

# PRODUCT OVERVIEW

Turning Insight into  
Action, Every Day.



CLOVER ERA

## What is Clover ERA?

Clover ERA is an innovative Engagement Operating System designed specifically for managers, transforming employee engagement from abstract metrics into practical, daily actions.

Built on the cutting edge of neuroscience, Clover ERA empowers leaders & managers with real-time insights and actionable nudges to proactively nurture trust, resilience, and high performance within their teams.

## Key Features

- **Real-Time Engagement Tracking:** Daily micro-reflections from employees provide continuous, real-time feedback, allowing managers to act swiftly and effectively.
- **Neuroscience-Based Insights:** Clover ERA leverages proven neuroscience, pinpointing specific brain chemicals and psychological drivers crucial to engagement and performance.
- **Micro-Actions for Managers:** Managers receive precise, manageable daily nudges—simple yet powerful actions that can be completed in minutes, creating sustained cultural momentum.
- **Anonymous and Trustworthy:** Completely confidential employee reflections ensure genuine responses, fostering psychological safety and trust.

## Core Values Unique Differentiators

- **Daily, Not Annual:** Immediate visibility into engagement dynamics prevents cultural issues from escalating, addressing problems before they become entrenched.

- **Actionable, Not Abstract:** Data is useful only if it leads to tangible improvements; Clover ERA provides clear, concise actions, enabling incremental and continuous progress.
- **Manager-Centric Approach:** Designed specifically for team leaders, Clover ERA empowers those closest to the issues, fostering true leadership growth rather than additional administrative burden.

## Benefits

- **Enhanced Productivity:** Proven neuroscience-based strategies drive higher dopamine levels and reduce cortisol, boosting productivity by 18–25%.
- **Improved Innovation and Collaboration:** Clover ERA facilitates innovation behaviors by nurturing trust and psychological safety, improving them by approximately 23%.
- **Significant Retention Improvements:** Real-time interventions reduce voluntary turnover by 17–30% within the first year of implementation.
- **Proactive Leadership:** Shifts managers from reactive firefighting to proactive leadership, reducing issue-resolution time by 40–50%.



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