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15Five: Continuous Performance Management

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Agenda

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Why 15Five and Sales Process

- Why People & Performance Management
- 15Five Platform Overview
- The ROI
- How to Position 15Five with Clients
- Sales & Implementation Process

Tools for you and your clients

- How to take advantage of 15Five
- Resources for your usage

Q&A & Wrap-up (15 min)

Part 1

Why 15Five People & Performance
Management + Sales Process

15Five Continuous Performance Management

Unlock the potential of your entire workforce

Founded in 2012, now with over 200 employees worldwide.

Continuous Performance Management Combines evidence-based software, services, education and day-to-day practices to create highly-engaged, high-performing organizations.

Serving **over 3,000 customers** across the United States, Canada, UK and Australia

Our target market is companies with **5-3,000 employees**

$30+ million raised in Series B funding, $42.6 million total raised

We work with all industries but primarily Technology, Financial Services, Professional Services, IT Services, Marketing/Agency, Media and Entertainment.
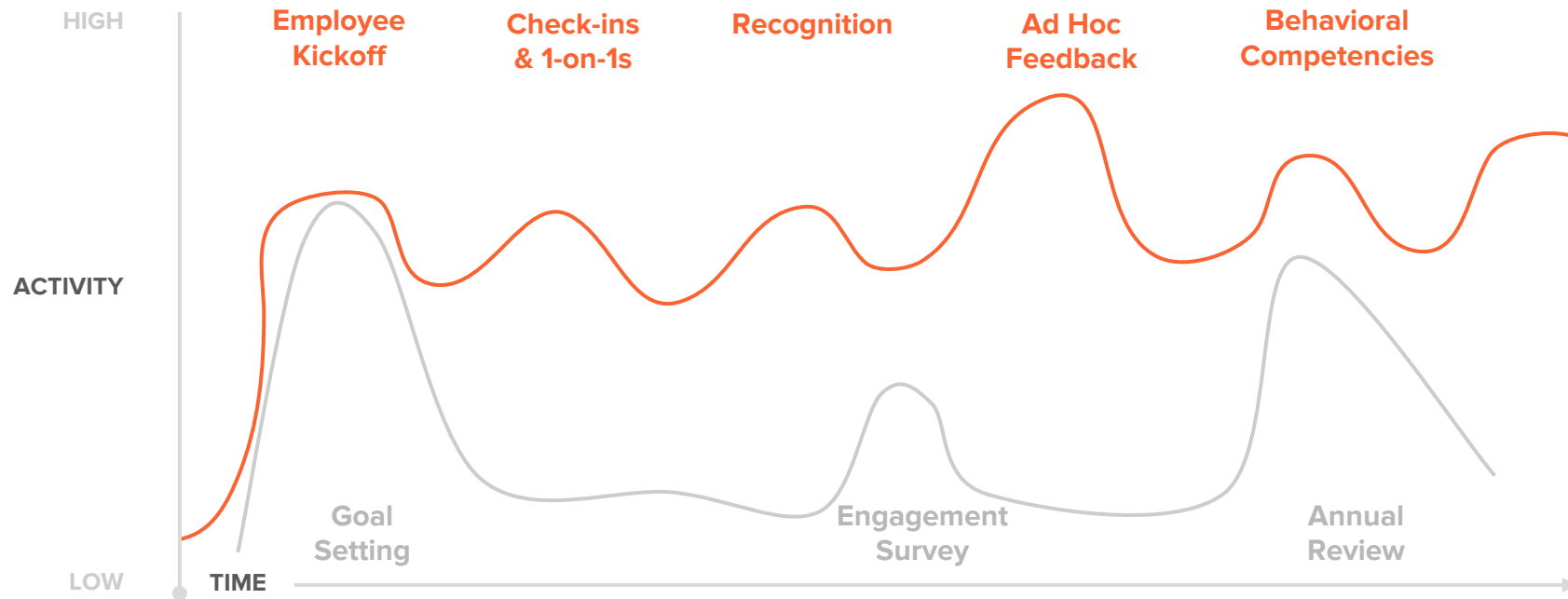
Typical Performance-Management Model
for most companies
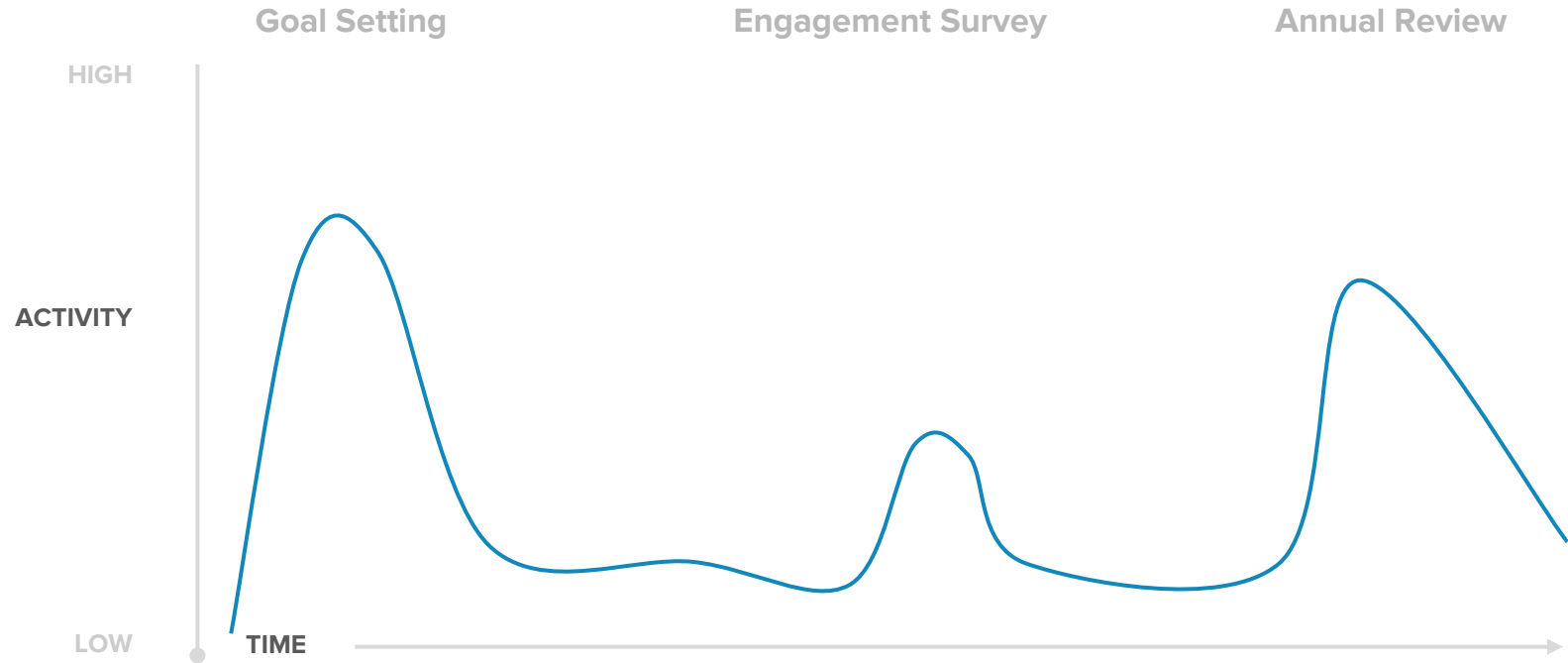
What do customers use 15Five for?

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Performance

Our people need better **day-to-day goal awareness** to maximize **performance**.

Engagement

Our managers need **education and training** because they are the primary factor in **engagement.**

Retention

Our organizations need an **accurate understanding** of what actually drives **retention.**

In short, we need a holistic solution

Performance

67% of Execs believe their teams know the organization's top objectives

In reality, only 2% of the workforce can name them

Engagement

The manager accounts for at least 70% of the variance in employee engagement, *but...*

61% of new managers never receive training

Retention

Wages
Work Environment
Benefits
Vacation Policy

Coaching
Conversations
Feedback
Performance Reviews
Recognition
Potential for Growth

— None of these areas scores higher than 45% in PWC eSat Study —

These issues only amplify as remote becomes reality

Key Challenges*

- Alignment with peers and manager

- Engagement

- Productivity

- Recognition

- Morale / feeling disconnected

* Bersin Study 2020

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SHRM
BETTER WORKPLACES
BETTER WORLD™

MEMBERSHIP   CERTIFICATION   HR TODAY   RESO

ALL THINGS WORK

Coronavirus Makes Work from
New Normal

Employers and workers adapt to new ways of getting work

By Rita Zeidner | March 21, 2020

15Five Platform Overview

The 15Five Platform

People and performance management software for highly-engaged, high-performing organizations.

- Intuitive
- Lightweight
- Remote team friendly
- Evidence-based approach
- Backed by science
- 97 CSAT, superior customer support

OBJECTIVES

PERFORMANCE REVIEWS

CHECK-INS

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ENGAGEMENT SURVEYS

CAREER VISION

REQUEST FEEDBACK

HIGH FIVES/ RECOGNITION

1-ON-1s

Integrations to Improve Workflow

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HRIS

CAREER GROWTH

LMS

COACHING

REWARDS & RECOGNITION

COMPENSATION

SUCCESSION PLANNING

EMPLOYEE WELLNESS

PEOPLE ANALYTICS

EMPLOYEE ASSESSMENTS

workday. ADP bambooHR RIPPLING Sapling gusto 31 Google

slack salesforce Ti Jira Software okta zapier

Compright Namely onelogin EmployeeCycle SFTP OLIFANO

The ROI

PEOPLE are your biggest asset.

Outcomes of Employee Engagement Success

Employee Engagement is not "a nice to have"

↑ **21%**

Boost in productivity

↓ **37%**

Drop in absenteeism

↑ **40%**

Improvement in employee turnover

Highly engaged companies can expect to see improvements like:

Employee Engagement Value	30 employees	100 employees
Additional company revenue	$ 1,579,927	$ 5,198,469
Money saved from less absenteeism	$ 41,775	$ 137,629
Money saved from less turnover	$ 47,286	$ 157,621
Total business value	**$ 1,668,988**	**$ 5,493,719**
Total business value per employee	**$ 53,838**	**$ 53,838**

Help Your Clients Calculate Their Employee Engagement ROI

Why is 15Five better than in-built performance management tools within HRIS

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"15Five was built from the bottom up **centered around check-ins**, putting the **employee in the driver's seat**, which in turn **boosts employee adoption**. 15Five is **backed by science**, and **built to engage and empower remote teams**"

	15Five	HRIS with in-built Performance Management Modules
Company DNA	Employee Engagement & Performance Management	Employee Onboarding, Payroll, Benefits, and Employee Data Management
Feature Set	Comprehensive	Lightweight
Performance Management Philosophy	"Consistent Conversations" Weekly Check-ins, Employee Feedback, Employee Recognition, Quarterly or Bi-Annual Reviews	"Set it and forget it" Annual Performance Review, Yearly Goal Setting, No Engagement Surveys
Tools to Engage Remote Workforce	Yes	No
User Interface	Modern and user friendly	Clunky & outdated
Backed by People Science	Yes	No

Who's a Good Fit?

Identifying prospects.

Who's a Good Fit?

Look for companies who...

Want to Overcome Challenges Like:
- Improving employee engagement
- Improving the review process
- Retaining top talent
- Managing remote teams

Mention Things Like:
- Rapid growth and looking to scale
- Recent changes in the senior leadership
- Ditching the annual review
- Many first time managers
- Just finished an engagement survey

Talk About:
- Manager Effectiveness
- OKRs (objectives and key results)
- Goals/Goal Planning
- Employee Engagement
- Feedback/360 Feedback
- Engagement Surveys/Pulse Surveys
- Continuous Performance Management
- Recognition
- Real time feedback
- Talent Management

Great for NFP's

Case Study: American Red Cross

ABOUT

The American Red Cross is a non-profit humanitarian organization that prevents and alleviates human sufering in the face of emergencies by mobilizing the power of volunteers and the generosity of donors. The organization's workforce includes over 30,000 employees and more than 500,000 volunteers.

INDUSTRY

Non-profit.

SIZE

250+ employees/volunteers.

American Red Cross

BENEFITS

- Keeps employees, volunteers, and management connected
- Gives employees a voice to share feedback
- Taps into the ideas and insights of the front-line staff

> 15Five serves as a reality check on the entire organization, because, for the first time, I can see all sides of an issue from everyone's point of view.

JONO ANZALONE

DIVISION DISASTER EXECUTIVE, AMERICAN RED CROSS

> Quite simply, 15Five gives employees a tool to share what matters to them, and that helps managers keep on top of everything. With 15Five, I find out what I didn't know, I didn't know.

JONO ANZALONE

DIVISION DISASTER EXECUTIVE, AMERICAN RED CROSS

American Red Cross

SOME OF THE QUESTIONS MANAGERS ASK THEIR TEAM MEMBERS INCLUDE:

- What is preventing you from being successful in your job this week?
- What can we do this week to help volunteers make a diference?
- If you were in charge of the American Red Cross, what changes would you make?
- What moments were you proud of this week and why?

The Sales & Implementation Process

What happens after you register a deal?

Implementation Process
Setting Clients Up for Success

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Implementation Planning
Determines the timing of Implementation events, solidifies logistics and timeline, and sets success criteria for implementation.

Customer Project Lead, Customer Technical contact and anyone involved in 15Five rollout.

Admin Training
Ensures 15Five is configured to meet your success criteria. Educate and empower administrators to make changes to 15Five tools.

Project Sponsor, 15Five Administrator

Executive Alignment
Outline clear success criteria and set expectations for leadership and executive sponsor involvement.

Project Sponsor, Executive Sponsors

Company-Wide Training
Why 15Five, introduction to the tool, how to fill out the weekly check-ins, tips, tricks, and best practices.

Employees & Managers, Executive Sponsors

Who should be on the call?

Key Takeaways

- A company's **greatest asset is its PEOPLE**

- **15Five can help your clients transform their organization** by unlocking employee potential

- When clients are looking for improvement in **OKR's (goals), Employee Engagement, Reviews or Managing remote teams** 15Five will be a great fit!

15Five Resources:

- **Webinars**
- **Podcasts**
- **Best self academy**
- **Ebooks**
- **Transformational Services (consulting)**
- **Blog**
- **Success Center**
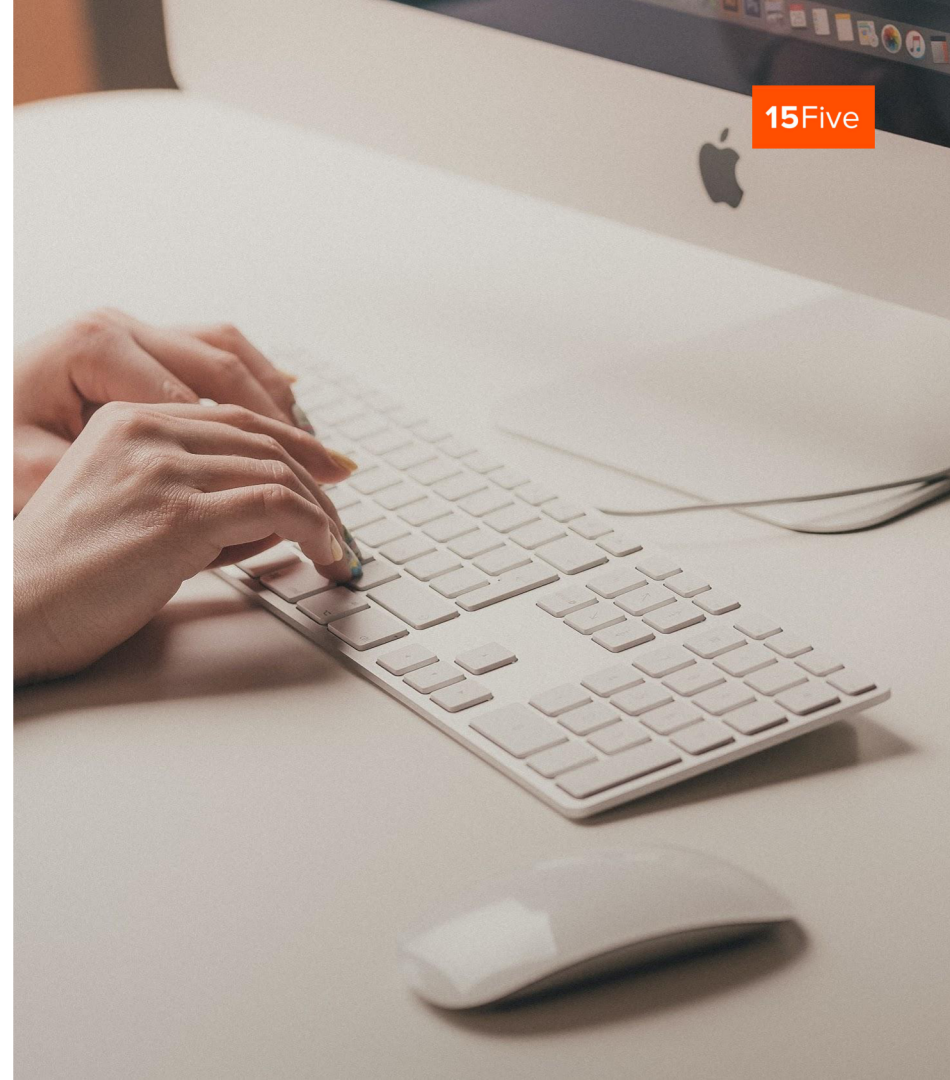
Become The Manager You Wish You Had

Learn the most in-demand management soft skills—we call them "power skills"— from the experts. Communicate more effectively, improve performance, and create a world-class workplace where everybody wins.

Enroll for free!

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Q & A

What HR topics would you like to see discussed in 15Five webinars and materials?