

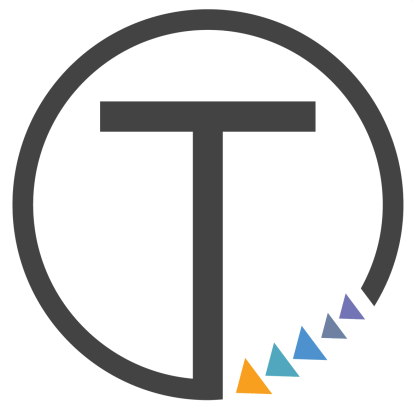


**Truvelop™**

**MOTIVATE.  
INSPIRE.  
RETAIN.**

**HOW  
TRUVELOP  
SOLVES FOR  
RETENTION  
IN THE FUTURE  
OF WORK**

[WWW.TRUVELOP.COM](http://WWW.TRUVELOP.COM)



**Truvelop**<sup>™</sup>

# KEY DRIVERS OF RETENTION

The changing landscape of the workforce has made retention a top priority, but it doesn't have to be impossible to achieve. If **retention** is the big picture, what's your missing piece of the puzzle?





# ADAPTIVE COACHING

Change can occur quickly. Managers need a tool that will help them adapt and be proactive to prevent disengagement. Through continuous feedback and coaching, we can inspire workers to stay longer and realize their full potential.

**With our easy 3 step process, Managers and Team Members are constantly in contact and being pulled back into the app for real-time insights and coaching tips.**



## 1. CONTINUOUS EVALUATION

Use Truvelop to Evaluate Team Members regularly to stay on top of growth and development opportunities and track and trend progress over time.

## 2. DEVELOPMENT COACHING

Truvelop's proprietary coaching engine delivers specific recommendations and continuously pushes insights to Managers and Team Members that identify challenges, opportunities, and overall performance trends.

## 3. REAL-TIME FEEDBACK

With Truvelop's real-time feedback tool, Spark, Managers are able to praise, coach, and develop their Team Members in the moment, when it counts. With frequent communication, Managers and Team Members are able to build engagement and strengthen their relationship.



# MEANINGFUL CHECK-INS

Simply evaluating your team is not enough. It's what you do with the information once you identify the gaps and opportunities that makes all the difference. With relevant data and documented feedback at their fingertips, Truvelop users are going into check-ins with purpose, creating more meaningful development conversations, and strengthening the Manager-Team Member relationship at the front line.

## DAILY QUICK CONNECT

### ✓ Easily deliver daily check-ins

- Quick-hit feedback that appropriately recognize, motivate, or coach your leading, steady, or lagging performers

### ✓ Leverage Spark to reinforce behaviors that will move Team Members towards their goals

- Coach in the moment
- Share praise for behaviors that should be recreated
- Encourage questions and updates for ongoing development

## WEEKLY FEED FORWARD

### ✓ Measure Progress

- With all documented touchpoints stored in one place, it's easy to review and reflect on previous performance

### ✓ Identify focus points for the week ahead

- With Spark, your 1:1 meetings are memorialized, ensuring that everyone is on the same page
- Team Members can easily leave comments on Sparks to share their own takeaways

## MONTHLY REFLECTION & DIRECTION

### ✓ Reflect and Grow

- With documentation at their finger-tips, it's easy to measure and celebrate progress and identify obstacles that can be overcome

### ✓ Set the direction for the month ahead

- Growth can be achieved efficiently when Managers and Team Members take a data-driven approach to strategize next steps



# THE IMPACT OF REAL-TIME FEEDBACK

Real-time feedback can jumpstart Team Member development. By identifying opportunities for growth on a regular basis, Managers can make an immediate impact on performance and avoid missed opportunities. Increasing real-time, bi-directional communication is a key influencer of developing under performers and retaining top talent.

**"Employees are 3.6 times more likely to strongly agree that they are motivated to do outstanding work when their manager provides daily (vs. annual) feedback."**

Gallup

With Truvelop, after every performance assessment, our proprietary coaching engine generates a **recommended action plan** with suggestions on how to best **engage** with Team Members to achieve the desired outcome.



With Truvelop's **Spark** feature, Managers can provide consistent, real-time feedback in the moment when it counts. Posting on Truvelop's **Recognition Wall** allows Managers to publicly praise Team Members company-wide to reinforce positive behaviors and work habits.

# FOSTERING STRONG MANAGER-EMPLOYEE RELATIONSHIPS

When employees have the ability to work from anywhere or work predominantly in the field, variables like culture and Manager-Employee relationships can really impact retention. With the Truvelop mobile app, Managers can easily re-establish connection by celebrating the wins (both big and small), promoting the right behaviors and reinforcing trust and commitment.



## PUBLIC RECOGNITION

Through Spark and the Recognition Wall, Managers can deliver public Team Member recognition, share words of encouragement, and celebrate career milestones. Team Members can also share peer-to-peer praise to the Recognition Wall, contributing to a positive and supportive work culture.

## COLLABORATIVE PLANNING

Truvelop is designed to initiate and guide Manager and Team Member conversations, allowing for a more collaborative approach to Team Member development. Managers and Team Members are provided with insights and actionable next steps, which are included with each Evaluation to encourage focused growth.



## QUICK PULSE SURVEY

Truvelop Survey enables organizations to collect Team Member feedback about various topics, policy changes or opportunities for improvement within the team or work process. By soliciting Team Member feedback organizations are empowering their individual contributors and ensuring that all voices are heard.



# HOW OUR CLIENTS ARE USING TRUVELOP TO INSPIRE, EMPOWER & RETAIN THEIR TALENT

We are helping our users foster a culture that values growth and development, makes work better by improving manager and employee relationships, and ultimately solves for retention.



“ 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, First Financial Credit Union's Director of HR

“ 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, bringing all of our data points together in one clear communication map. ”

Rachel Curasi, R2integrated's Manager



DIGITAL MARKETING & TECHNOLOGY



“ The Truvelop team is engaging, willing and able. We know that we have a partner that we can discuss ideas with, assist us in execution, and considers feedback important. The ability to have interactive training and know that our requests will be met with a willingness of “sure, no problem” is extremely valuable to us. ”

Karyn Schell, DP Solutions' President

**Our customers are using Truvelop to develop managers into leaders, building stronger relationships and increasing retention.**

**[Contact us](#) today to learn more!**