



Truvelop™

**EVALUATE.
MOTIVATE.
DEVELOP.**

**SHARING
HOLISTIC
SUPPORT
IN THE
WORKPLACE**

WWW.TRUVELOP.COM



STEP TOWARDS A MORE HOLISTIC APPROACH

It is time to invest and incorporate effective recognition and wellbeing solutions in your workplace and start reaping the endless benefits.

According to O.C. Tanner Institute, "there are 6 essential elements of a great work place culture. They are **purpose**, **opportunity**, **success**, **appreciation**, **wellbeing**, and **leadership**."

Establishing holistic support in the workplace will enhance these factors and allow your employees to bring their best selves to work each day. It is important to consider what drives your Team Member and keeps them motivated and engaged. When they feel valued and recognized, the results will show.

19%

INCREASE IN PRODUCTIVITY

20%

INCREASE IN TEAMWORK

38%

INCREASE IN EMPLOYEE RETENTION

28%

INCREASE IN INNOVATION

89%

**JOB SATISFACTION WITH EXCELLENT
WELLBEING**



REGULAR TOUCHPOINTS ENSURES NO TEAM MEMBER FALLS THROUGH THE CRACKS

Truvelop makes it easy to connect with your Team Members on a regular basis. With consistent & meaningful communication, Managers are able to understand the drivers and needs of each Team Member.

INITIAL TALENT ASSESSMENT

Discuss performance goals and learning opportunities with Team Member at the start of the year/project.

MONTHLY

Provide direction, support, and advice with career exploration. Document as a Spark or Evaluation and share with Team Member.

YEARLY/END OF PROJECTS

Meet at the end of the year or project to celebrate successes, prepare for future achievements, and plan for development opportunities. Focus on purpose, goals, development, engagement, and wellbeing.

DAILY/WEEKLY

Impromptu daily or weekly 2-10 minute conversations; In-the-moment feedback is very powerful.

QUARTERLY

Review successes, barriers and align priorities with Team Member. Document as an evaluation and share with Team Member.

UTILIZE THE KNOWLEDGE CENTER

Learn about helpful tips and tricks on how to use the Truvelop platform and how to have tough conversations with Team Members.

<https://knowledge.truvelop.com/truvelop-knowledge-center>



3-STEP PROCESS TO INCREASE MEANINGFUL MANAGER-TEAM MEMBER TOUCHPOINTS

At Truvelop, we are dedicated to creating the best possible experience for our Team Members.

REFLECT

As Managers prepare for development conversations, it is important that they **reflect on previous behavior** and identify common themes or patterns. Through this preparation, they are setting up a conversation that will **align** both the Team Member and Manager perspectives and expectations, ensuring everyone is on the same page.

“
71% of employees who believe their manager can name their strengths feels engaged and energized by their work.

VIA Character

”

“
Employees who strongly agree that their managers helped them set performance goals are 69% more engaged compared to employees who did not.

Gallup

”

READY

In the Team Member Conversation, Managers and Team Members are **collaborating** on a performance plan. This conversation allows for Team Members to share their goals and career plans, ensuring that the Manager understands how best to **support and guide** the Team Member forward in their performance development journey. The Team Member leaves the discussion **ready** to grow.



3-STEP PROCESS TO INCREASE MEANINGFUL MANAGER-TEAM MEMBER TOUCHPOINTS CONTINUED

REVIEW

Once the direction has been established, it is essential that the Manager schedules **regular check-ins** to **review** goals and **guide** the Team Member's development journey. In these check-ins, the Team Member and Manager can identify strengths and lasting obstacles and **make adjustments** accordingly to ensure that the Team Member stays on track.

“
Employees who feel
they're progressing in
their careers are 20%
more likely to still be
working at their
companies in one
year's time.

TINYpulse

”





HOW OUR CLIENTS ARE USING TRUVELOP TO ESTABLISH HOLISTIC SUPPORT

We value our customers' needs and strive to make their job easier.



“ The availability of manager resources within the Knowledge Center that provide coaching/talking points that allow for improved communication between managers and team members. ”

Carreen Kouts, R2i's Director of Human Resources

“ 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 of Harkins



“ Managing remote teams can be a challenge. What is different about Truvelop is keeping the human element in mind. It's not just how people get their work done. It's how we connect with them – providing immediate feedback, supporting open communication and developing their potential. Partnering with Truvelop will help us create an environment where people find their own happiness. ”

Ivana Rochac, HR Director, Apartment Turnovers

Our customers are using Truvelop to smooth their transitions and improve their manager and employee relationships. [Contact us](https://www.truvelop.com) today to learn more!

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