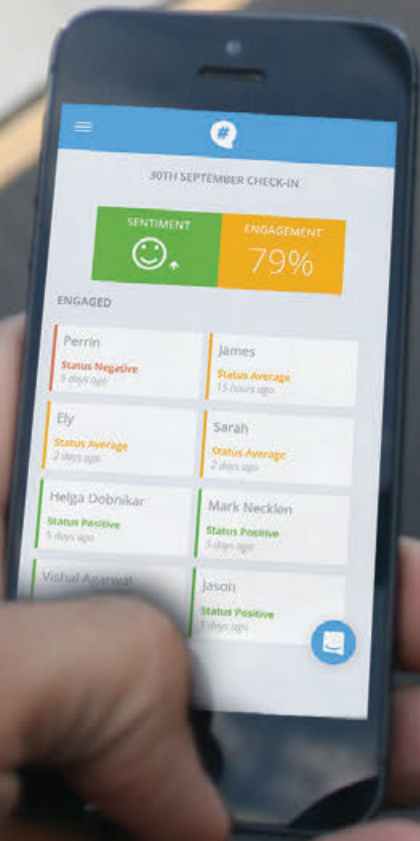


A woman with blonde hair in a ponytail, wearing a dark sleeveless top, dark pants, and high heels, stands in a modern office hallway. She is looking out a large window on the right side of the frame. The hallway has a dark carpet and a ceiling with recessed lights. The walls are made of vertical wood panels. The window looks out onto a green landscape with trees.

#checkin101

Realtime Approach To Developing People

LEADER VISIBILITY | CONVERSATIONS | INITIATIVES





Realtime Approach to Developing People

We believe that the fastest way to grow a company is to invest in your people.

More organisations are recognising that traditional evaluations & appraisals aren't the most effective way to create development opportunities. Higher frequency approaches that focus on feedback, measures and conversations are becoming the new standard.

The Checkin101 approach was developed from years of learning and R&D with senior education leaders. The approach simplifies the steps to having better conversations and helps leaders take a more active, intentional and realtime approach to developing their people.

Checkin101 is built on technology that has the flexibility to engage all senior leaders and employees within an organisation.

Checkin101 helps your organisation:

- ✓ Transition from traditional evaluations & appraisals
- ✓ Create more focused and intentional leaders and initiatives
- ✓ Take action on internal feedback sooner and have more hindsight moments
- ✓ Save management time on feedback and start more meaningful conversations
- ✓ Utilise data & conversations to improve employee engagement and retention initiatives
- ✓ Implement without the need for complex integrations or ongoing IT Department involvement



Visibility

It's never been more important for leaders to stay positively connected with their employees. A recent survey by the Chartered Institute of Personnel and Development (CIPD) has revealed that only a third of staff trust their senior managers¹. Conversely the Institute of Commercial Management (ICM) research found that teams feel more positive and believe their company performs better when leaders are visible², where that can be as simple as seeing and hearing from their senior leaders more frequently.

The Check-in approach engages leaders and the people they are responsible for with ongoing questions and sentiment measures. Senior leaders have ongoing visibility over who's engaged and team sentiment, resulting in support that can be put in place earlier. Employees in teams and initiatives also have more direct involvement in the ongoing feedback process. The Check-in approach facilitates engagement with senior leaders and employees so that time is being spent effectively.



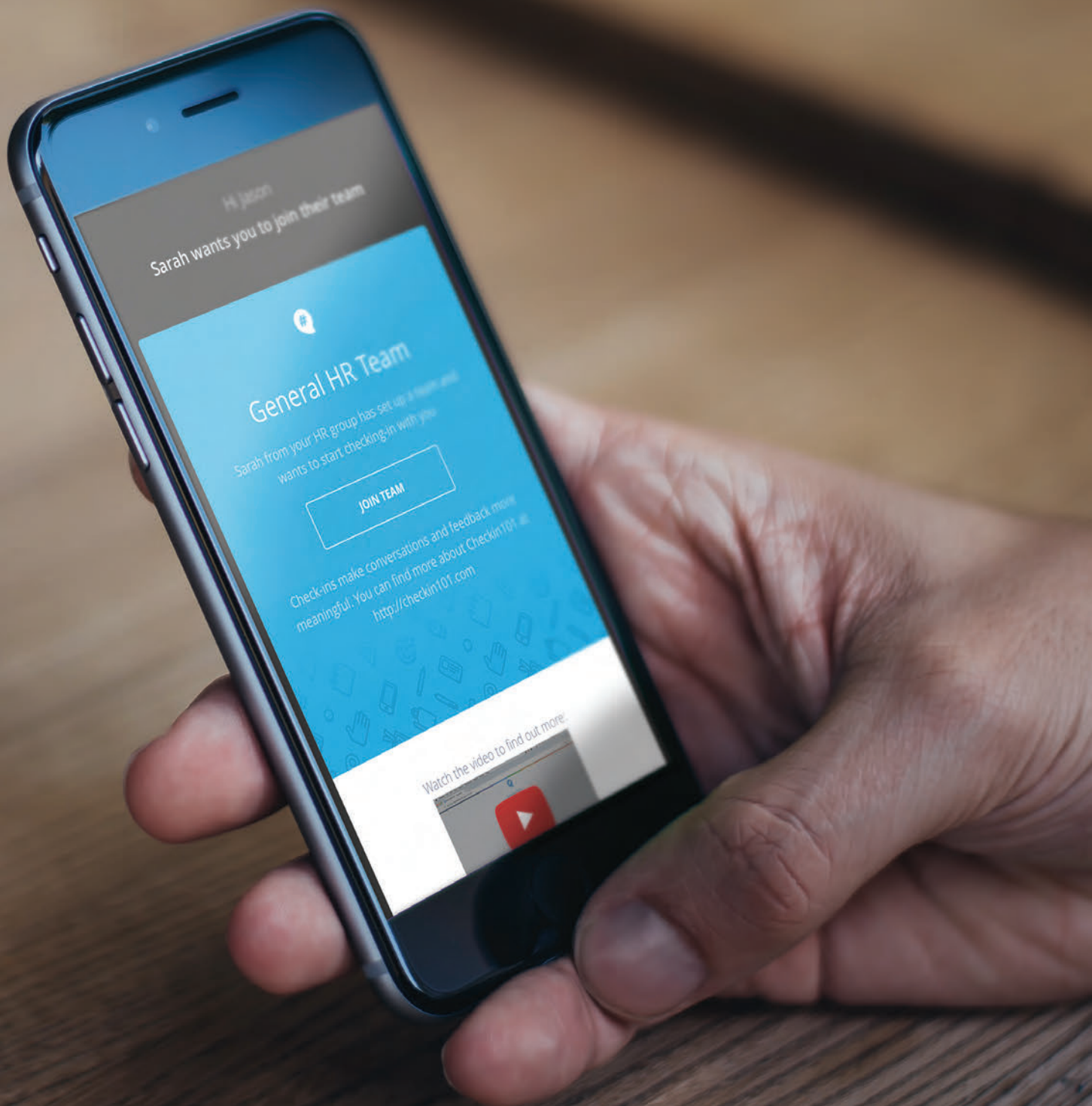
How Checkin101 improves visibility:

- ✓ Check-in engages employees in the ongoing feedback process
- ✓ Support and development initiatives are measured more frequently
- ✓ The Check-in approach allows senior leaders to have more conversations with employees

Better visibility using an ongoing approach helps organisations better understand employee sentiment and improves performance

¹ <http://www.cipd.co.uk/pm/peoplemanagement/b/weblog/archive/2013/10/24/third-of-employees-don-t-trust-senior-management.aspx>

² <http://www.acas.org.uk/index.aspx?articleid=3871>



Hi Jason
Sarah wants you to join their team



General HR Team

Sarah from your HR group has set up a team and
wants to start checking in with you

JOIN TEAM

Check-ins make conversations and feedback more
meaningful. You can find more about Checkin101 at
<http://checkin101.com>

Watch the video to find out more:





Conversations

What's worse than a difficult conversation? Avoiding one. A recent VitalSmarts research study³ found that people overwhelmingly avoided conversations, with a quarter of all employees having put off a difficult conversation for over a year. The study also found that employees who don't have regular conversations are 59 percent more likely to have low productivity as a result, and are 96 percent more likely to be unhappy in their working environment. Put simply, having regular conversations are now a necessity to a high performing organisation.

The Check-in approach focuses on creating more opportunities for leader-driven conversations. Through Checkin101, rapid feedback loops are facilitated to provide better context for conversations between a senior leader and the people they are responsible for. Conversations can quickly be prioritised and initiated with the click of a button, saving valuable management hours in following up with people and allowing problems to be solved sooner. The Checkin101 product makes it easy for leaders to have ongoing, meaningful conversations.

"Conversations are the lifeblood of leadership. When leaders are adept at conversations they do much more than communicate effectively—they drive stronger business results."

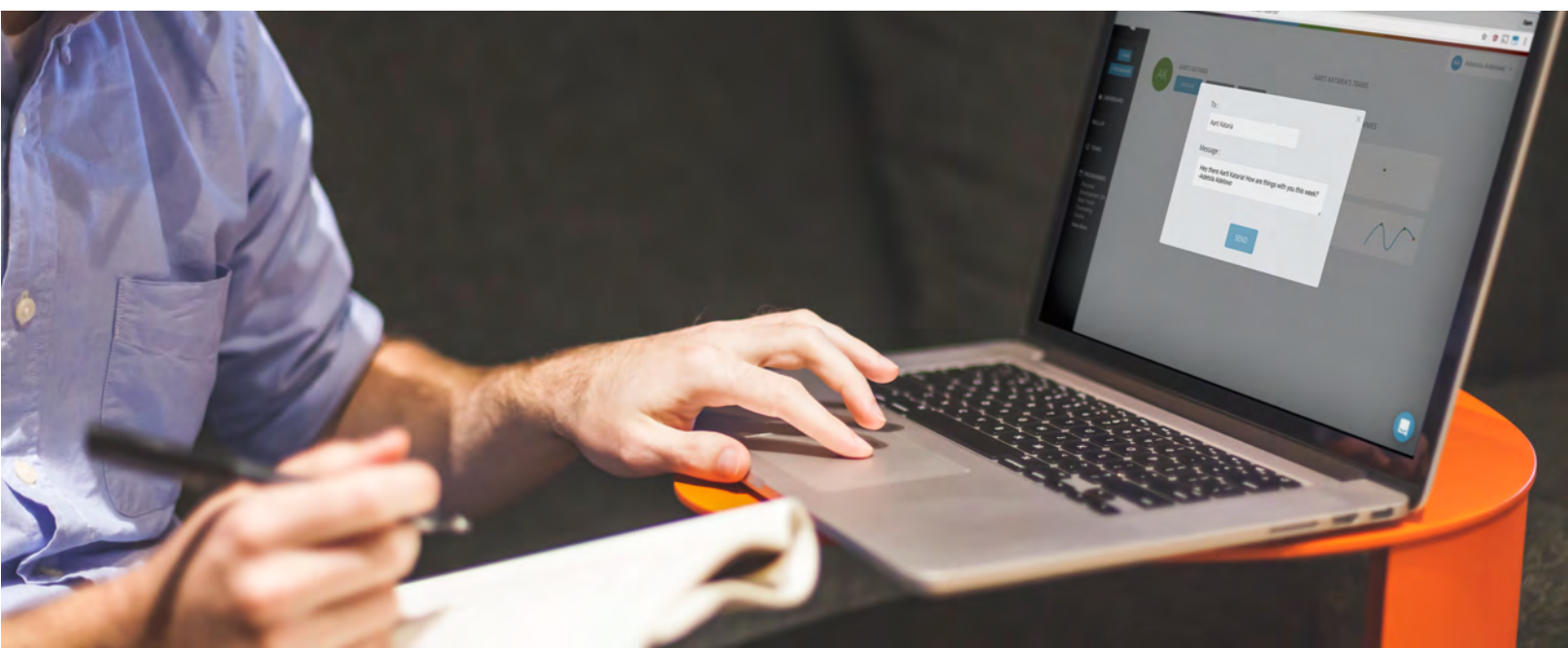


How Checkin101 helps conversations:

- ✓ Check-ins create context to simplify how leaders approach conversations
- ✓ Check-ins are quick questions asked to groups of employees on behalf of a leader
- ✓ Checkin101 saves management time by scheduling these questions at key touch-points and highlighting trends

More frequent meaningful conversations ensures problems are tackled as they arise

³ <https://p.widencdn.net/wbdgrm>





Initiatives

HRD initiatives are becoming increasingly important within today's organisations, with 92 out of 96 Fortune 500 CEOs saying that they are most interested in the business impact of programmes⁴. These initiatives were affirmed to directly improve employee commitment, competency and organisation financial performance in a 2013 Asian Business Review (ABR) study⁵. But often they aren't operating at maximum returns. Wall Street Journal-profiled studies⁶ showed on average only 10% of taught skills are retained. Better metrics that focus on the ongoing impact to an organisation are more important than ever in improving the long term success of these programmes.

The Check-in approach introduces more frequent measures into a programme initiative. Similar to senior leader check-ins, questions are asked at key touchpoints and gather an overall metric as well as understanding programme/person fit. Any initiative involving people can utilise the approach, including training, staff onboarding, diversity and CSR programmes. Checkin101 allows team data to be rolled up to better understand the effects on the wider-organisation. The Checkin101 product helps programme facilitators check-in beyond the programme and develop stronger ongoing relationships and impact.



"Smaller, more frequent conversations mean our people can truly keep a pulse on what matters to us. Checkin101's technology ease of use matches this"

Zac Qereqeretabua
Improvement Advisor

How Checkin101 boosts initiatives:

- ✓ Check-ins allow programme managers to measure ongoing sentiment
- ✓ Checkin101 is able to look beyond the programme to understand how employees are applying new skills
- ✓ Checkin101 saves programme managers and employees time in the continuous evaluation process

Check-in measures give better insights into the success of an initiative and help foster better programme facilitator relationships

⁴ <http://fortune.com/2011/05/27/company-training-programs-what-are-they-really-worth/>

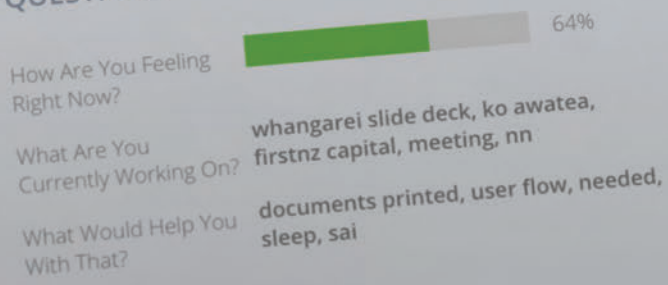
⁵ <http://journals.abc.us.org/index.php/abr/article/view/Odumeru>

⁶ <http://www.wsj.com/articles/SB10001424052970204425904578072950518558328>

RESPONSES



QUESTIONS



PERSONALITY TRAITS





Implementation

Checkin101 is more than a nice-looking product. Our team have experience in shipping consumer and education platforms and have worked with both startups and the worlds largest enterprises. We've applied our knowledge on how people use products and built Checkin101 to continually engage employees and leaders.

The Check-in approach allows Checkin101 to be deployed within an organisation at any rate, whether that's an individual team, programme or entire organisation roll out. Checkin101 is configurable to every leadership style and has a low barrier to adoption by administering employee training and onboarding from within the product.

As a Software as a Service (SaaS) solution, Checkin101 can act as a standalone product to minimise or remove IT involvement and allows senior leaders to get started in a matter of minutes. Integrations can be developed to push data into an existing ERP system and Sharepoint sites through a simple Sharepoint Add-On.



"Checkin101 is a better experience. Our people no longer feel like they are being watched over"

Adetola Adelowo
Programmes Administrator

Checkin101 implementation advantage:

- ✓ Consumer-like interface that senior leaders and employees intuitively understand
- ✓ Low training requirements
- ✓ Minimal IT involvement needed and a pay-as-you-go-operational expense
- ✓ Sharepoint and ERP integrations available

Checkin101 lowers the traditional barriers to implementing technology that can develop employees and leaders





Contact us for a demo or more information:

Sam Kerse - Chief Executive Officer
+64 27 234 5405
sam@checkin101.com

Rick Kerse - GM Business Development
+64 27 405 2343
rick@checkin101.com

Level 1, 3 Lorne Street, Auckland 1010
Level 2, 228 Queen Street, Auckland 1010