

Engage your people, Increase performance

Discover the one-stop,
data-driven, people-first
platform.



officevibe

Performance and Engagement

We connect the dots

The era of the clock-in, clock-out work culture is in the past. Today's employees—and recruits going forward—are now working for a purpose, not just a paycheck.

That means creating a human-centered workplace has become crucial to building and retaining your competitive edge. So how do you make your business into an engaged, high-performing workplace?

Our platform, based on the science of employee engagement and performance management, focuses on helping managers connect with their teams. Managers alone account for a 70% variance in team engagement and are the key to creating stronger, more engaged workplaces.

Officevibe enables managers to open up meaningful conversations with their teams, measure and track engagement, hold better 1-on-1 performance reviews, and tap into tailored content to overcome their biggest challenges.

We are entirely autonomous and self-financed. Our Sales & Support teams work as a unit—not on commission. And we make sure we practice what we preach, every single day.

Welcome to Officevibe: the team-first platform based on science, simplicity, and safety, that's made for teams and designed for managers.



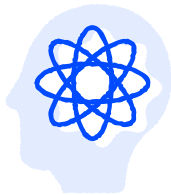
Did you know?

- ▶ Engaged workplaces see 41% lower absenteeism, and 20% higher sales.¹
- ▶ An engaged employee needs to be offered a minimum 20% raise to go work for a competitor, while a disengaged employee will leave for almost any increase in salary.¹

¹ Clifton, Jim, and James K. Harter. *It's the Manager: Gallup Finds the Quality of Managers and Team Leaders Is the Single Biggest Factor in Your Organization's Long-Term Success*. Gallup Press, 2019.

A proven methodology for employee engagement

With more than 300,000 Officevibe users in over 90 countries worldwide, the success of our platform is driven by 3 guiding principles: **Science, Simplicity, and Safety**



Science

Access employee engagement data and science-backed performance management methods for your organization.

- › Gain insights from 120 questions across 10 key metrics, validated by Deloitte
- › Improve 1:1 reviews with topics proposed by the scientists at NEV
- › Unlock AI-driven content that targets your toughest management challenges



Simplicity

For teams and for managers, simplicity drives success—that's why Officevibe provides you with everything you need, and nothing you don't.

- › Access clear, visual data, dashboards and reports that won't leave you overwhelmed
- › Integration where you need it: email, Slack, most major HRIS and Office365 platforms, or even text message
- › Align your workflow with an illustrated, inviting, intuitive interface



Safety

Protect your employees' identities with anonymity and your entire organization's data by respecting your GDPR obligations.

- › Use anonymity to build a safe space and create psychological safety for your teams
- › Maintain employee anonymity through aggregated survey results
- › Get the support you need in ensuring Officevibe meets GDPR requirements

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Key Metrics

- 📈 Personal Growth
- 👤 Ambassadorship
- 💬 Feedback

- 😊 Happiness
- ✓ Satisfaction
- 🏆 Recognition

- 🎯 Alignment
- ❤️ Wellness
- 👥 Relationship with Peers

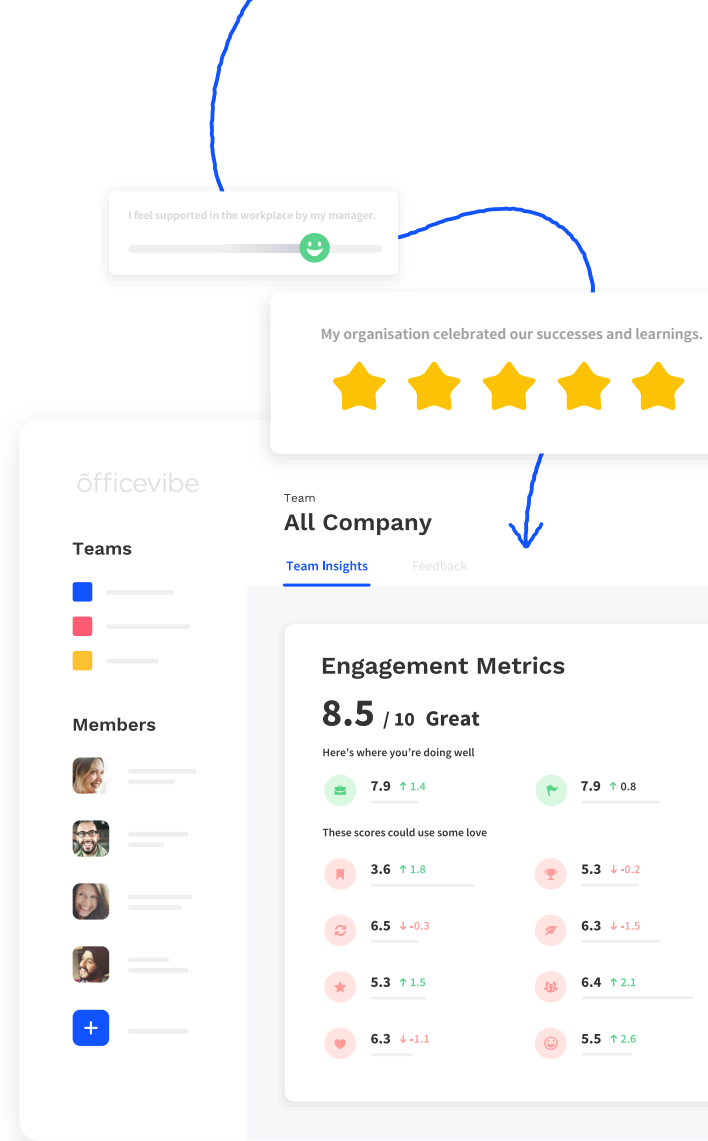
- 👤 Relationship with Managers


Simple features, powerful results

Automated Pulse Surveys

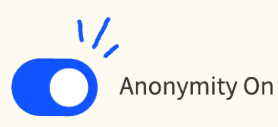
A little survey goes a long way. Pinpoint gaps in engagement by keeping managers and HR leaders connected to real-time insights that show exactly where to improve the employee experience across a single team, or your entire organization.

- ▶ Our questions are based on 10 Key Metrics of Employee Engagement.
- ▶ Surveys rotate through a total of 120 science-backed questions, all validated by Deloitte—more than any other platform.
- ▶ Surveys take on average 2 minutes to complete, and employees can personalize when and how they receive them.
- ▶ All results are aggregated to ensure employee anonymity. Officevibe's algorithm asks the right questions at the right time to provide an accurate picture of employee engagement.



 Do you think you have a good working relationship with your direct manager?

I wish we had more frequent and effective communication...



Feedback and conversations

Honest feedback is your greatest asset. Maintain a continuous dialogue with employees by creating a safe space to share their thoughts anonymously, while empowering managers to engage in important, private, and anonymous conversations that wouldn't otherwise take place.

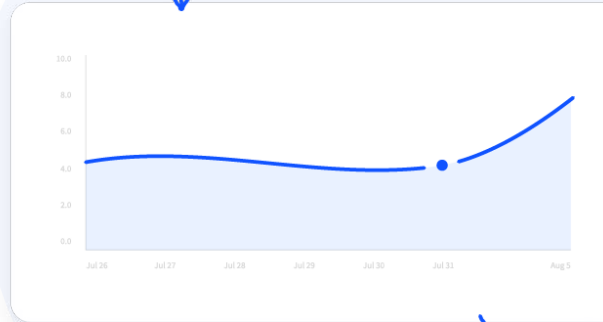
- ▶ Follow-up questions prompt a text-based responses to deliver personal insights you can't get from a survey alone.
- ▶ Employees can choose to submit feedback anonymously or not for authentic responses that carry more weight.
- ▶ Managers responding to feedback can begin 1-on-1 conversations to address concerns or dig deeper on key issues.

Real-time reports

Why settle for guesswork when you can see the big picture? More than just the results of our weekly surveys, Officevibe reports are simple to read, easy to digest, and provide a clearer overview of any group, allowing managers or HR to provide support with confidence.

- Segment and assess groups of employees in an unlimited number of ways—employees can exist in multiple groups at once.
- Permission levels guarantee every report can only be viewed by the people concerned: team managers can see their teams' data, while senior managers or HR leaders can be granted access to reports across their entire organization.
- Benchmark and track trends so that you know exactly how you're performing and progressing.

6.9 ↓-1.8pt Leadership



8.2 ↑ 1.3pt Leadership

Overall Engagement Score
6.1 / 10 Good

You're doing a good job on these metrics

- 8.5 ↑ 1.8
- 7.9 ↑ 0.8

Keep an eye on these metrics

- 5.5 ↑ 0.9

How to have Difficult Conversations
Relationship with Managers

Learning

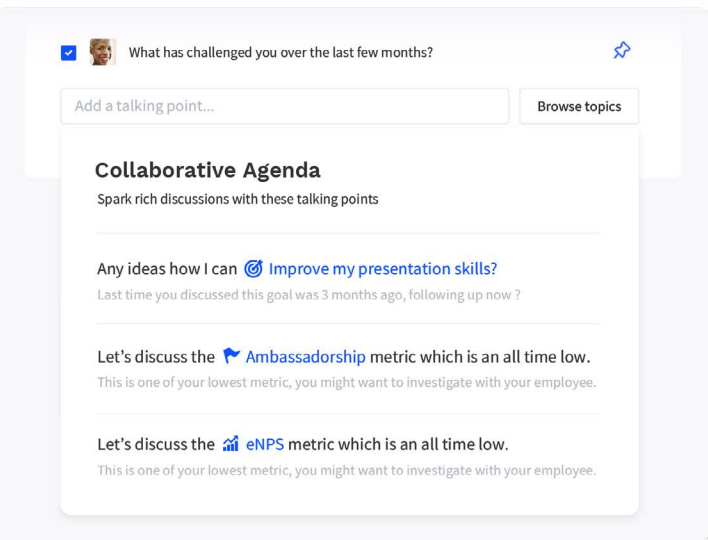
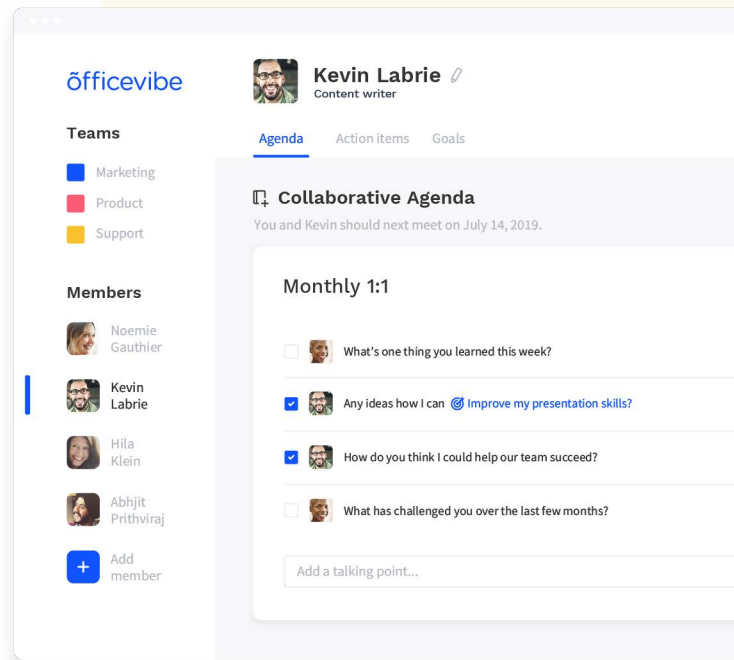
Equip your managers to become great leaders by providing them with the action-based guidance, advice and how-to articles matched directly with the biggest challenges they face. Officevibe steps beyond the data to act as your coaching partner.

- Set your managers up with the AI-driven Learning Hub, which connects them to best-in-class content that syncs directly with their lowest metrics.
- Tap into over 100 actionable articles focused on manager-specific coaching and development.
- Access recommended readings based on habits and preferences.

Performance Management

Officevibe encourages managers to have meaningful and purposeful 1-on-1s with their team members by helping them set Performance Management agendas based on their business' vision, their employee's goals, and other important issues.

- Managers start by setting Team Goals in Officevibe, then share these goals with their team.
- Then, they set Agendas and Recommended Talking Points to create structured, individual 1-on-1s that dive into each employee's mindsets, goals and engagement.
- Team members add their own points to the Agenda, giving them a stake in their own development.



When meetings are done, Performance Management lets managers:

- Set Action Items to help employees reach their goals
- Define Pinned Talking Points to review at each 1-on-1
- Create follow-up meetings
- Improve their managerial skills

Trusted by thousands of customers worldwide

Meg V.
July 11, 2019



“We have 100% participation every week.”

Alia S.
July 12, 2019



“Simple and easy to use.”

Charlie M.
July 11, 2019



“Great user interface and reporting tools.”

SIEMENS



Hilton



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