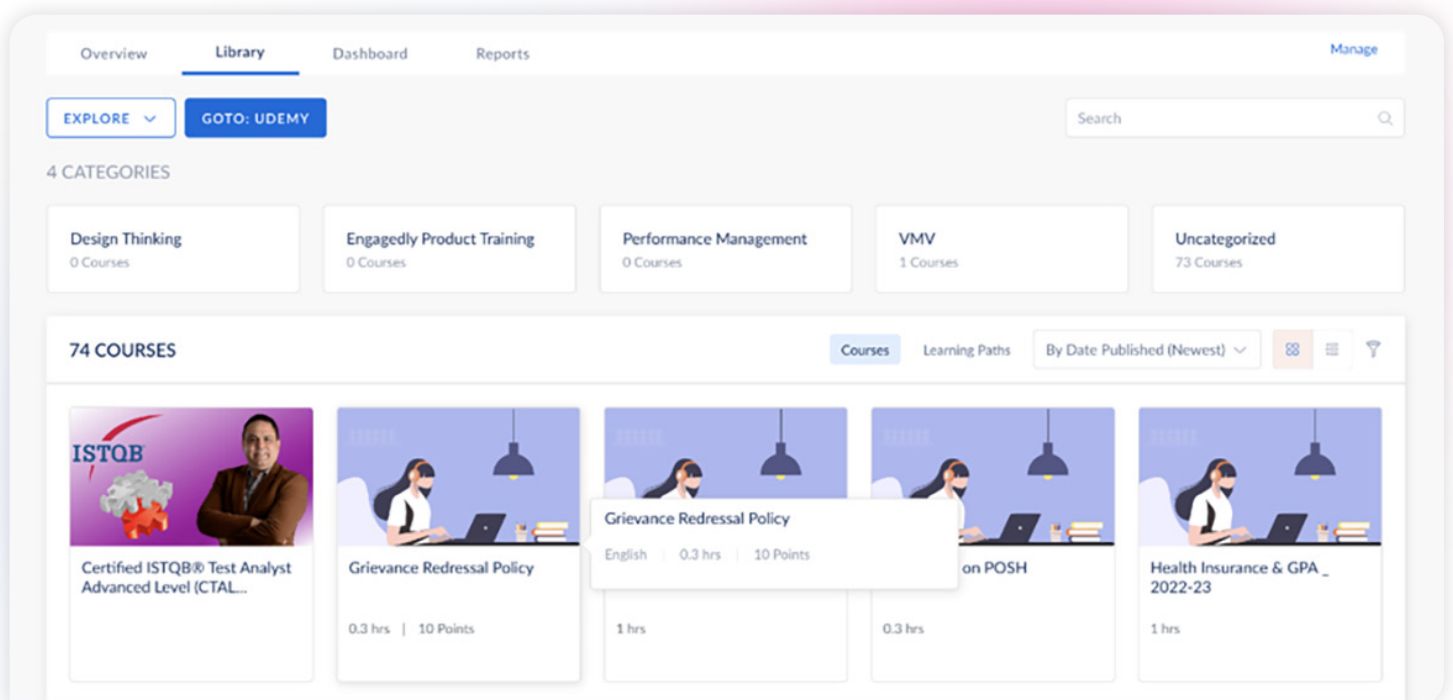
An innovative solution that allows HR admins and leaders to curate a unique learning experience that includes various learning resources from different sources, all organized in a thoughtful and engaging sequence.

### Assign and track learning

Easily assign, track, and nudge to drive learning and development.

### Reporting & Analytics

Easily use advanced filtering tools to identify training and development progress within your organization.



# Mentoring programs

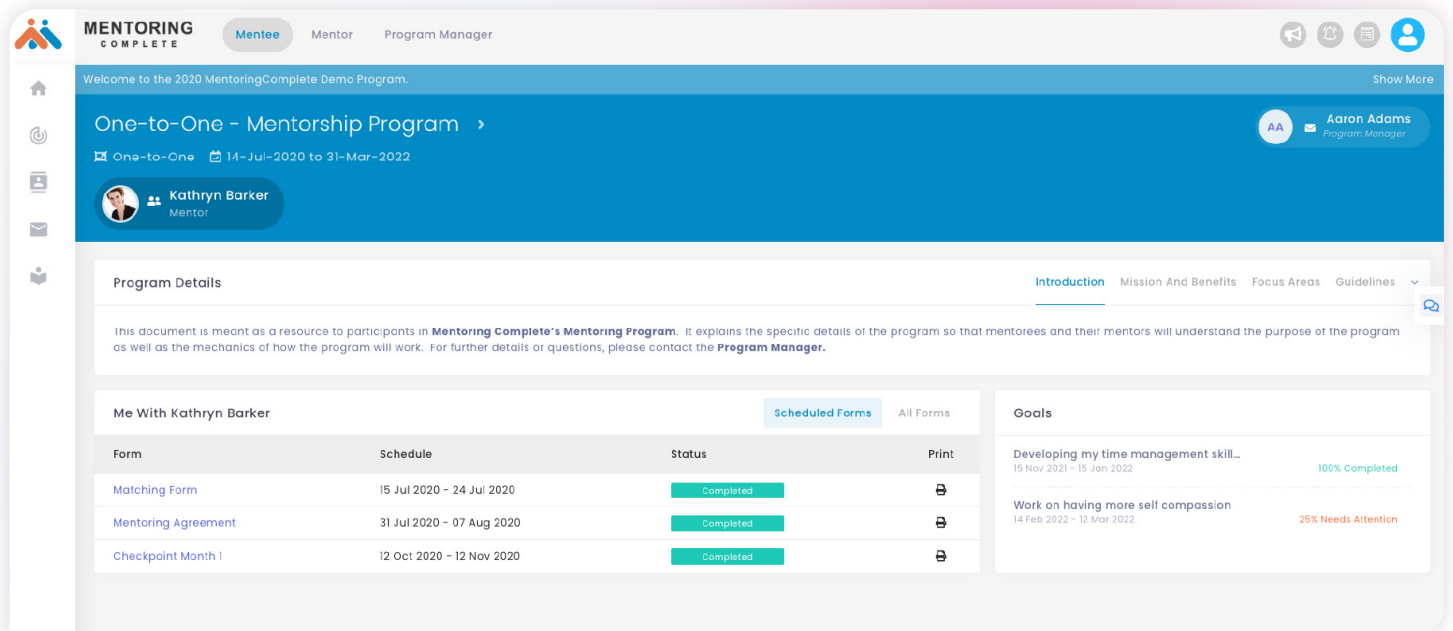
## Mentoring Complete

Discover a versatile mentoring platform boasting 30 years of expertise in elevating your organization's work environment! With its abundant features and hassle-free management, launch various mentoring programs tailored to your objectives, such as leadership cultivation, strategic succession planning, career growth, and innovative knowledge exchange through reverse and group mentoring – the possibilities are endless.

By combining Engagedly's E3 framework with Mentoring Complete's program-based mentoring software, the integration delivers holistic employee development, improved organizational performance, enhanced employee engagement, and enriched employee enablement. The result is a highly motivated workforce with the necessary tools and resources to succeed.

## Mentoring University

Mentoring University Training is based upon humanistic psychology, with courses and techniques curated from thirty years of applied mentoring experience. Mentees are more likely to engage, find meaning within their careers, and be transformed through an empathetic and supportive relationship with their mentor using this proven methodology.



The screenshot shows the Mentoring Complete user interface. At the top, there's a navigation bar with 'MENTORING COMPLETE' and user roles: 'Mentee', 'Mentor', and 'Program Manager'. A welcome message reads: 'Welcome to the 2020 MentoringComplete Demo Program.' The main header area displays 'One-to-One - Mentorship Program' with a sub-header 'One-to-One' and dates '14-Jul-2020 to 31-Mar-2022'. A profile card for 'Kathryn Barker' (Mentor) is visible. Below this, there's a 'Program Details' section with tabs for 'Introduction', 'Mission And Benefits', 'Focus Areas', and 'Guidelines'. The 'Introduction' tab is active, showing a paragraph: '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 Program Manager.' Below the text is a table titled 'Me With Kathryn Barker' with columns for 'Form', 'Schedule', 'Status', and 'Print'. The table lists three forms: 'Matching Form', 'Mentoring Agreement', and 'Checkpoint Month 1', all with a 'Completed' status. To the right of the table is a 'Goals' section with two items: 'Developing my time management skill...' (100% Completed) and 'Work on having more self compassion' (25% Needs Attention).

Form	Schedule	Status	Print
Matching Form	15 Jul 2020 - 24 Jul 2020	Completed	🖨
Mentoring Agreement	31 Jul 2020 - 07 Aug 2020	Completed	🖨
Checkpoint Month 1	12 Oct 2020 - 12 Nov 2020	Completed	🖨

## Growth Hub

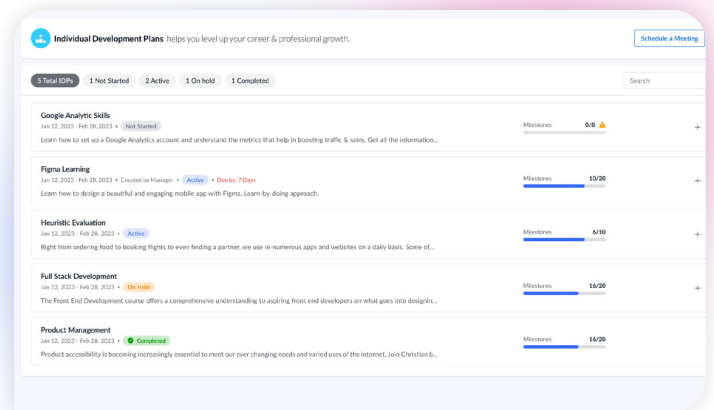
Engagedly's Growth Hub empowers employees to take ownership of their career growth and develop their skills through skill-based organization. Engagedly's Growth Hub has 2 key parts - Career Aspirations and Individual Development Plan (IDP).

### Individual Development Plans

IDP (Individual Development Plan) helps bridge the gap between your employees' aspirations and their actual growth, empowering them to make a meaningful impact within your organization. Employees can create an IDP tailored to their unique goals and aspirations. With Engagedly's extensive library of competencies and skills for every industry, they can select the abilities needed to advance their career within the company. From identifying focus areas to setting clear goals and timelines, the step-by-step process makes it easy to chart their path to success.

### Skills Intelligence

In today's technology-driven landscape, fostering a culture of Skills Intelligence is vital. With the risk of high turnover costs, and inefficient training and development plans, organizations must use their resources wisely. Skills Intelligence means not only understanding your team's unique skill sets but also knowing how to leverage and nurture them for organizational growth. This approach helps build careers and high-performing teams, reigniting the mutual investment between the employer and the employee.



### Career Aspirations

It opens the door to a profound understanding of your employees' satisfaction levels in their current roles and their career ambitions with the help of a survey.

It provides a panoramic view that reveals the alignment or misalignment between their present positions and future aspirations. By unveiling your employees' career aspirations, you can orchestrate personalized opportunities and craft development pathways.

# Engage People

Explore possibilities for connecting with your employees like never before and fostering positive work relationships. Cultivate an engaged workplace where every employee feels appreciated and motivated!

## SOLUTIONS

### Remote work collaboration

Experience the power of real-time collaboration and connection in today's remote work environment with Engagedly's social collaboration tool. Unleash your team's potential with seamless communication, peer recognition, knowledge sharing, and status updates that keep everyone in sync. Whether you're a top-level leader or a team member, Engagedly's social feed provides an open, transparent platform for direct engagement and interaction. Empower your organization to achieve more and stay connected with Engagedly.

**Pending Actions (07)**

**07 Pending Actions**  
You have completed 3 tasks today

**Dismissed Actions**  
Feedback (02)

- Review Team Members**  
Performance • Due today • Cycle name • 4 pending [View](#)
- Product Team Research Survey**  
Survey • Due by: Oct 15, 2022 • [Start](#)
- Course: Security Awareness Training**  
Learning • Due by: Oct 20, 2022 • [Resume](#)

[Load More](#)

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**Goals (07)**

**07 Active Goals**

- Explore and implement web components**  
End date: Oct 12, 2022 • Due today [On Track](#) 45%
- Launch new customer help center**  
End date: Oct 22, 2022 • [Update Due](#) [On Track](#) 54%

**Engagedly Employee Engagement Survey**  
Engagedly's e10 is a science-based questionnaire that helps organizations measure current "engagement" levels and more importantly helps you set initiatives to drive "engagement" upwards. [EXPLORE](#)

**SURVEYS (93)**

Survey Name	Start Date	End Date	Created On	Status	Participants	Responses	Not Submitted	Pending
Testing Engagement survey	Aug 4, 2023	Aug 31, 2023	Aug 4, 2023	ACTIVE	1	100%	1	0
Engagement survey for design test	Jul 26, 2023	Jul 26, 2023	Jul 25, 2023	ENDED	0	0%	0	0
For analytics mail	Jul 24, 2023	Jul 24, 2023	Jul 24, 2023	ENDED	0	0%	0	0
ES for notify	Jul 21, 2023	Jul 21, 2023	Jul 21, 2023	ENDED	1	0%	0	1

### E10 Engagement Survey

Transform your workplace with Engagedly's Engagement Survey. Engagedly's E10 engagement survey is the perfect tool to bridge the gap between employee engagement perception and actual engagement levels. Discover your employees' engagement index and favorability score, and gain valuable insights into areas of concern with our advanced reporting and analytics. Unlock the power of informed decision-making and drive meaningful outcomes as you set individual, organizational, business, and departmental goals and action plans. With Engagedly, transform your workplace culture and unleash your team's full potential.

## Team Pulse

A listening tool where employee check-ins meet real-time employee engagement pulse, letting your managers and leaders be all ears all through the year. Team Pulse utilizes a series of thought-provoking questions to help managers and leaders better understand their employees. A recurring set of questions is sent out to employees on a set frequency to uncover insights and the root causes of issues, allowing them to guide better and make informed decisions.

Assignment Name

Start Date\*

End Date

Members will be notified on the Start Date.

- Award points on survey completion.
- Get notified when respondents submit the survey.
- Send reminder notification.

Approx. time for completion

 Minutes

## Custom Rewards

Engagedly gives you the power to create a rewards program that truly appeals to your employees and connects with them on a deeper level. Take control of your rewards program, tailoring it to reflect your organization's values. You can create rewards like personalized stationery to humorous souvenirs, like a boss-themed bottle, or use your organization's branding for any other product you may want to offer as a reward. The possibilities are limitless.

QUESTION 1/10

How would you describe the current state of your mood?

Very Unhappy   Unhappy   Neutral   Happy   Very Happy

My mood is generally stable, neither particularly positive nor negative.

Thank you for sharing your thoughts. Let me know if there's anything I can help with.

## Survey 2.0

Create, deploy, and track your survey assignments with unprecedented ease, efficiency, and visibility. Engagedly's enhanced Survey Module lets you start planning and deploying surveys quickly. Whether you want to automate your surveys or share them in critical situations, such as exit surveys with ex-employees, our latest upgrade removes the challenges holding you back. To ensure everyone has a voice, the updated Survey module aims to be more inclusive.

## Gamification

Make work and learning fun. Boost your employees' engagement with Gamification. Engagedly's gamification-based points, badges, and leaderboard add a layer of enjoyment to the workplace. Gamification helps you increase interactions with the help of custom badges, Intuitive scoring, praises, and more.

AN AWARD-WINNING PLATFORM

**Trusted by 5000+ Global HR Professionals**

Upwork

BRINKS

coupa

RITE  
AID

FARNEK

Deloitte.

POLITICO

dailymotion

Takeda

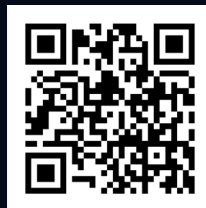
GAMUDA LAND

**So, what are you **waiting** for?**

Explore possibilities for connecting with your employees like never before and fostering positive work relationships. Cultivate an engaged workplace where every employee feels appreciated and motivated!

**Reach out today to **get started!****

[sales@engagedly.com](mailto:sales@engagedly.com)



 **engagedly**

[www.engagedly.com](http://www.engagedly.com)