



Truvelop™

EVALUATE.
MOTIVATE.
DEVELOP.



THE STATE OF **EMPLOYEE ENGAGEMENT** IN A **REMOTE WORLD.**



Meeting **canceled.**
Conference **canceled.**
Game **canceled.**

SEASON IN FLUX.

Many businesses are still predominantly 100% remote, with many planning on staying that way for years to come. Everyone feels the disruption. Remote work is one of the most challenging aspects of this new normal that no one had in their business plan.

The coronavirus pandemic turned the world upside down. But we are starting to see the new trends it is creating in the workplace as companies adjust and adapt to managing and engaging a fully remote or hybrid workforce.

A Gartner survey of company leaders found that **80%** plan to allow employees to work remotely at least part of the time after the pandemic and **47%** will allow employees to work from home full-time.



REMOTE WORK AND **EMPLOYEE ENGAGEMENT**

**Every industry is feeling
the impact of the coronavirus.**

**But the impact doesn't have to
devastate your organization.**

Set against that backdrop, you still have to run your business, your department, your team. You still have to evaluate and develop your people. More than ever, your employees need feedback, interaction, and direction. Employees need inspirational leadership and consistent management the most during times of chaos and uncertainty. After all, motivating people, while working from the sofa with multiple distractions, isn't that easy.

As face-to-face contact in the workplace is rapidly declining, finding ways to interact has become increasingly more challenging, as you can no longer rely on the old ways of employee reviews and talent development. After all, how does someone know how they are performing if they rarely receive feedback or have a face-to-face conversation?

The key to surviving the disruption, not just this but any, is frequent communication. Continuous communication helps teams improve engagement, morale and performance, producing a stronger and more productive organization.



THINK ABOUT IT

You want the latest updates as soon as possible, with full transparency, don't you? The same goes for your employees.

They want frequent, meaningful conversations about the job they are doing, work expectations, about any adjustments to the goals you have set together, about where they stand, and what they can do better.

ABOUT TRUVELOP



Truvelop is a modern employee review and performance development solution to maintain an engaged and productive workforce. It is not just an evaluation tool, but an efficient way to increase engagement by consistently providing real-time feedback and coaching to employees.



While most companies use evaluations to determine promotions, raises and bonuses, performance reviews are most effective when used to foster professional development, team productivity and collaboration.

Coronavirus is the disruption of the moment, but we don't know what life will throw at us next. Companies that most effectively manage their talent during these uncertain times are the ones that are most likely to succeed in 2021 and beyond. Businesses will need to do more with less, step in quickly to help those team members who are struggling and ensure top talent is retained.

We can no longer wait for employee feedback, reviews, and check-the-box conversations that revolve around gut hunches and no real data. Identifying high performers and developing underperformers or exiting low performers quickly – is more important than ever before and shifting the focus to talent development through upskilling and internal talent mobility strategies is paramount.

Truvelop is a desktop and mobile app solution that enables continuous performance management and development and the delivery of real-time feedback to employees in the moment when it counts. Truvelop's HR technology is both real-time adaptive and responsive to today's complex work environment and it is super easy to use making the implementation time fast and user adoption even quicker.

Truvelop also serves as an important risk mitigation tool that helps managers adopt proactive management strategies to quickly identify, document, and address performance or attitudinal deficiencies before it's too late.

Gallup research suggests that teaching managers and employees to have more frequent, meaningful conversations about work expectations, progress and development improves engagement and performance.

We all look forward to the days of packed arenas, sold-out seminars, networking events and happy hours. Although the shift to remote work or a hybrid model may seem overwhelming, it is important to recognize some of the benefits that are coming with it. Seize the opportunity to become more personally connected to employees by seeking to understand their individual needs and aspirations.



TIPS FOR IMPROVING **ENGAGEMENT OF YOUR TEAM** WHILE VIRTUAL

According to research by the University of Cambridge, engaged employees are 43% more productive than others.

CHECK OUT OUR TOP TIPS:

Increase Touchpoints

Communication acts as a building block for creating a healthy work environment.

Isolation is lonely. It's easy to get lost working remotely. Teams need to hear from their leaders often to build engagement. Rather than sending an email, video chat to check-in. Don't forget to ask your team members how they are doing. Maintain a personal touch.

Share Feedback and Appreciate a Good Effort

"78% of employees are highly engaged when they feel strong recognition from their organizations." – O.C. Tanner

Make it a point to provide feedback multiple times each week. Don't forget to share that feedback with the entire team. Truvelop's employee review app was built to do just this - and our Spark feature lets you celebrate each success – even the small ones!

Maintain Flexibility and Track Performance

Not everyone is built for remote work. Be sure to document who is thriving, who is struggling, and understand the problems they are facing. Work with your team members to identify barriers and challenges to help remove obstacles.

Also, remote work is a new thing for everyone. Give flexibility and let them learn accordingly.

Gallup research found that 54 percent of office workers would leave their job if they could have one with more flexibility.

Leverage Data

Use data to make your weekly team meetings more meaningful. Keep your people plugged into the important data they need to make informed decisions. Allow team members to identify trends and report out on what they are seeing.

Create Training and Development Opportunities

Professional growth and development is a key driver of engagement. Ask your team members to set personal development goals each month. Learn something new or improve upon existing skill sets.

At Truvelop, we created the Knowledge Center to provide our customers with micro-learning resources to help their managers learn and grow.

Remote working is here to stay. Let us show you how to manage it!

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