

Truvelop™

A RETENTION SOLUTION FOR  
TODAY'S WORKFORCE

# Why are Team Members Leaving?

"There are no opportunities for development or advancement."

"I want more flexibility."

"I rarely receive feedback from my manager."

"I don't have strong relationships at work anymore."

"I no longer feel connected to the company's purpose."

"I don't have goals and I don't know where I stand."

"I don't feel valued. I rarely receive recognition or praise."

## Have you Heard of Any of These Reasons?

It's important to understand the "why"

# What is Driving Retention in today's workforce?

Harvard  
Business  
Review

The Manager relationship accounts for **63% of variance in Employee engagement**

Harvard  
Business  
Review

Groups that identify and educate the right people for managerial jobs **generate about 48% more profit** for their company than average managers

Gallup

More than 3/4 of Americans believe their boss establishes the culture, while only **36% believe their manager has leadership skills**

LinkedIn

Only **26%** of managers say they're **highly skilled** at fostering individual and team engagement

Workhuman

**85%** of workers who have weekly check-ins with their Manager **report higher levels of engagement**

# What is Truvelop?

- **Retention solution** that empowers employees to reach their full potential
- **Management Coaching Platform** that helps managers become better leaders
- **Modern approach** to performance management and workforce development
- **Replacement or supplement** for one time a year or broken performance review process

Truvelop's **value proposition** is to inspire employees to stay longer and realize their full potential through continuous feedback and coaching.



# Our Platform

PROPRIETARY  
QUICK ASSESSMENT

UNLIMITED  
SURVEYS

SPARK REAL-TIME  
FEEDBACK & COACHING

KNOWLEDGE CENTER FOR  
MANAGERS & EMPLOYEES

RECOGNITION  
WALL

DATA DRIVEN INSIGHTS,  
ANALYTICS & REPORTING



# What Our Customers Think about Truvelop



“

Overall, when utilized properly, Truvelop allows us to take a holistic approach to our review process and encourages both the managing party and the employee to evaluate the employee's body of work for the entire year.

Jake Bredeck, **Employee**  
Harkins Builders

“

Leveraging the Sparks for goal setting has allowed my team to consistently align on quarterly goals and refer back to them. As a manager, I'm able to review and refer back to any Evaluations that I've conducted, bring all of our data points together in one clear communication map.

Rachel Curasi, **Manager**  
R2integrated

“

We love the value that this tool has brought to our managers in their ability to assess their employees on a more consistent basis and when promotion/salary increase time comes around this tool has proven to be invaluable!

Ellen Hafner, **Director of HR**  
First Financial Credit Union

“

The Truvelop platform provides tremendous insight into performance and engagement of the frontline team, while also helping our managers become more skillful at providing focused feedback to drive achievement of our health system goals.

Colin Ward, **COO**  
Upper Chesapeake Health



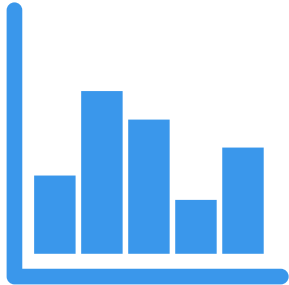
# Best in Class Performance Management & Development



## EASE OF USE & SIMPLICITY

Intuitive, App based technology allows for fast adoption of new evaluation process and high utilization by our users

**90% Manager Utilization Rate**



## DATA DRIVEN INSIGHTS

Immediate access to current, relevant performance & behavioral data & trends to inform people strategy

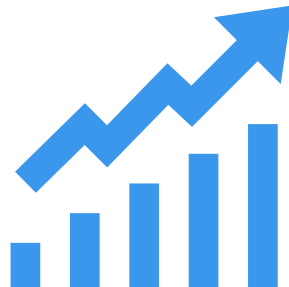
**12,000+ Total Assessments  
2000+ completed in 2022**



## PROACTIVE MANAGEMENT

Instant delivery of actionable recommendations promotes proactive management with focus on employee growth

**10,000+ Total Sparks  
3,500+ completed in 2022**

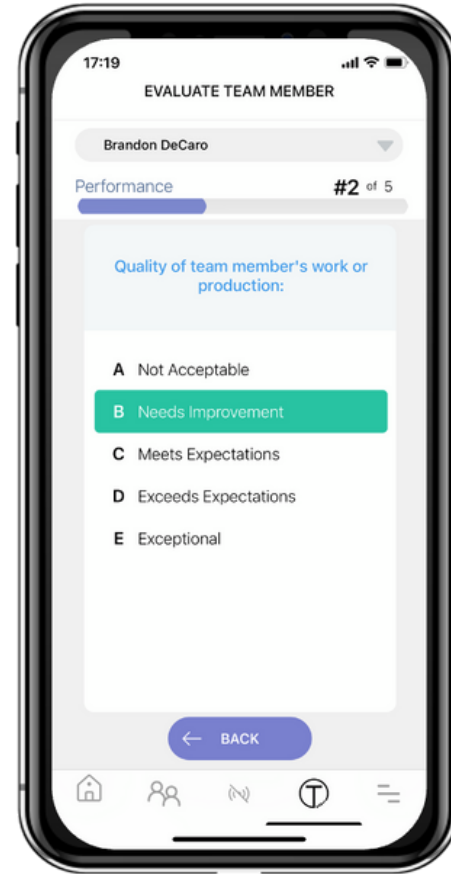


## IMMEDIATE IMPACT & ROI

Increase in real-time feedback improves communication, engagement & retention which drives productivity & performance

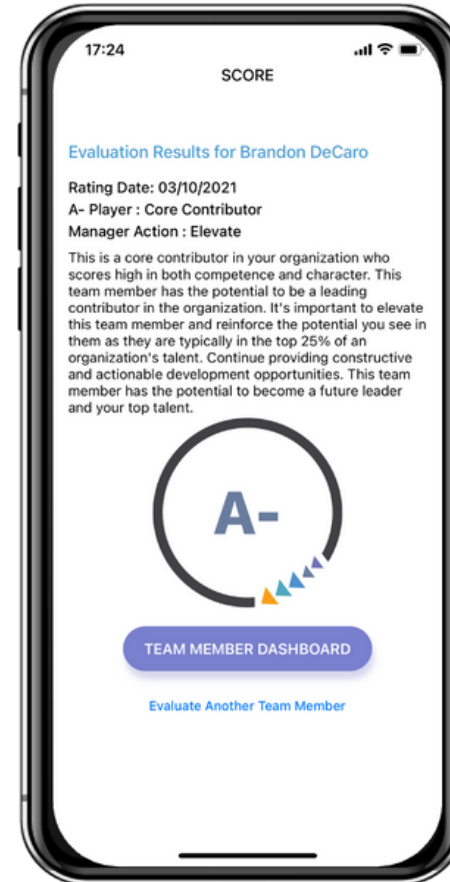
**95% Algorithm Accuracy Rating**

# How it Works?



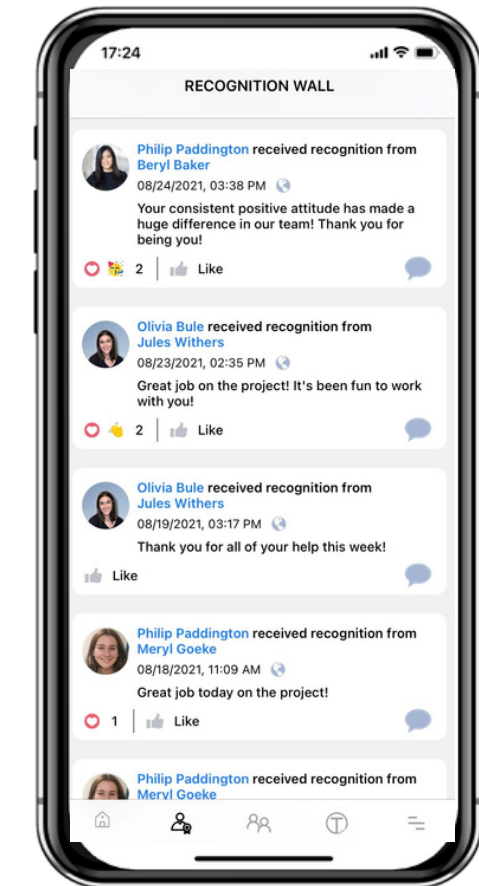
## Evaluate

- Managers evaluate team members on a regular, consistent basis
- Scoring algorithm generates actionable recommendations for both Manager and Team Member
- Track & trend team member's progress over time, identify patterns and adopt proactive behaviors and response



## Develop

- Event based performance analysis supports continuous performance development journey
- AI-enabled coaching identifies development opportunities and delivers ongoing recommendations for engagement, development and motivation
- Micro-learning training resources in App promote continuous development, best practices and support



## Perform

- Manager and employee share bi-directional real-time feedback and communicate regularly.
- Company-wide recognition & praise promoted through Recognition Wall
- Performance driven, coaching culture within reach.. Improved performance, engagement and retention.



# Truvelop is Perfect for Companies looking to...



Revamp, streamline, and improve their current review process

Increase meaningful manager and employee communication and touchpoints

Jumpstart employee development by identifying strengths and upskilling opportunities

Help their managers adopt proactive management strategies and become stronger leaders

Increase guidance and support for frontline workers, decreasing turnover

Increase employee engagement and motivation, while improving productivity and operational performance

Use relevant, current, and objective data to identify top performers and talent gaps across their org

# Truvelop Puts the Focus on Retention



- "Post"-Covid, Effective Communication and Career Development/Coaching are among top desired leadership competencies
- 85% of HR respondents are struggling to fill open positions
- Turnover costs 1.5-2.0x of annual salary
- Effective performance management reduces turnover rates by 15%
- Companies with effective performance management are 3X more likely to outperform competition

Gallup found that 48% of employees are actively searching for new opportunities.

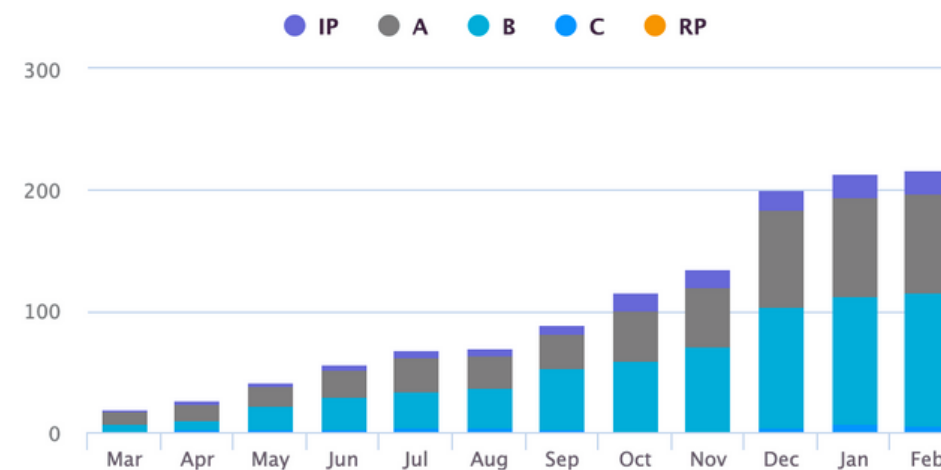
74% indicated that the time spent at home -- either during shut-downs or working remotely -- during the pandemic had caused them to rethink their current work situation. LinkedIn Survey

68% of HR respondents to a recent SHRM survey are concerned about the talent exodus

# Ongoing Customer Success



**Truvelop Tip**  
Best Practices for Giving Feedback  
FEBRUARY 2021 | WEEK 7

A dark blue rectangular graphic with a white border. At the top and bottom are horizontal bars with segments in orange, teal, blue, and purple. The text is white and centered.

## DRIVING UTILIZATION

- Establishing utilization goals - daily, weekly, monthly
- Bi-weekly Truvelop Tips to reinforce Best Practices

## DATA INSIGHTS & TRENDS

- Weekly Utilization reporting and analysis
- Monthly Executive Summaries to drive big picture insights

## RELEVANT BEST PRACTICES

- Monthly User Community Lunch and Learns
- Extensive Knowledge Center for both Managers and Employees

# Continuous Performance Development



## Midyear

Managers sit down with Team Members to set and check in on goals. Understand your shifting talent landscape and start to analyze performance trends.

## Year End Review

Celebrate achievements and identify growth opportunities & areas to focus on in the year ahead!

## Monthly

Evaluate your team, celebrate growth from the previous month, and identify focus areas for the upcoming period.

## Weekly

Check-in on development progress, share recognition, coach and guide your Team towards their performance goals.

## Daily

Support development & retention with ongoing, real-time feedback on strengths & growth opportunities.

## Initial Talent Assessment

Establish a baseline of our talent landscape & identify talent gaps.

# Why Truvelop?

- Easy to implement, **intuitive and easy to use**, high utilization rates among operations based teams and multi-site employers
- Proven solution for **remote** workforce and **hybrid** models
- Provides visibility into talent landscape including **talent gaps** and **talent mobility**
- Creates a **culture of transparency** across the organization
- Drives **engagement** between managers and employees
- Jump starts employee development by identifying **development and upskilling** opportunities
- Provides managers with **micro-learning training resources** to adopt proactive management strategies and improve leadership competencies
- **Mitigates risk** associated with tough, long overdue employment decisions



# Leveling Up Our Management Team by Adopting a 'Coaching Culture'

No high pressure, bulky annual review process

Getting rid of the "set it and forget it" feedback strategy

Now that you've completed the evaluation, what do you do about it?



**Simple Evaluation** process - takes 2 to 3 minutes to complete. Provides immediate visibility into your talent landscape



**Easy feedback documentation with Sparks** to reference and check-in on in the moment



**Evaluation Insights and the Knowledge Center** take the guess work out of it and gives guided action-items forward



# Real-Time Feedback Matters

- Studies have shown that more than 95% of employees prefer real-time feedback and 40% of highly engaged employees receive weekly feedback from their manager. **It fosters a culture of transparency across the organization and drives engagement between managers and employees.**
- Effective performance management can reduce turnover rates by 15%.
- Companies with effective performance management are 3X more likely to outperform competition.

**Real-time feedback can jumpstart employee development by identifying opportunities for growth or challenges to overcome, making an impact on performance of an employee or team in the moment and avoiding missed opportunities for success for the company.**