Social Talent Enablement In Today's Virtual World of Work

Engagedly

Best Advance in Social Talent Management Technology

August 2022

Company Background

Company-at-a-Glance	
Headquarters	Maplewood, MO
Year Founded	2015
Employees	117
Global Scale	Offices in USA, India, UK, Netherlands, Malaysia and Australia. Services provided to clients in over 37 countries in 9 different languages.
Customers/Output, etc.	Emids: Social Recognition, Social Learning, 360 assessment, Performance Reviews
	Goal Alignment, Social Recognition, Agile Learning, Performance Gamification with Badges and Points
	Sales Team Social Recognition Gamification, 360 assessment and Continuous Performance Reviews
Industry	Software as a Service
Website	engagedly.com

Value Proposition

Engagedly's talent enablement platform focuses on driving business strategies by providing the right tools.

Engagedly is a people enablement platform and talent management solution provider with a focus on aligning People and Strategy. Built upon best practices and decades of research, Engagedly's People + Strategy platform is evolving performance management, development and engagement to drive successful organizational outcomes across the globe. Engagedly's E3 unified platform combines the power of business strategy execution, talent enablement, and employee engagement into one easy-to-use software solution.

Generating Buy-in of Company Values with Gamification:

Companies strive to integrate core values into the everyday fabric of their business. Engagedly offers gamification tools to recognize and reward value-centric behaviors. Points, badges, and gift cards can be earned and awarded to promote and reinforce the adoption of such values; a company leaderboard can be turned on to promote friendly competition.

"It helps in changing the company's culture. It's a total game changer. The ability to praise once someone says something good." – Ahmad A. CEO at Aram

Alignment to Organizational Goals/OKRs:

Many organizations find it difficult to ensure employee actions are contributing to their company vision. Engagedly's flexible team-based Goal/OKR solution streamlines the goal-setting process, allows for alignment and cascading of individual goals, and provides a line of sight and drill-down visibility on goal progress.

Employees that have clarity on their objectives and understand how their work is making an impact on the company mission. They are much more likely to be engaged and successful. Employees can follow and comment on each other's goals as well as praise others.

Peer feedback for employees to focus on strengths and development with 360 Multi-rater feedback:

One of the best practices in employee development is to align work to people's strengths and coach them in areas that need improvement. Engagedly's 360 Multi-rater assessment provides a fair and more accurate picture of an employee's demonstrated behavior and offers valuable insight into hidden talents and unique skills. It comes with a pre-built library of assessment areas for quick deployment and coaching development.

Recognizing performance with social praise and rewards:

Organizations risk losing talent when they fail to recognize and reward their employees effectively. Engagedly's praise tool with gamification allows organizations to recognize individuals/teams on a real-time feed that is public to the entire organization creating a culture of peer recognition that leads to high performance. Research has shown that positive performance is best reinforced when it occurs. Engagedly's mobile app provides real-time push notifications for remote employees who have limited access to computers.

Implementing idea meritocracy with idea tools:

Made popular by Ray Dalio, the concept of Idea Meritocracy is easy to talk about but hard to implement. Engagedly's Idea Generation and voting tool allow the democratization of this process, allowing people to present ideas and vote on them regardless of their organizational level. This creates an environment where people feel more open to sharing ideas and leads to better outcomes. May the best idea win!

Develop people with Agile LMS and social learning:

Employee development is often decoupled from performance. Engagedly finds that leading organizations use people development to complement and help drive better performance. With an easy-to-launch micro-learning within LMS and social learning tool for people to share knowledge within the social feed, Engagedly's clients can easily develop their people with learning content aligned to their competency and skill development goals. With built-in gamification, both learners and knowledge sharers can earn points and badges to make learning & development fun!

Continuous performance conversation and ongoing check-ins:

Yearly performance reviews can be counterproductive and leave employees feeling disengaged and demotivated. Engagedly's check-in module enables managers and their team members to have frequent and timely conversations, sharing feedback, and coaching when it's needed most so that employees can adapt and improve quickly in areas that matter.

Integrated performance assessment including goals/OKRs, competencies, values, development plans, and succession planning tools:

All of the above people enablement tools come together in a highly configurable, comprehensive Performance Assessment module, so the employees and their managers have a complete view of their performance and their plan moving forward. The module brings together the history of employee check-ins, 360 feedback, training, rewards & recognitions, feedback, and OKRs into one convenient "talent card". Unlike any other platform in the industry, this allows organizations to drive both a continuous performance

model and a comprehensive performance assessment to build a high-performing workforce.

Summit Financial (Financial Services)

"The Engagedly platform provides for the flexibility we were looking for as we seek to evolve our culture. Critical factors for our firm include the ability to survey employees when and how we choose, set and monitor individual goals aligned with the firm goals, a flexible performance review process with continual feedback, the ability for peers to give praise and constructive feedback, and a way to share knowledge and ideas."

- Claire T. HR Head at Summit Financial

Rudolph and Sletten (Construction)

"The features were easy to understand and use, and even better, no formal training class was required. Biggest success was shown in the completion rate, which rose from 33% to a full 100%. Every single individual was now actively involved with this new system."

- *Shereen Shariq – Head of L&D*

Sapphire Digital (Technology)

"Our compliance with our performance, goal setting, feedback and learning has been exponentially higher with the software. The prompts and reminders make it easy to keep our objectives in full view, easier to update and focus on. I found this to be the tool that best met our needs in our tech organization"

- *Laura – Director of HR*

Product or Program Innovation

Simplicity of Implementation:

Due to Engagedly's streamlined product administration functionality, clients experience a smooth implementation and typically go live in a short 30 days on average, with some implementations complete in as little as 2 weeks.

Flexible and Built for Growth:

Engagedly's product suite is highly configurable and built to scale. Customers can craft the user experience and add/change functionality as their needs evolve.

Leading Client Services:

Engagedly has over 360 clients ranging in all sizes from small to enterprise and spanning in all vertical markets in over 30 countries. The organization is proud of its highly regarded

white-glove implementation process. A dedicated Customer Solution Manager (CSM) and a Talent Solutions Consultant (TSC) are assigned to every customer to implement, train, and share best practices. An Account Manager meets with customers quarterly to ensure customers have a positive experience, keep them up-to-date on product enhancements, and ensure they are getting the most from their investment.

"If I do run into an issue or have a question, the support team has been outstanding. You email them and the follow-up and resolution is always prompt. If they do have to take extra time to test things on their end, they communicate this so you're not left wondering about anything." – Victoria @ TerraThink Consulting
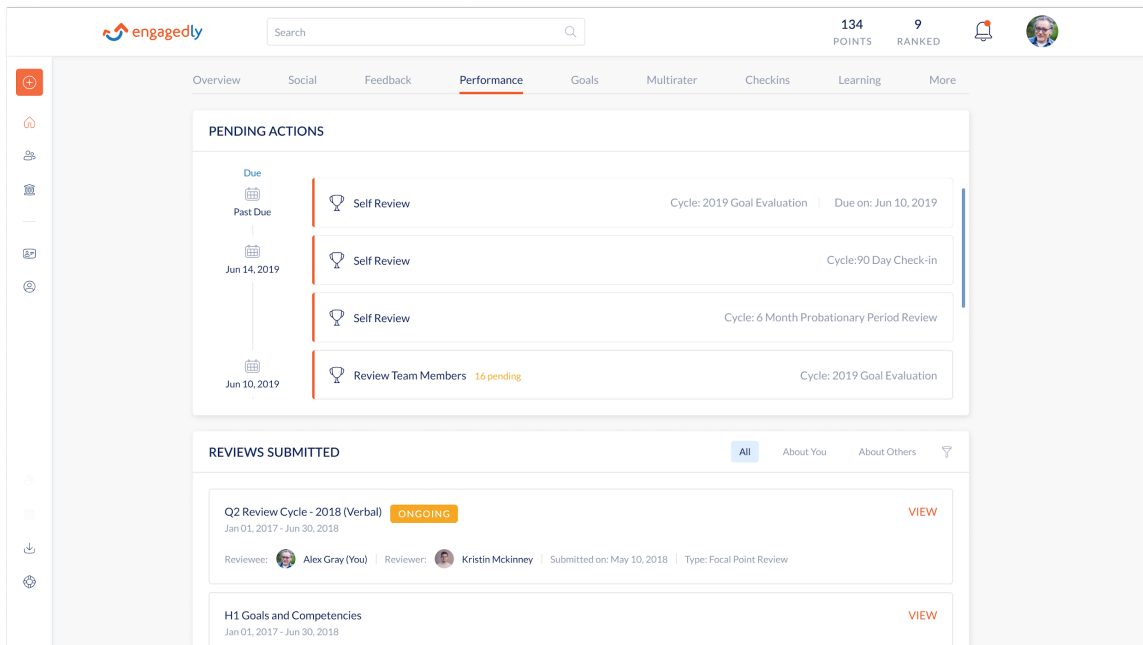
Integrated Talent View:

One of the key innovations is the ability to integrate HRIS data along with learning and performance data to give a comprehensive view of talent. Additional actions allow managers and employees to develop their career plans as well as capture certifications. Other tools, such as 9-box indicators, allow people leaders to identify key talent and put together retention and growth strategies.

Unique Differentiators

Advanced Technology built for employee adoption:

Engagedly is built on Ruby on Rails on AWS, which allows for rapid deployment and high levels of configurability. In addition, social tools allow employees to express themselves, share knowledge, and build social connections within their organization. This improves the overall adoption of the platform.

Advanced Alerts and Notifications:

The solution provides smart alerts and notifications to employees and people leaders based on triggers set in the system, configurable by the client administrators. This feature enables intelligent alerts based on organizational policies to be set up to improve the dissemination of essential insights.
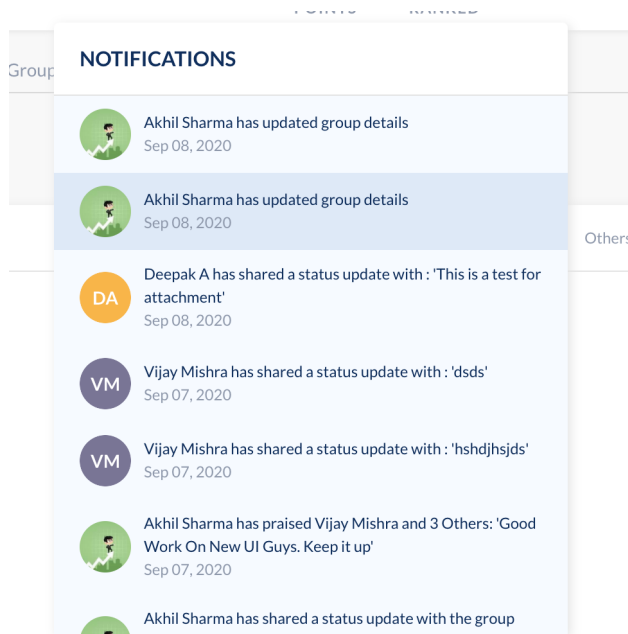

Identify Business Goals At Risk

The system allows users to assign and track different goals. Based on the status of the goals on track, behind, or at risk, employees can focus on goals that need attention . The system allows the leaders to filter and view those goals within their teams where the risk is high and take risk mitigation actions.
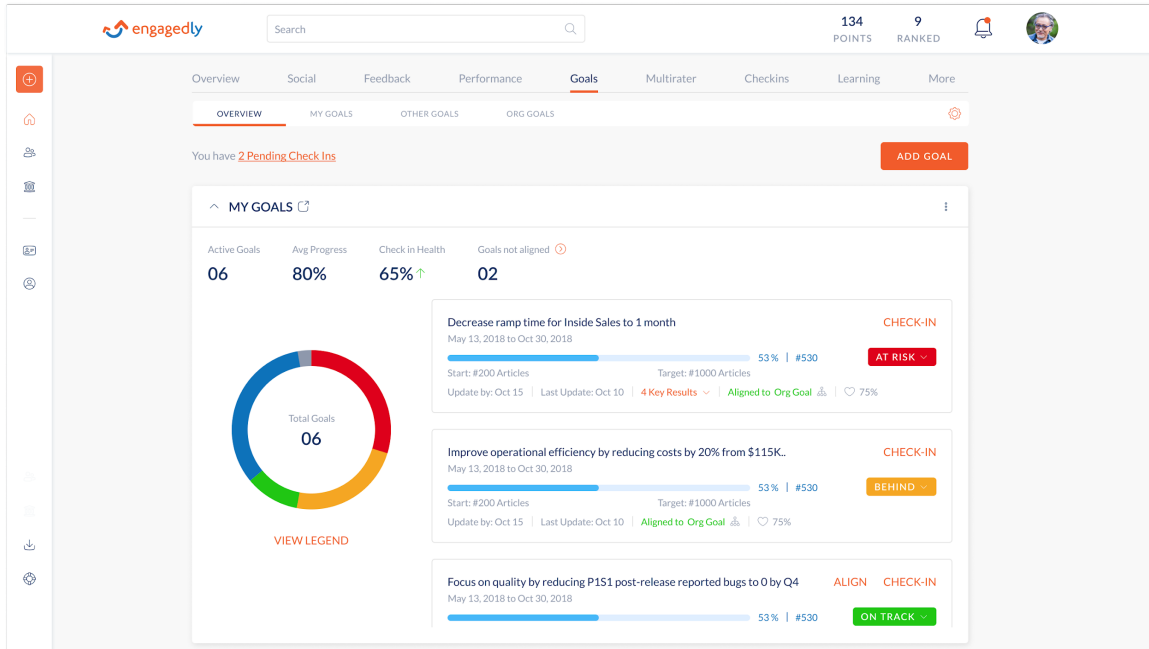
Goal Hierarchy And Alignment

The system allows users to understand how their individual goals are aligned to the department and organizational goals, and helps them understand where they fit in the bigger picture. This allows them to stay engaged, motivated and focused on their goals.
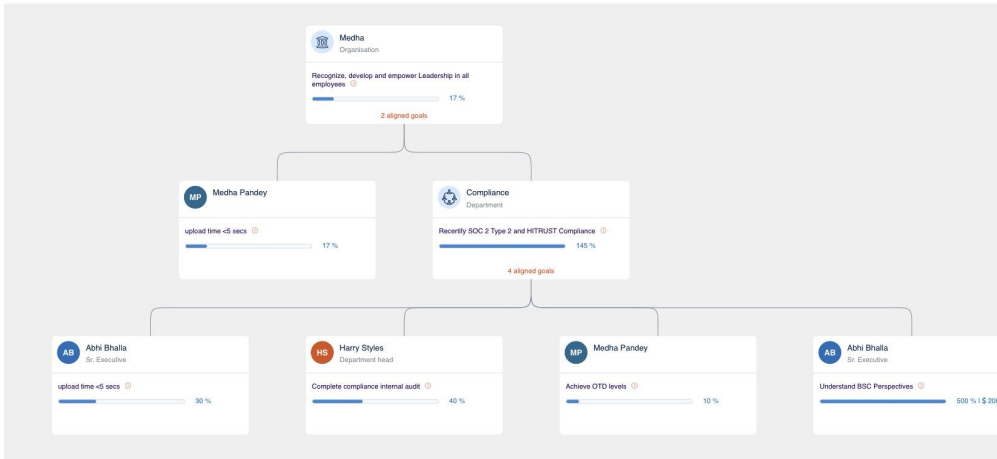
Built in Team Collaboration and Social Tools

The system is built ground up to enable a collaborative and recognition-oriented culture. The status feed provides all users on the platform to recognize each other and get company-wide alerts. This is also a place to share ideas and knowledge using hashtags which can be used to find relevant posts at any time
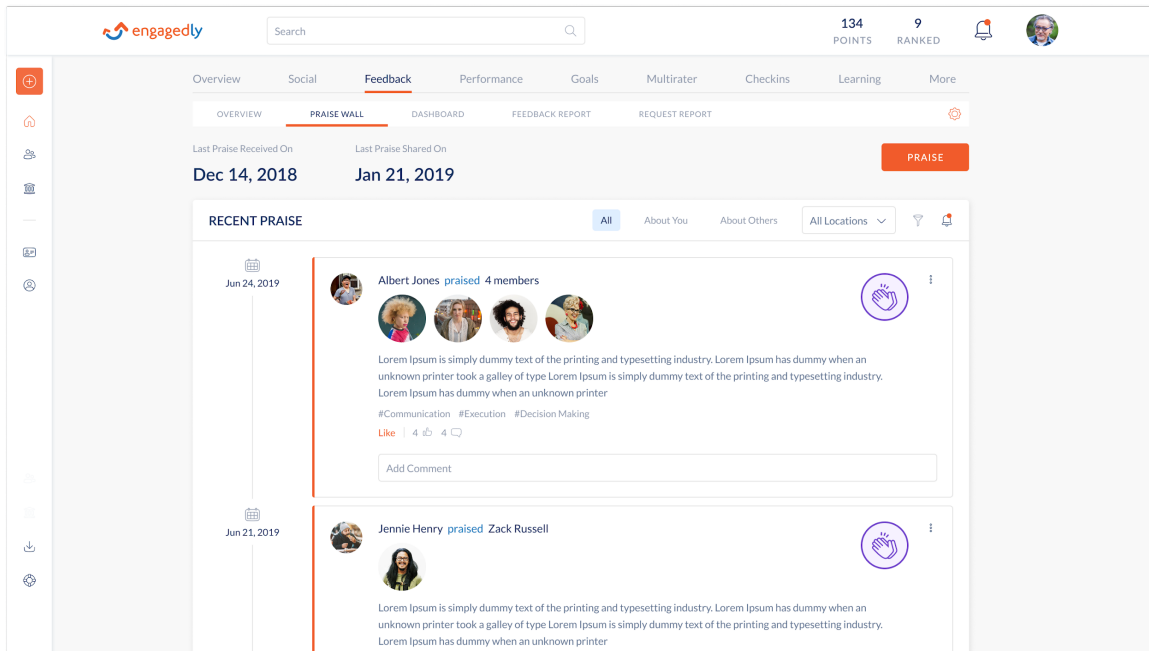
9-Box-based Succession Planning

This is found in the performance review section. The 9-Box distribution helps in succession planning and performance evaluation. It helps leaders and HR managers identify the leadership qualities of their employees, and score them on performance.

Diversity, Inclusion and Equity Insights For HR Manager and Leaders

This feature enables organization leadership to understand their employee distribution. The diversity and inclusion dashboard reflects the gender, ethnicity, and age of the employees working in the organization. It helps them understand whether their mission, strategies, and practices to support a diverse and inclusive workplace are successful.
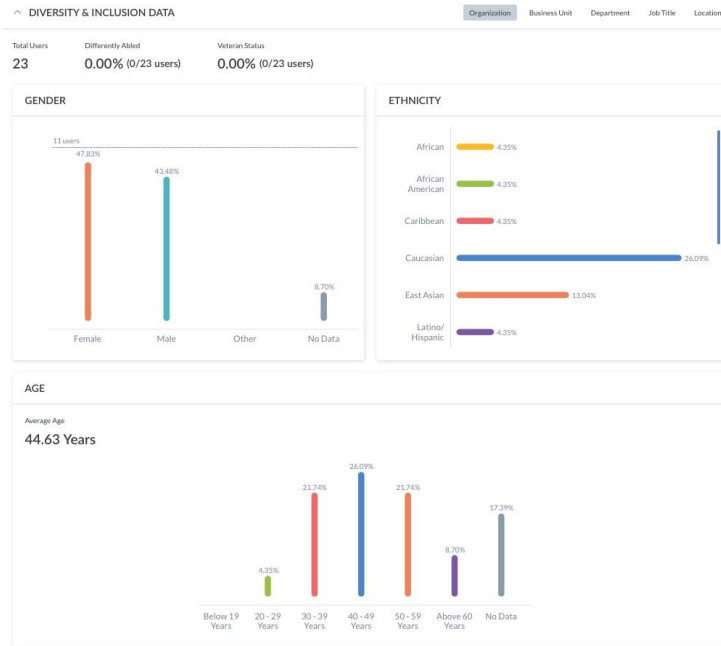

Skills Library

This feature helps managers and HRs to map employees with their respective skills. Acts as a repository for all the skill sets present in the organization. It helps leaders and organizations to identify employees' needs for upskilling and reskilling.

Integrated Talent Gamified Social Performance, Engagement, Recognition and Development Analytics with Continuous Performance
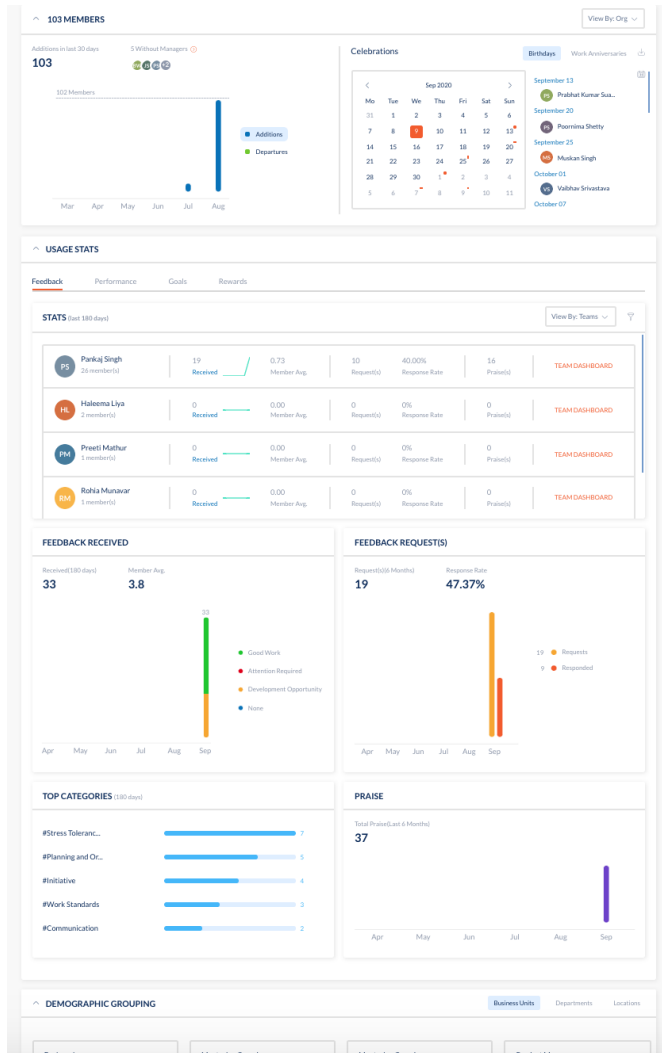
Finally, to put the entire story of your talent together, the longitudinal talent card provides a single page snapshot of an individual's performance, engagement, development and recognition over time so you can see how you as an individual are growing and contributing to the organization and also be able to derive valuable insight for career progression and development as well as succession planning.

Measurable Result

Actifio:

Actifio user adoption is at an all-time high of 90% due to Engagedly's robust, intuitive, and easy to use solution. Actifio was also able to build a strong collaborative and community-oriented culture with teams in US, India and Europe with their social recognition program.

About Brandon Hall Group

With more than 10,000 clients globally and 28 years of delivering world-class research and advisory services, Brandon Hall Group is focused on developing research that drives performance in emerging and large organizations, and provides strategic insights for executives and practitioners responsible for growth and business results.

Membership
Individual and Enterprise Membership Options: Includes research assets, advisory support, a client success plan and more.

Professional Certifications
Self-paced certification programs. Virtual group sessions for companies. In-person conferences and summits.

SOME WAYS WE CAN HELP

Advisory Offerings
Custom Research Projects, including surveys, focus group interviews and Organization Needs Assessment for Transformation, Technology Selection and Strategy.

Excellence Awards
Two annual programs recognize the best organizations that have successfully deployed programs to achieve measurable results.

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ORGANIZATIONAL EXCELLENCE CERTIFICATION PROGRAM
recognizes world-class HCM programs that transform their organization and achieve breakthrough results. This designation is the next step beyond the HCM Excellence Awards, which focus on a single program, and looks at the department as a whole.

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