



HammerResults

Overview Benefits and Methodology

Main Benefits of HammerResults Survey and Improvement Methodology

1. Detailed and actionable insights into your organization's Culture and Organizational Health
2. Results benchmarked with the results of hundreds of companies and > 1 Mill. participants
3. Results and Improvement suggestions 24/7 online for company total as well as each organizational segment
4. Possibility of survey the whole organization as well as getting continuous results over time through non-intrusive pulsing
5. Economically-priced subscription model
6. Easy to set up and administer

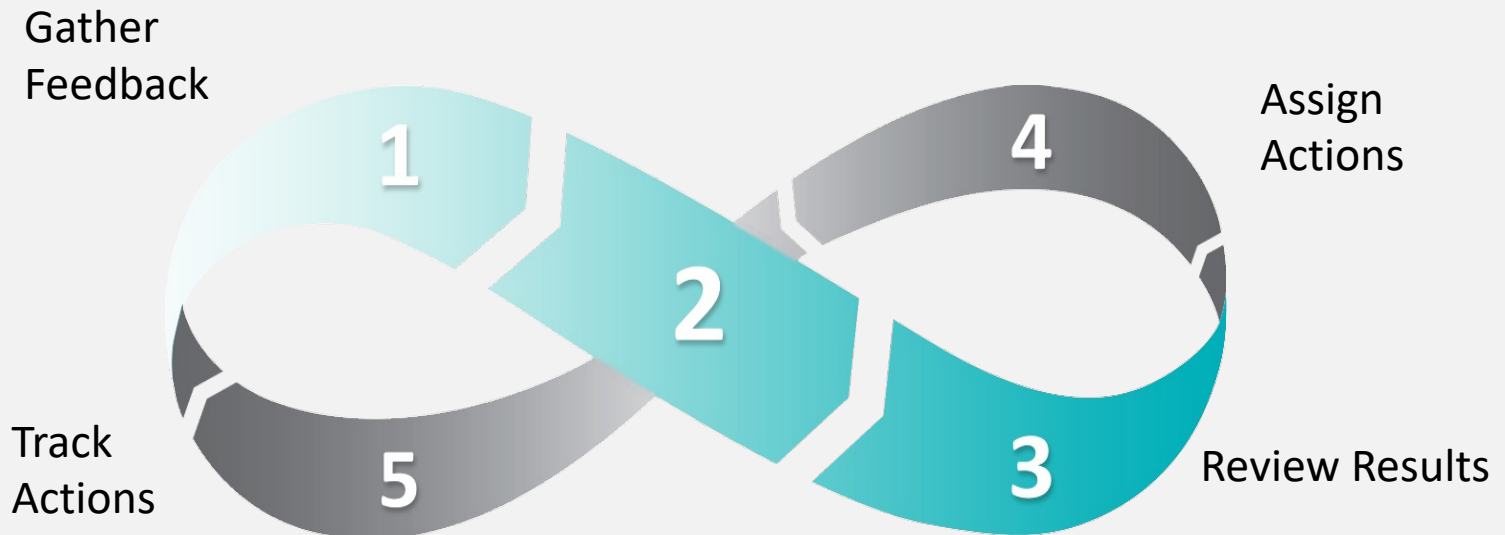
HammerResults Methodology & Important Functionalities of our System

1+2 Survey and/or Pulsing

- Wizard to easy set-up Survey & Pulsing
- Data immediately and over time
- Dynamic & easy participant management

4: Easy way to assign Actions/work streams

- Integrated action proposal & assignment
- Customization of Actions possible
- Automated tracking, reminders



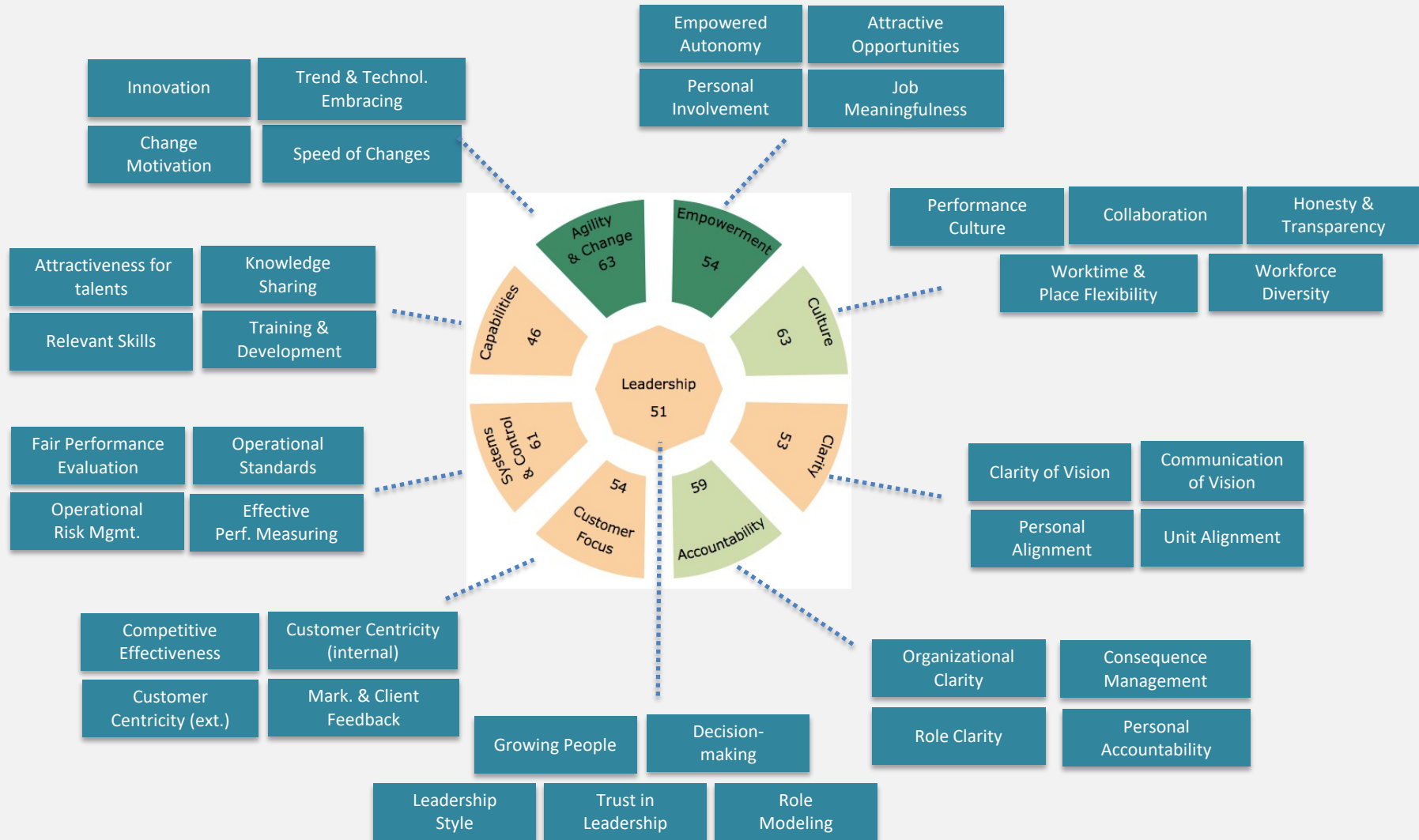
5: Measuring Action Progress and Impact

- Review Action Progress
- Continuous pulsing data during and after actions provide deep insight into impact
- Compare Impact of Actions/Work streams with Performance targets, Employee feedback, KPIs and accordingly fine tune actions

3: 24/7 updated Dashboards

- All Dashboards: Great filters and deep-dives
- All Dashboards Structured access
- Xpert: Calculation of potentially urgent issues

We measure 9 Dimensions and 38 Key Behaviors with high Correlation to Performance and Organizational Health



Time and Activity Overview to set up the Survey and Improvement Process

1. Define Languages and segmentation needed (1 day – several weeks depending on whether languages needed)
2. Prepare survey announcement and invite
3. Prepare email list of employees surveyed
4. Test survey with 1-3 internal testers (1-3 days)
5. Send the survey link to employees
6. Possibly send reminder after 1 week
7. After 2-3 weeks close the survey and review results