valuethrough

technology & guidance

for today's leaders

opinime

engage on the goal

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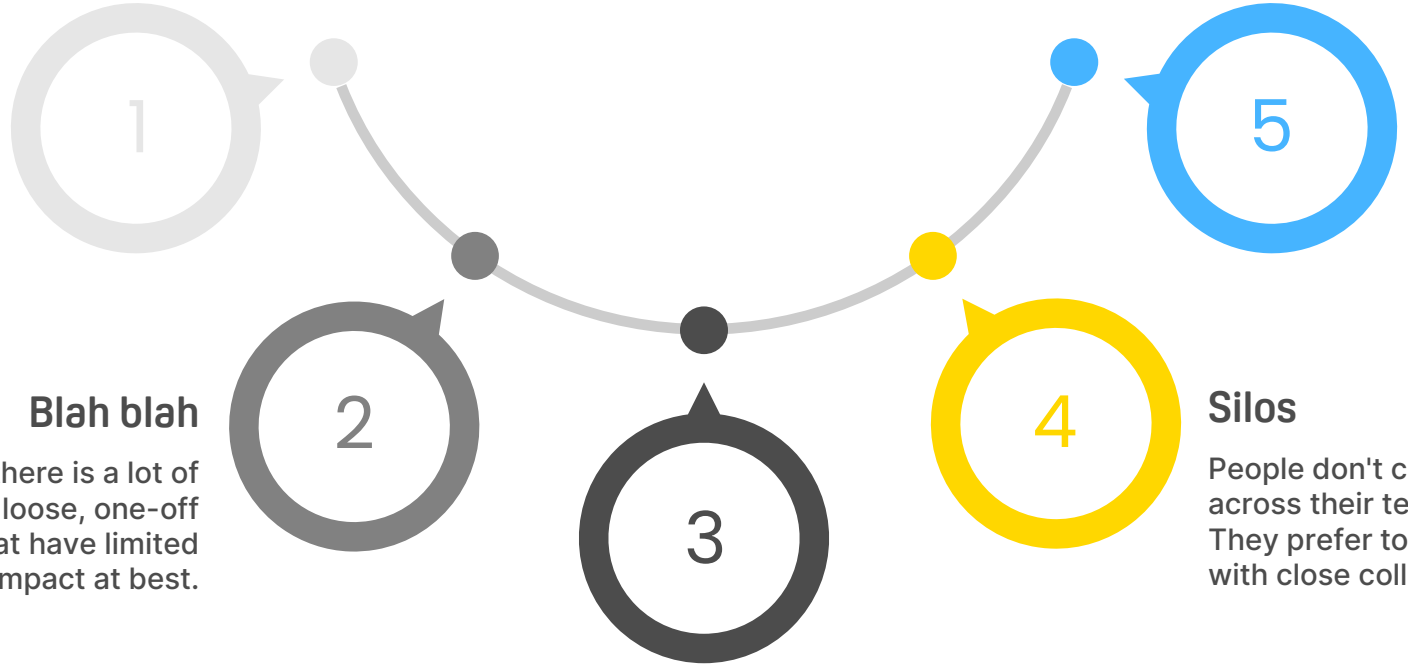
# Do you recognize this?

## 5 factors that increase your cost structure, make it harder to achieve your goals and kill engagement




### All at once

People work on many things at once. As a result, everything gets mixed up a bit and sometimes attention goes to something that is not the most acute.

### Blah blah

You notice that there is a lot of talk and a lot of loose, one-off initiatives that have limited impact at best.

### Information bias

Some you hear more than others. Do you hear the others as well?

### Silos

People don't collaborate much across their team's boundaries. They prefer to work primarily with close colleagues.

### Complicated

You want everything to work smoothly and easily from the start, but you experience difficult software, one-off surveys that require a lot of work afterwards,...

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## ✕ Difficult to reach goals

In particular, those where progress cannot be easily measured.

## ✕ Decreasing employee engagement

With higher risk of staff turnover.

# How does it work?

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## 1 State your team goal

Agreeing with your team on what you want to achieve makes the work meaningful and keeps everyone focused.

## 2 Check regularly if you're on track to achieve your goal

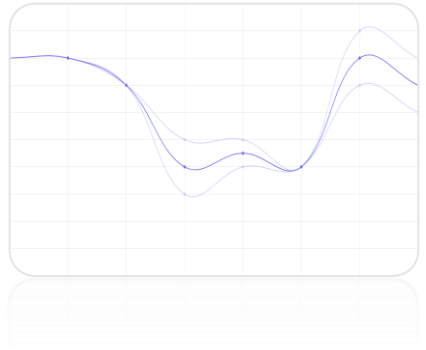
Encourage involvement in your team, but avoid wasting resources by taking initiative only once, too early or too late.

### Just ask your team

- **No silos. Your team is whoever you want.**
- **Use predefined statements or use your own.**
- **Avoid one-shots by asking frequently.**
- **Extremely easy to avoid survey fatigue.**

### Do you and your team need to take action?

- **Act at the exact right moment, not too early or too late.**
- **Dashboard shows what team needs your attention to reach the goal.**
- **Curve shows evolution in sentiment over time.**
  - Average sentiment.
  - Spread in sentiment.
  - Evolution in sentiment.



## 3 Start the dialogue and take initiatives

Time to act? Unleash the wisdom of the team and empower them to take ownership and action. Keep track of initiatives and mentor in making the right decisions.

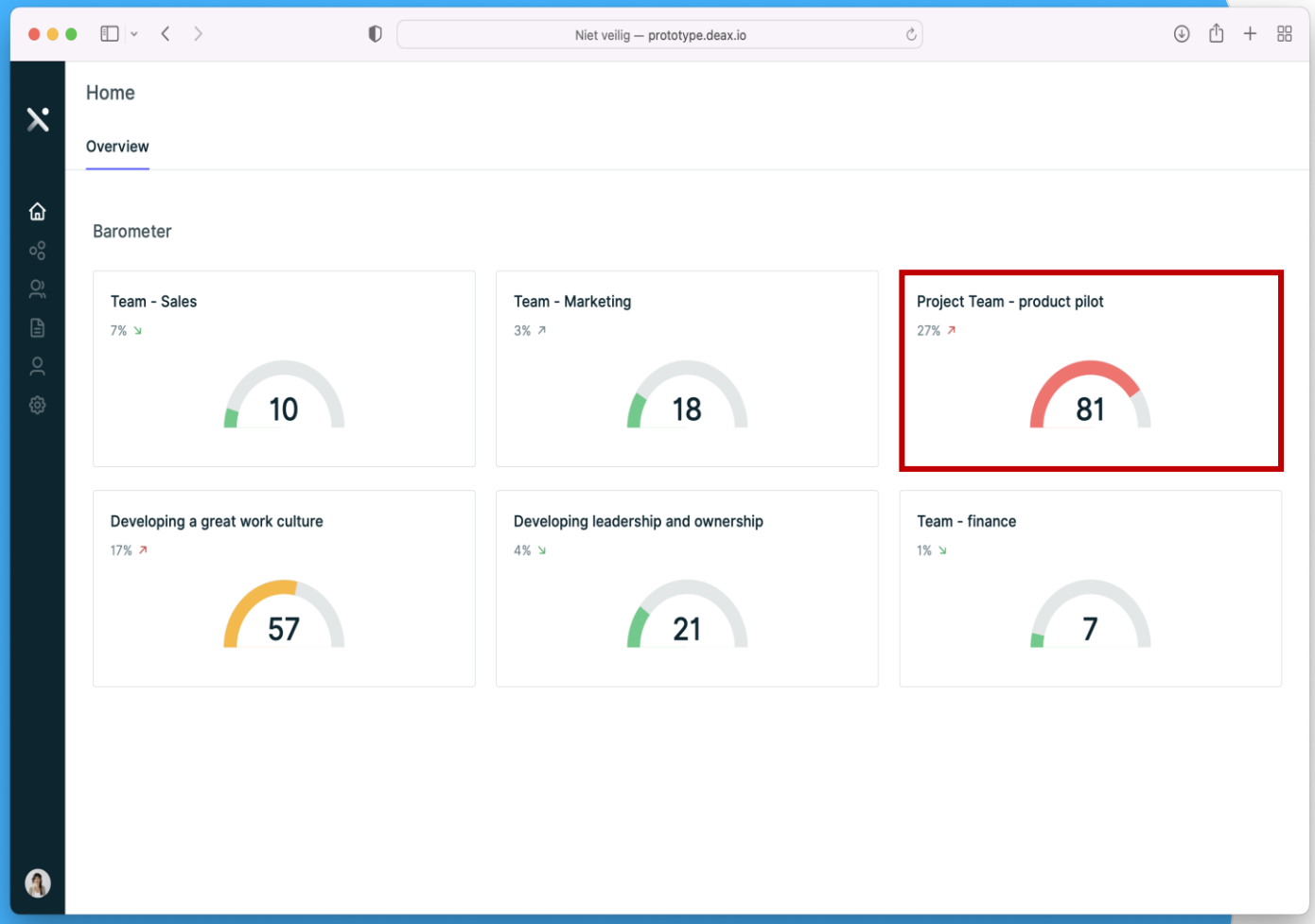
## 4 Back on track!

- Good initiatives? The next report will show a **much better sentiment** and you're back on track to **reach your team mission**.
- You'll notice your team feels **encouraged** to think along and to take initiatives.

# Act at the exact right time

**Avoid initiatives too early, too late, too little or too much. They will only keep your people off work with little effect. Instead, act on time!**

1

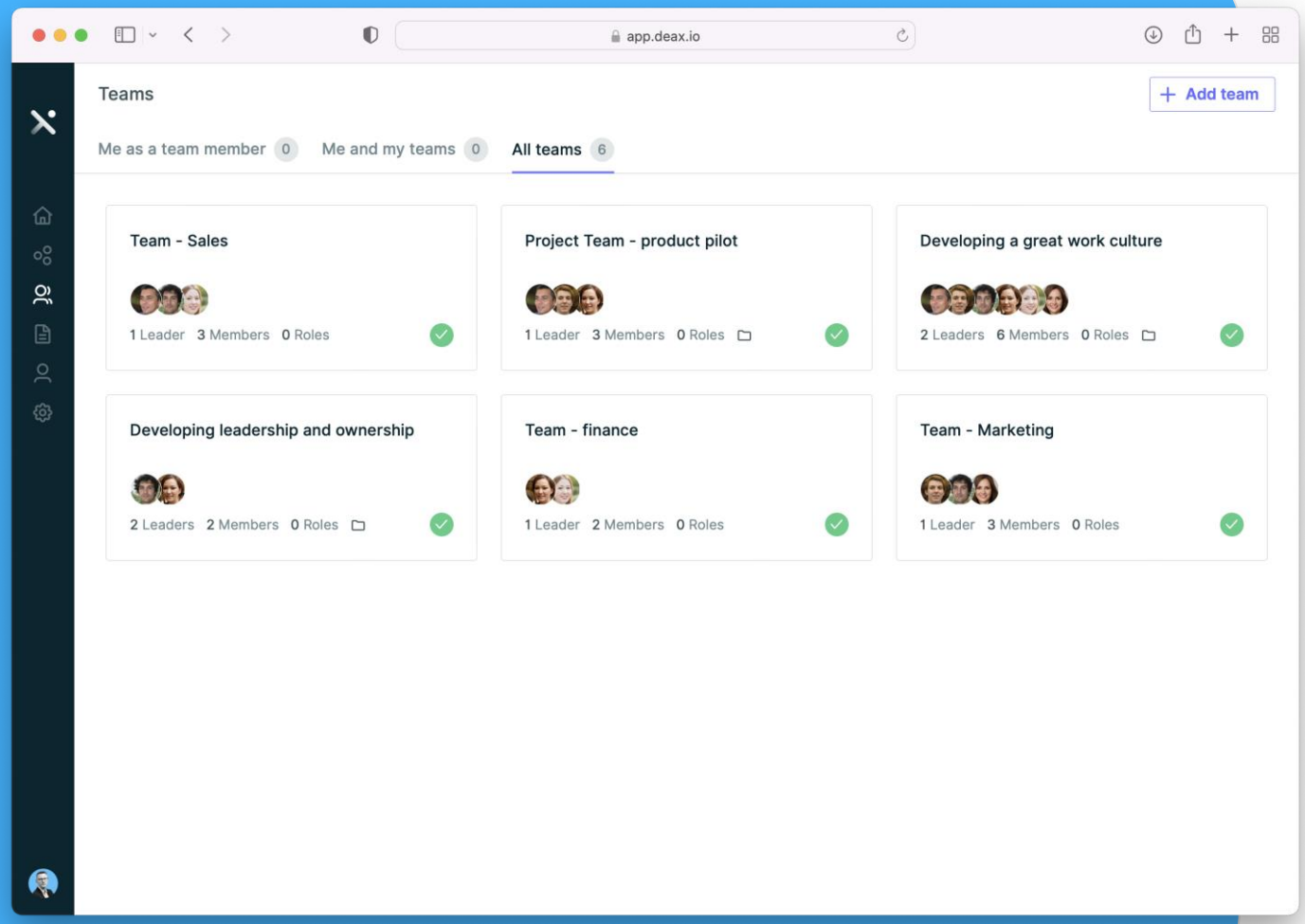



You will immediately see on the dashboard which of your teams indicate that they are experiencing obstacles. They are the ones who need your attention to get back on track. Start a dialogue.

# Define your goal

**Define the team or group of people who work together or whose sentiment you want to keep track of.**

2

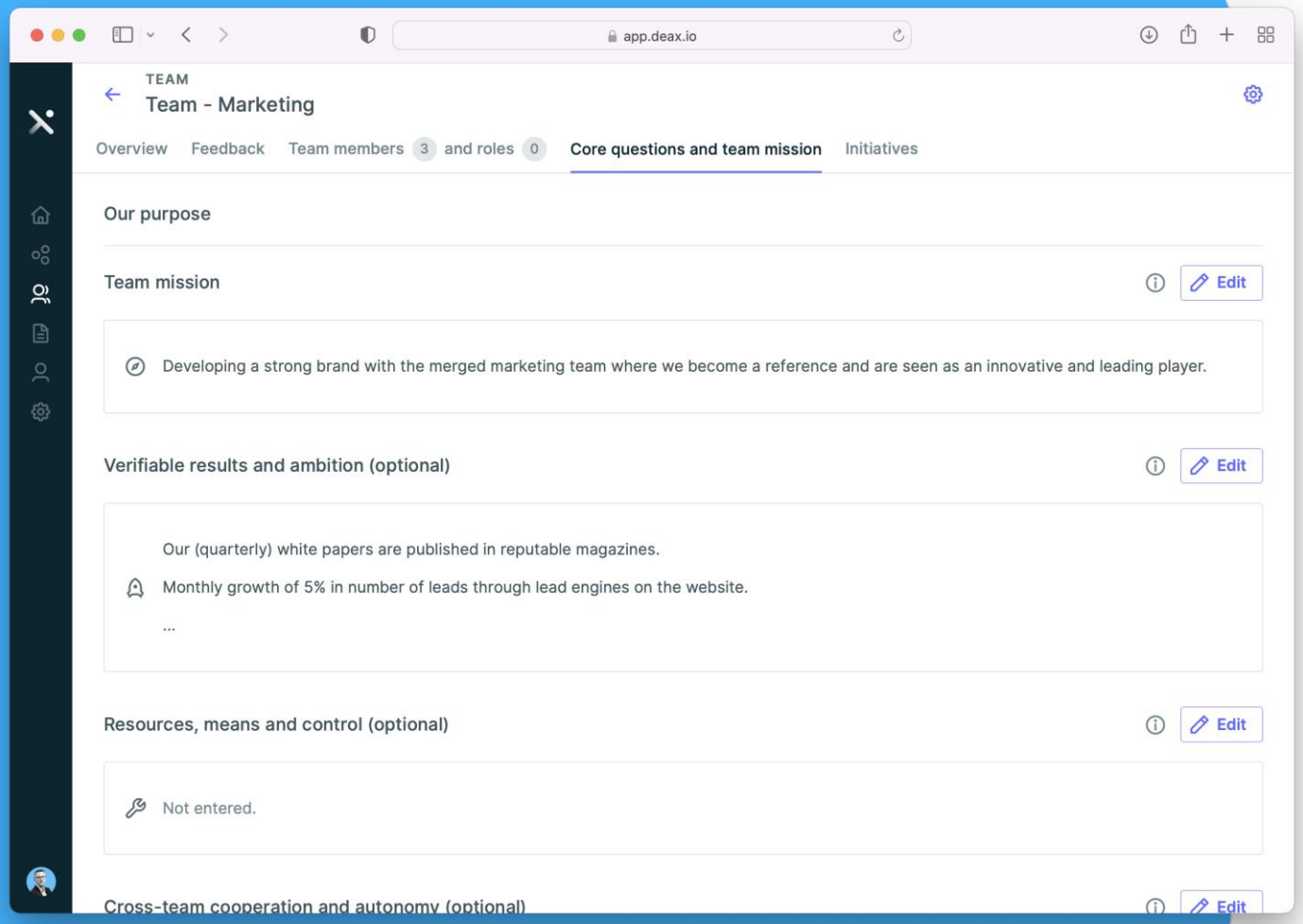



Add a goal. Choose who you want to work on the goal. They are the ones you definitely want feedback from to measure progress. People can work on a goal regardless whether the belong to the same unit, another one of even another company.

# State your goal

**Agreeing with your team on what you want to achieve makes the work meaningful and keeps everyone focused.**

3



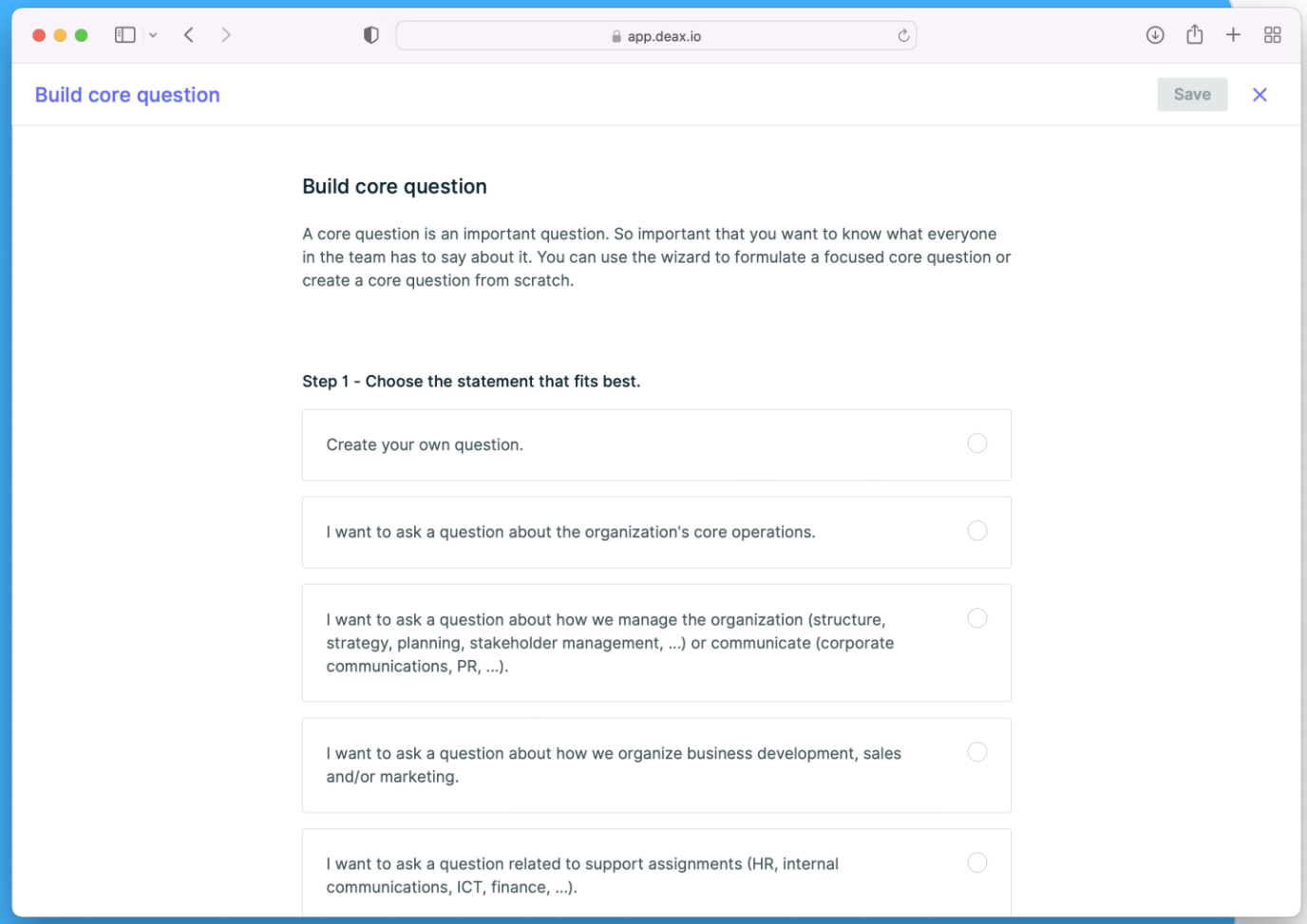

Define your mission, purpose or ambition. Make it clear what you want to achieve.

You can add indicators or success criteria to indicate when you will be satisfied with the results.

# Ask regularly

**Asking your team or stakeholders if you are on track to achieve the goal keeps the goal top of mind and increases involvement.**

4




Ask your team how they feel about one or more statements on a regular basis to check if you are on track to achieve the mission, goal or ambition.
Use your own statement or use the wizard to help you. You can adjust the proposed statement at the end.

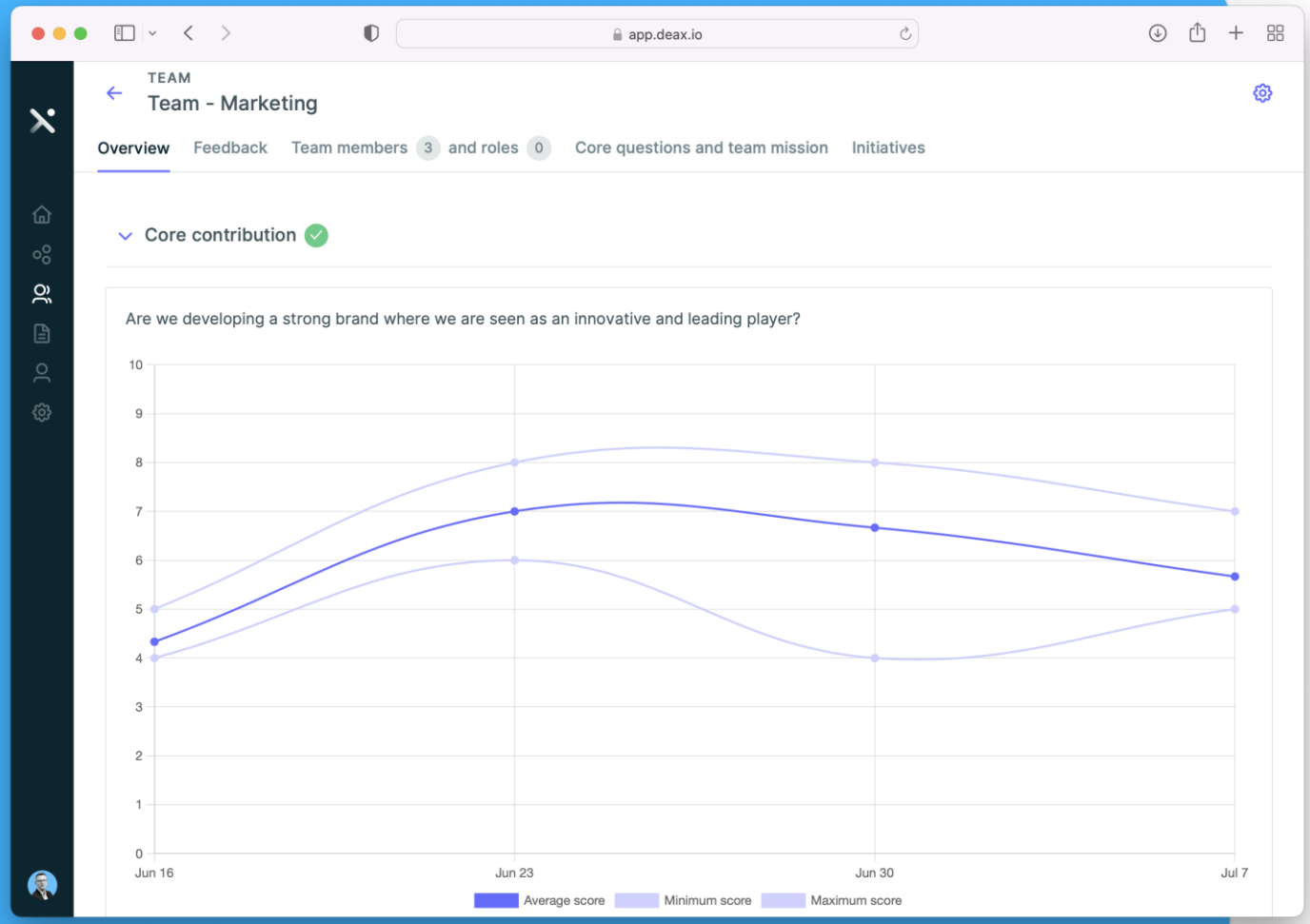
Difficult? We are happy to guide you. Learn more about our guidance.

You can ask for open feedback as well or pose a question your want feedback for.

# Check the feedback

**Following the sentiment avoids surprises and lets you take timely action. Plan, do, check, act,... in practice.**

5



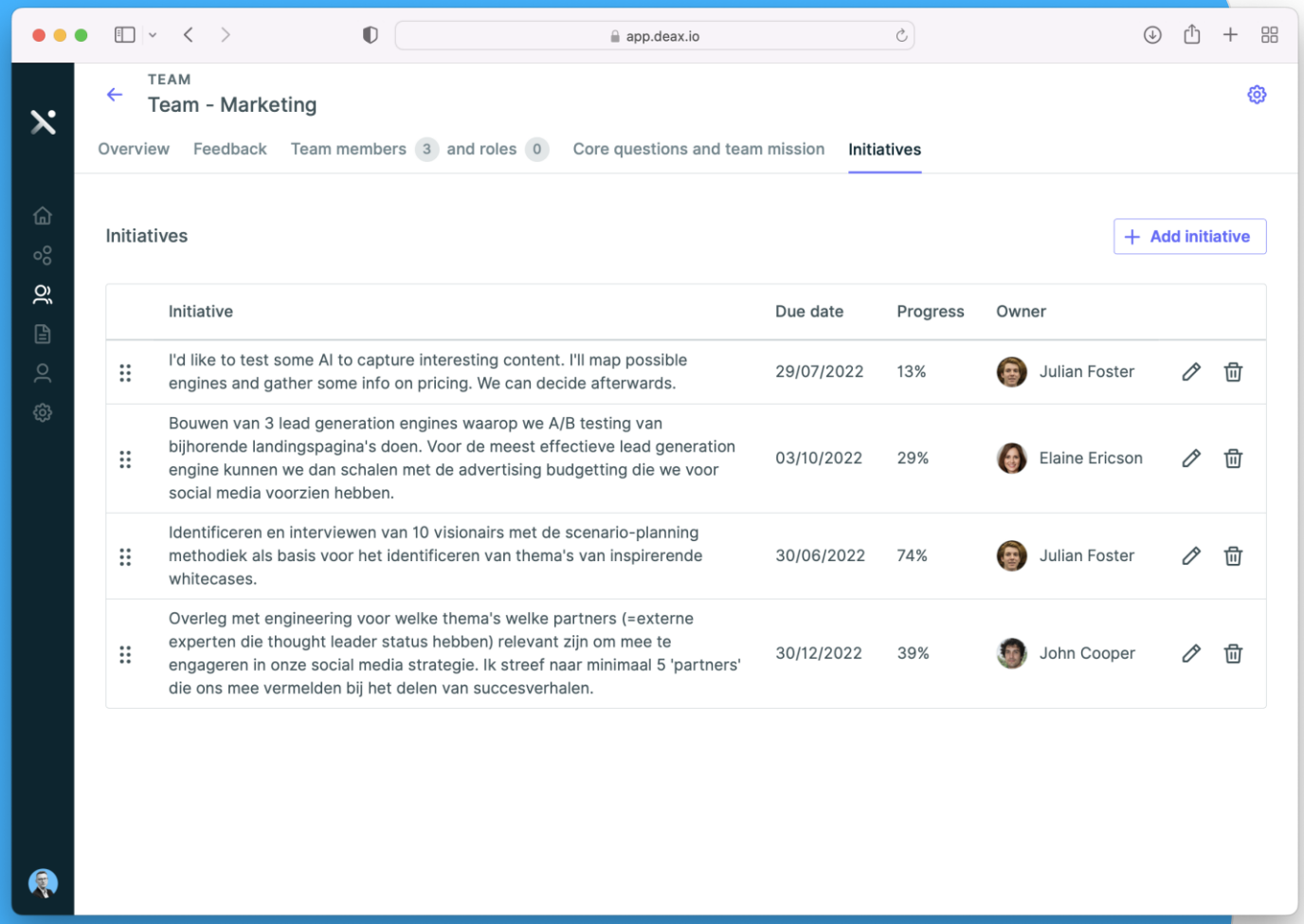

From now on, it is opinime's time to work. Opinime will send an email to your team according to the regularity you define.

They only need one click to respond. Opinime calculates the average sentiment, evolution and variance within the team and displays it in an easy-to-read graph.

# Take adjusting initiatives

**Time to act? Unleash the wisdom of the team and empower them to take ownership and action. Keep track of initiatives.**

6




Your team may also suggest initiatives before or during the dialogue. Use these initiatives to correct where necessary and get back on track. Coach or mentor the team to succesful manage these initiatives.

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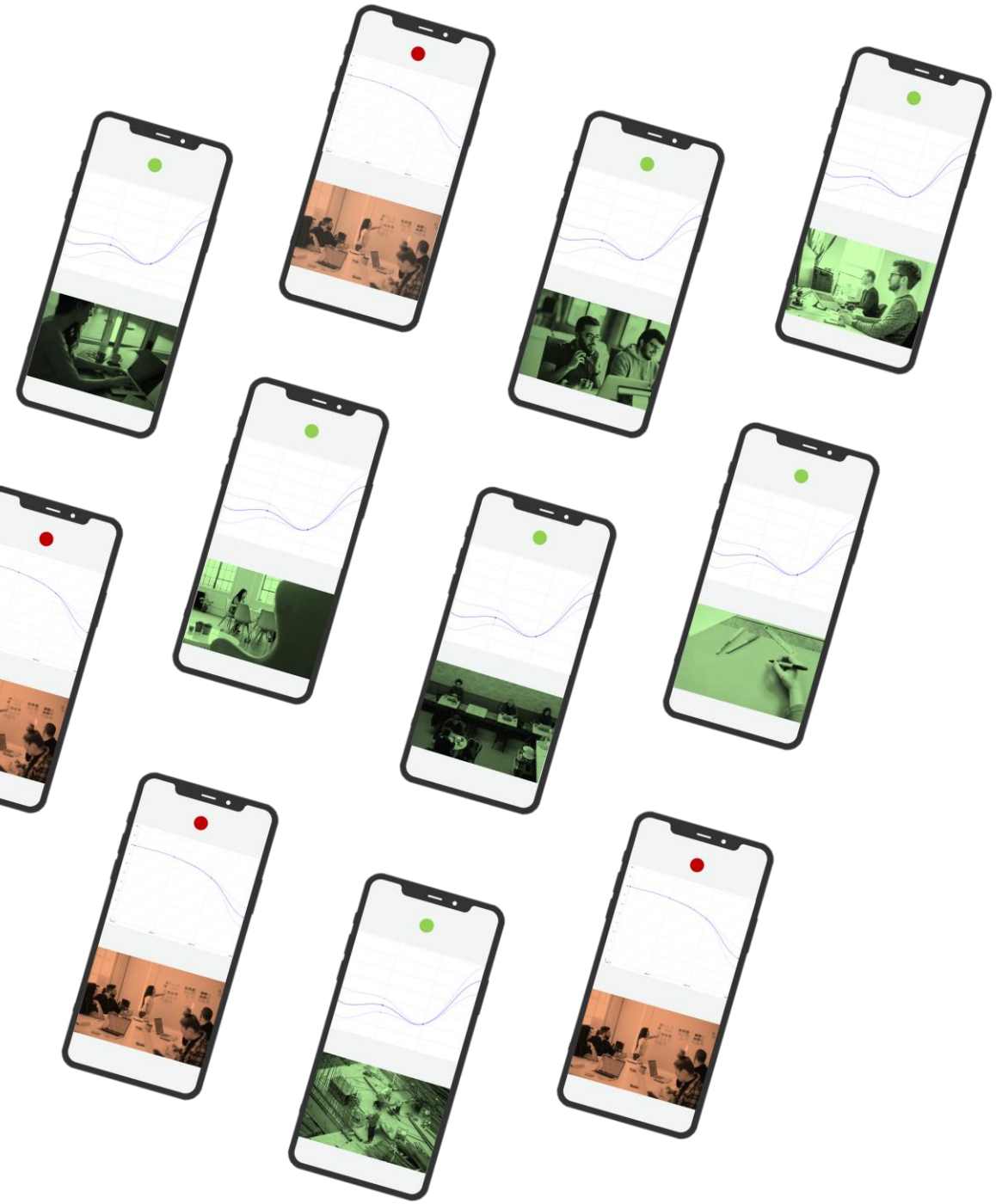

# Act right on time

The best leaders do everything they can to not keep their people from work. They know their team and only intervene if the team indicates that the mission is in danger. Let our dashboard make it easy for you to assess if now is the right time to act.

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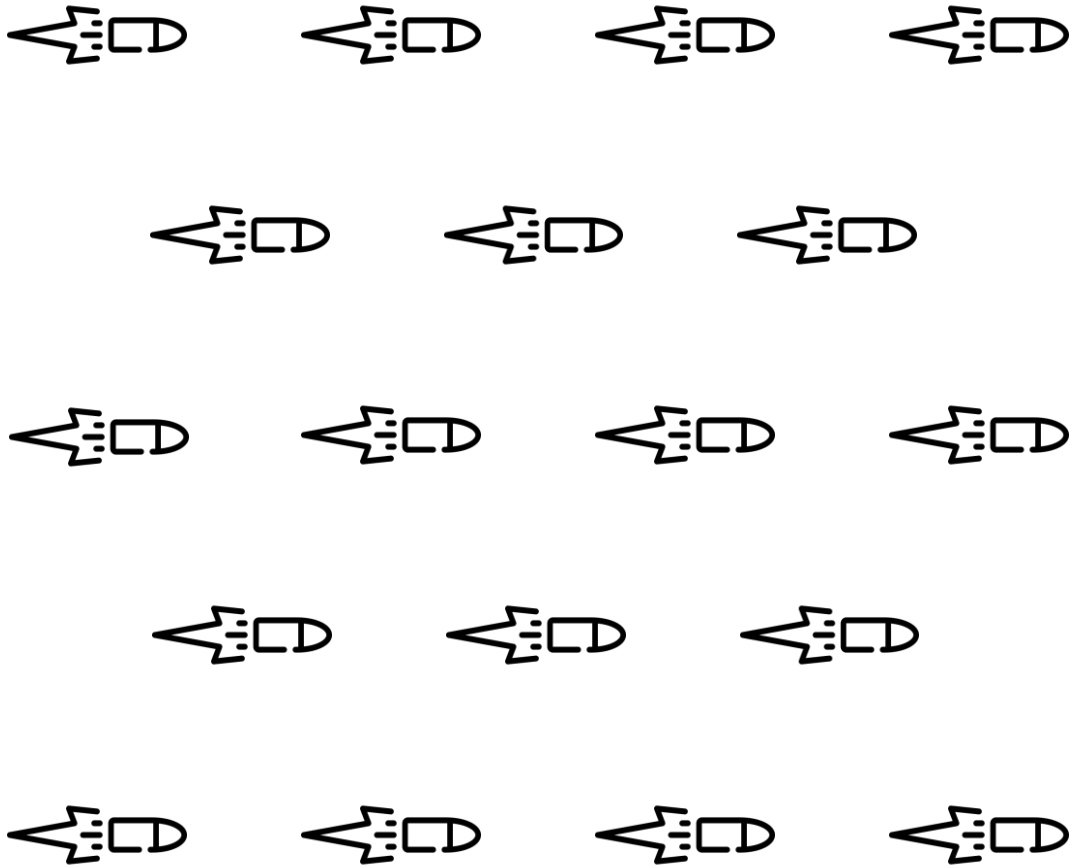

# Get things done

Only what gets attention continues to grow. You can’t grow or change by giving something attention only once or twice and then returning to the habit. Yet that's what often happens. With opinime you have a low weight tool to keep a goal on everyone's radar.

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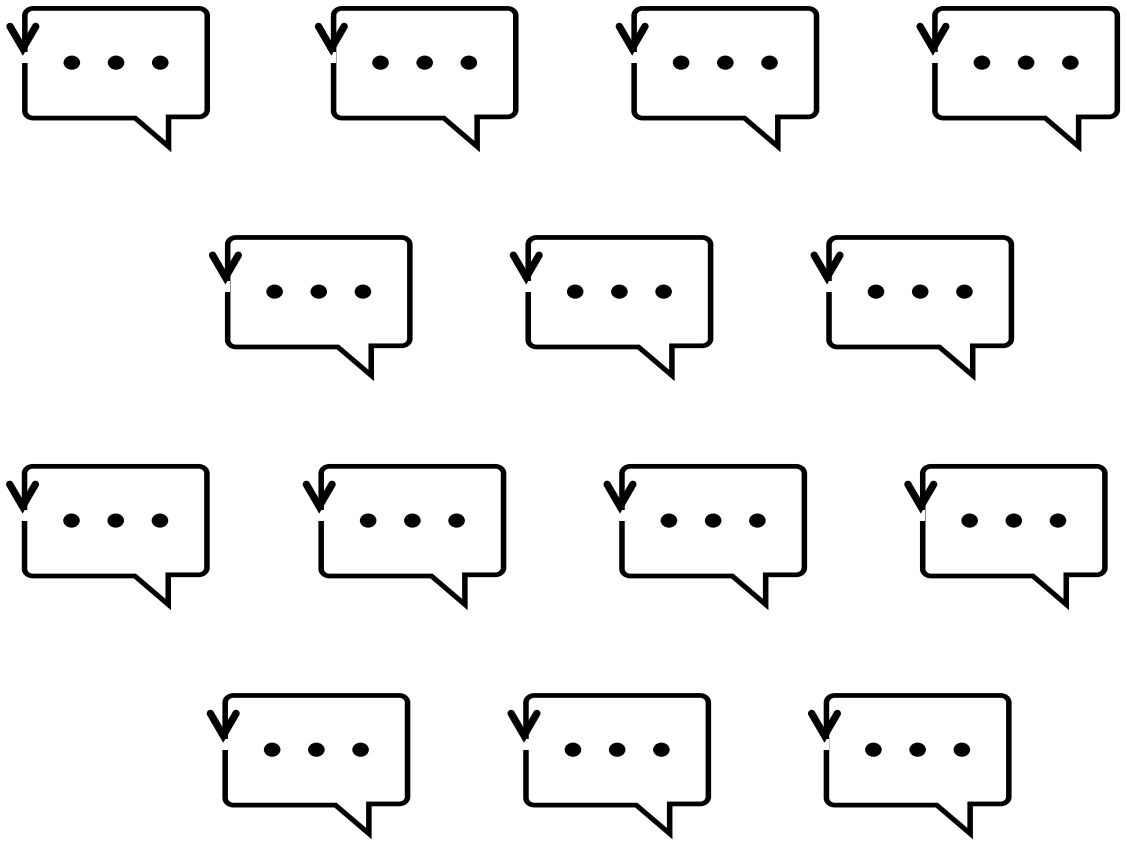

# Be informed

It is tempting to guess what people are thinking or feeling. Ask them! Ask them all, not just those with strong and loud opinions. Objectively track the average sentiment, the change in sentiment, and the variation in sentiment on your team.

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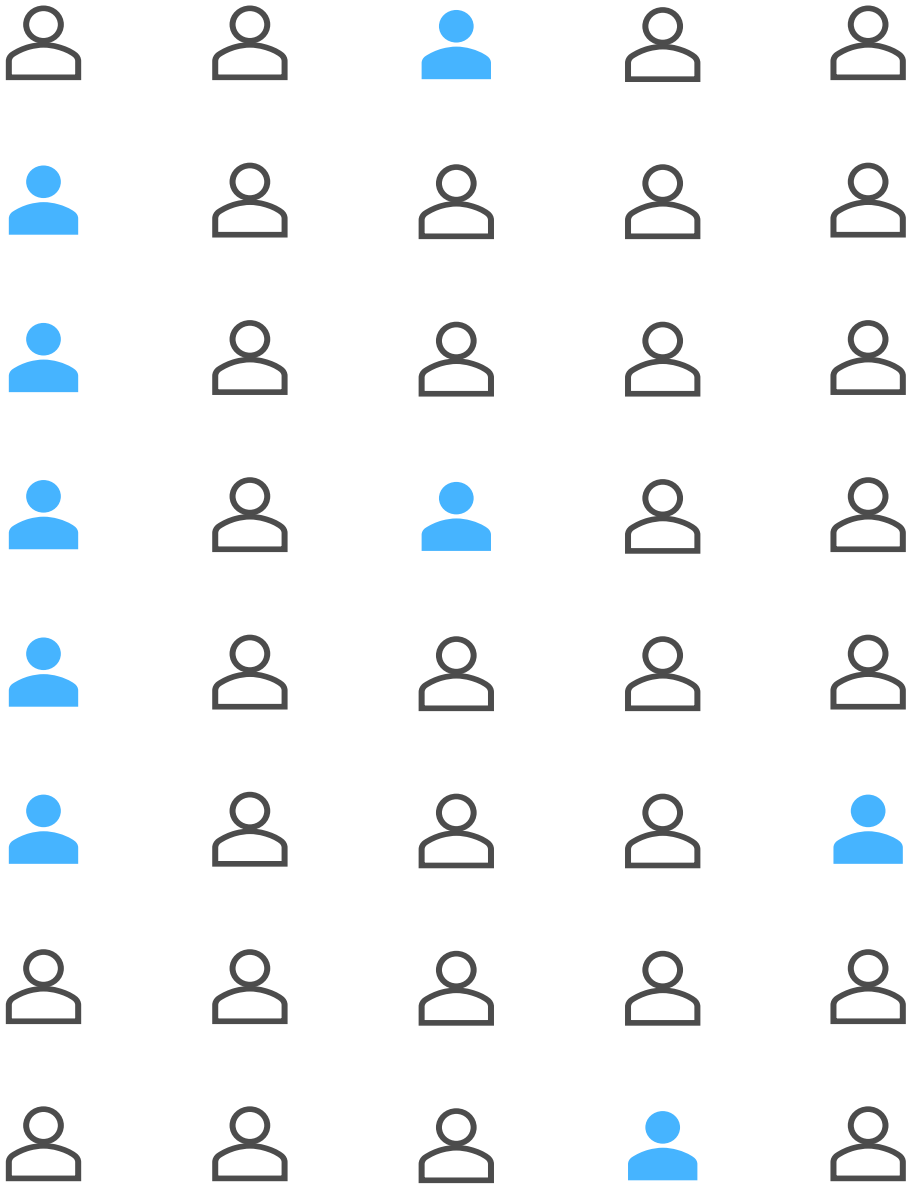

# Siloless

Don’t be bothered by the silos of your organization chart! Bring people together from other organizational units or add even external partners to your team! Get valuable feedback from project teams, or why not, get valuable feedback from just one person.

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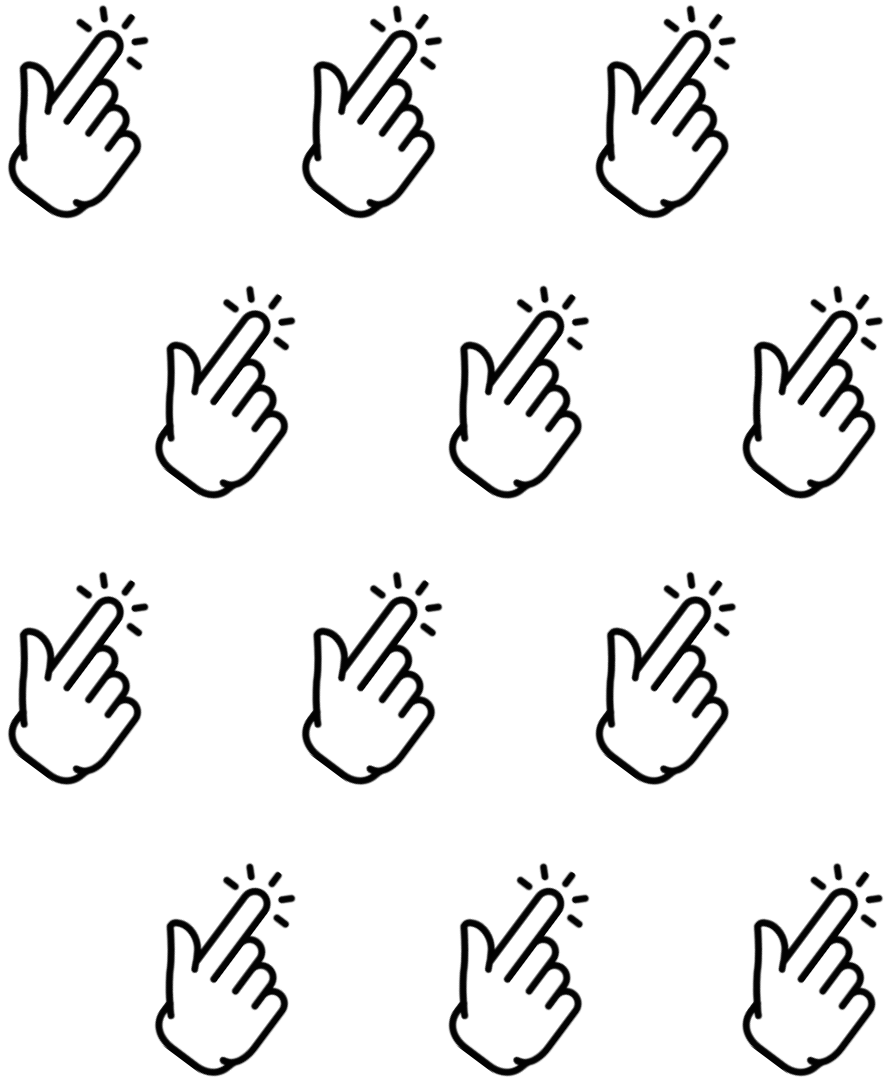

# Easy

One question, one click. Say bye to survey fatigue! Set up your question and team once and opinime takes care. You don’t have to remember to send the mail again, you don’t have to process the results, you don’t have to interpret them manually. It all happens automatically.

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## Enable yourself to reach goals

where progress can’t easily be measured

## Enable yourself to increase employee engagement

while reaching those goals

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# Choose your plan

| | # users included | Price per month | Reduction when subscribing for one year |
|---|---|---|---|
| **TRIAL**, 2 months | 10 | € 0 | |
| **YELLOW** | 10 | € 50 + 5 / extra user | € 50 |
| **BLACK** | 50 | € 250 + 2 / extra user | € 250 |
| **BLUE** | 150 | € 450 + 1 / extra user | € 450 |

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# Guidance

| | Included in our guidance | | | Price |
|---|---|---|---|---|
| A LITTLE HELP | Preparation | Half a day workshop | Debriefing | € 1.500 |
| A LITTLE MORE HELP | Preparation | Full day workshop | Debriefing | € 2.500 |
| MORE HELP | Whatever you want | | | Tailored |

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