EFFECTIVE COMMUNICATION PLATFORM

Communication, creative cooperation and decision making

Pulling the strings even in critical times

Times of crisis require fast and effective solutions for

- Maintaining effective communication

- Making use of the knowledge and innovative power of employees

- Ensuring fast and flexible action

- Ensuring sound decision making

- Enhance motivation and loyalty of employees to the company

Times of crisis is
TIME OF CHANGE!

We bring you a NEW solution for extraordinary challenges

QUANTIFIED COMPANY

E F F E C T I V E   C O M M U N I C A T I O N   P L A T F O R M
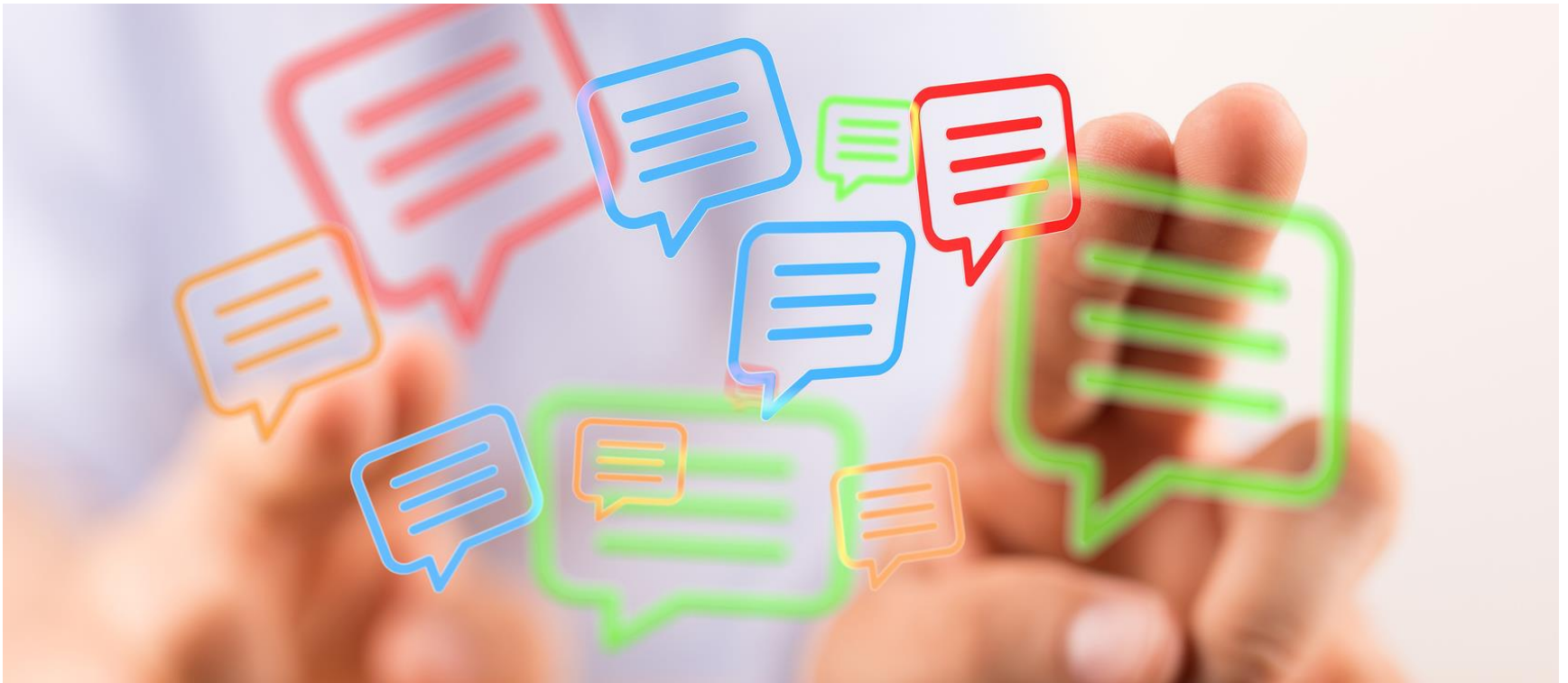
Brilliant and simple at the same time:

The advantage of open questions for any issue.

The core process of Quantified Company (Q.C) platform

... consists of only 2 simple steps, which are done online:

1. Phrase open questions to the relevant persons divided into groups, sectors ...
2. Virtual "bulletin board" with all the answers of the vote,

Examples of open questions

from a recent survey on remote work

Home Office	• What habits and tools work for you when you work from home? • Which are the greatest challenges you face in the home office?
How you get stronger	• What should we do in order to become stronger during the crisis? • What can we achieve/create during the crisis?
How you can help	• How can your company help you and your relatives during the Corona crisis? • How can you help your colleagues in the crisis?

EXAMPLE
Q: How can we grow stronger during the crisis?

- The involved persons can anonymously express their opinion on the question and evaluate the anonymous answers of all others.

- The evaluation ranges from full approval, neutrality to rejection.

- The software collects the opinions and ratings.

- The most important results are identified based on the ratings of the participants.

Samples of offered answers to vote:

I agree with agile. (We have tried it so long...) Start one-week sprints first.

DISAGREE   NEUTRAL   AGREE

The silos could be eliminated by organizing cross-department meetings to share a lot of things.

DISAGREE   NEUTRAL   AGREE

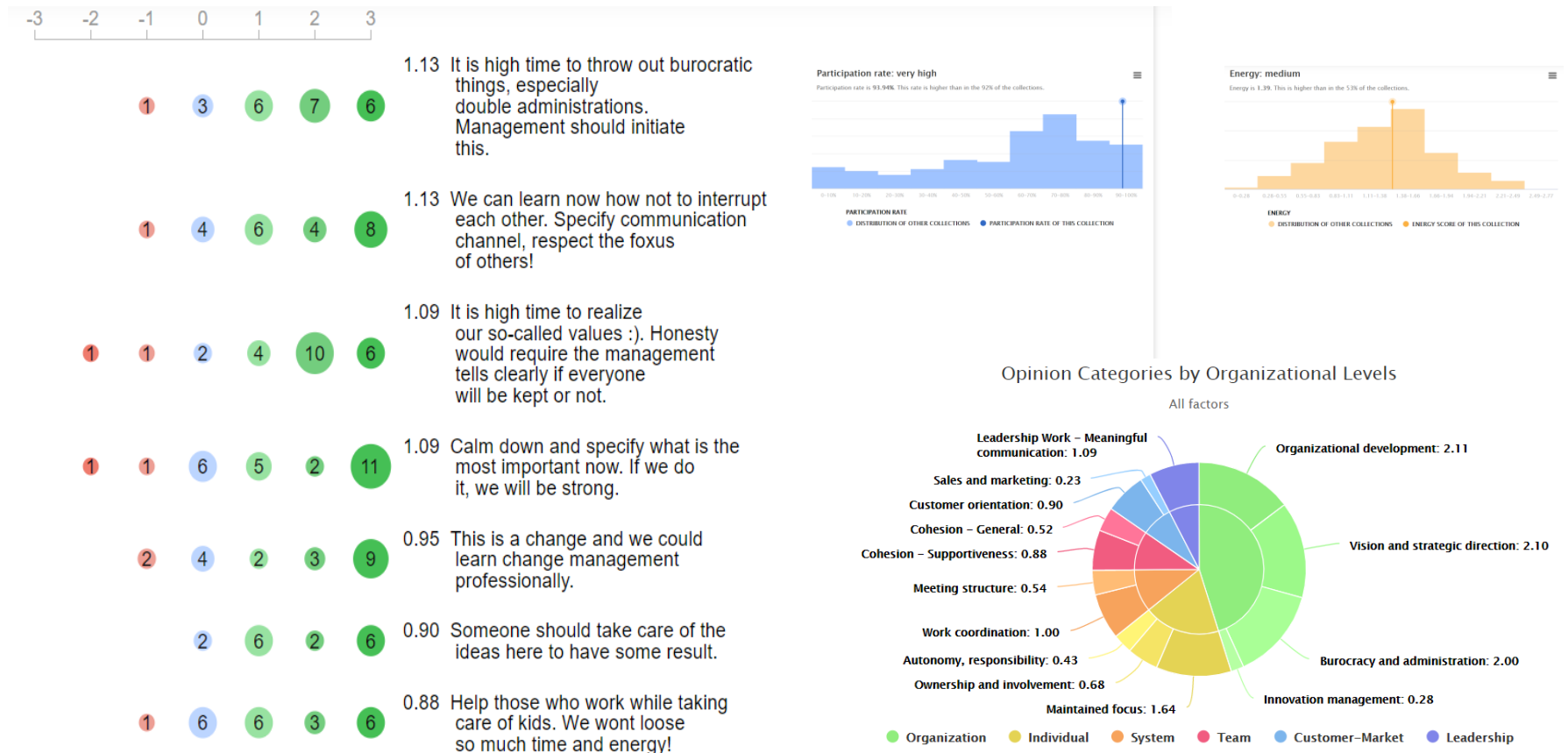We should have awaken a lot earlier. I think it is far too late now

DISAGREE   NEUTRAL   AGREE

Calm down and specify what is the most important now. If we do it, we will be strong.

DISAGREE   NEUTRAL   AGREE

Detailed presentation of results

The Q.C tool gives a detailed presentation of the results for various categories such as organizational level.

| -3 | -2 | -1 | 0 | 1 | 2 | 3 |

1.13 It is high time to throw out burocratic things, especially double administrations. Management should initiate this.
1 3 6 7 6

1.13 We can learn now how not to interrupt each other. Specify communication channel, respect the foxus of others!
1 4 6 4 8

1.09 It is high time to realize our so-called values :). Honesty would require the management tells clearly if everyone will be kept or not.
1 1 2 4 10 6

1.09 Calm down and specify what is the most important now. If we do it, we will be strong.
1 1 6 5 2 11

0.95 This is a change and we could learn change management professionally.
2 4 2 3 9

0.90 Someone should take care of the ideas here to have some result.
2 6 2 6

0.88 Help those who work while taking care of kids. We wont loose so much time and energy!
1 6 6 3 6

Participation rate: very high
Participation rate is 93.94%. This rate is higher than in the 92% of the collections.

PARTICIPATION RATE
● DISTRIBUTION OF OTHER COLLECTIONS   ● PARTICIPATION RATE OF THIS COLLECTION

Energy: medium
Energy is 1.39. This is higher than in the 53% of the collections.

ENERGY
● DISTRIBUTION OF OTHER COLLECTIONS   ● ENERGY SCORE OF THIS COLLECTION

Opinion Categories by Organizational Levels
All factors

Leadership Work – Meaningful communication: 1.09
Sales and marketing: 0.23
Customer orientation: 0.90
Cohesion – General: 0.52
Cohesion – Supportiveness: 0.88
Meeting structure: 0.54
Work coordination: 1.00
Autonomy, responsibility: 0.43
Ownership and involvement: 0.68
Maintained focus: 1.64
Organizational development: 2.11
Vision and strategic direction: 2.10
Burocracy and administration: 2.00
Innovation management: 0.28

● Organization   ● Individual   ● System   ● Team   ● Customer–Market   ● Leadership

Differentiation according to survey groups
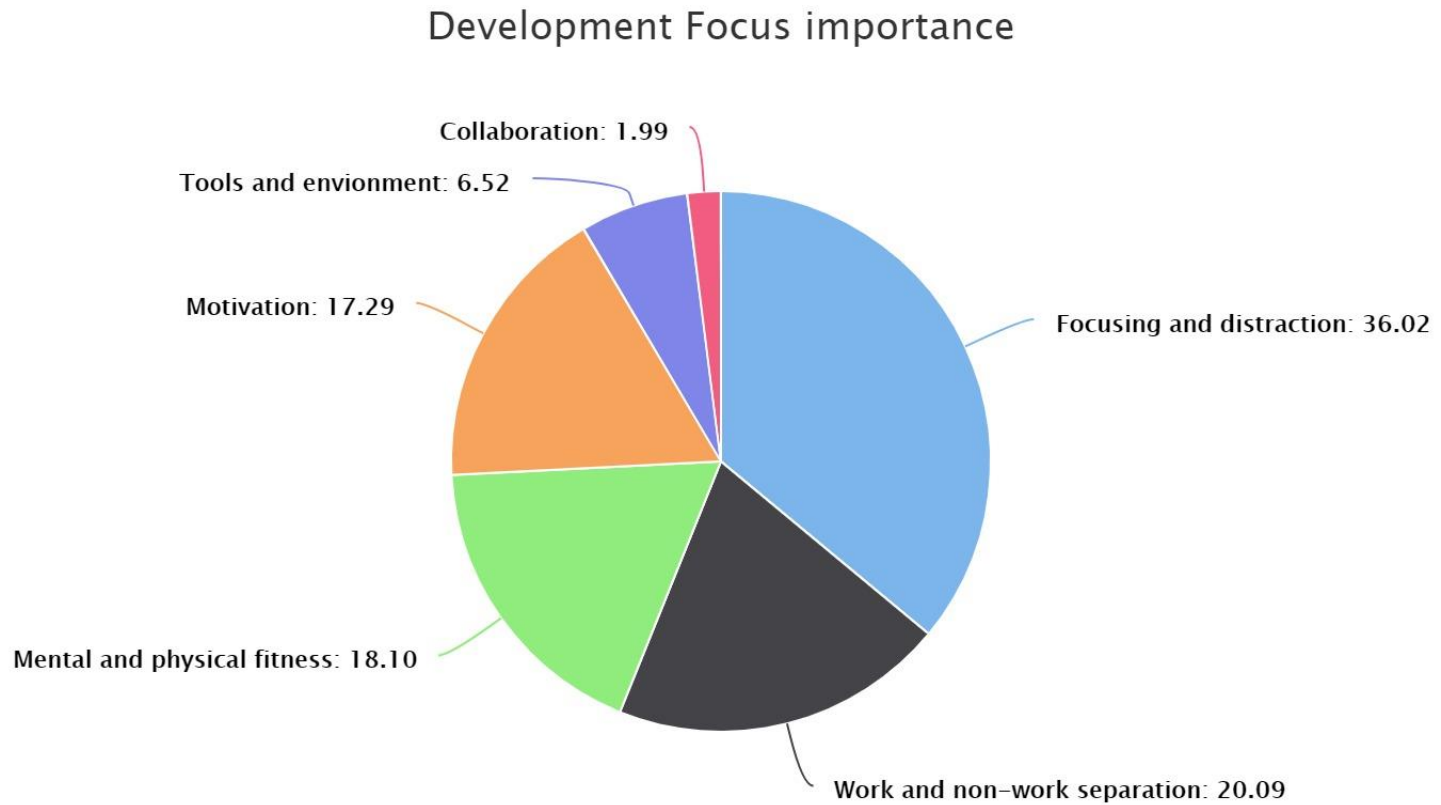
The Q.C tool allows any differentiation of the participating groups, e.g. by departments, management levels, locations and countries.
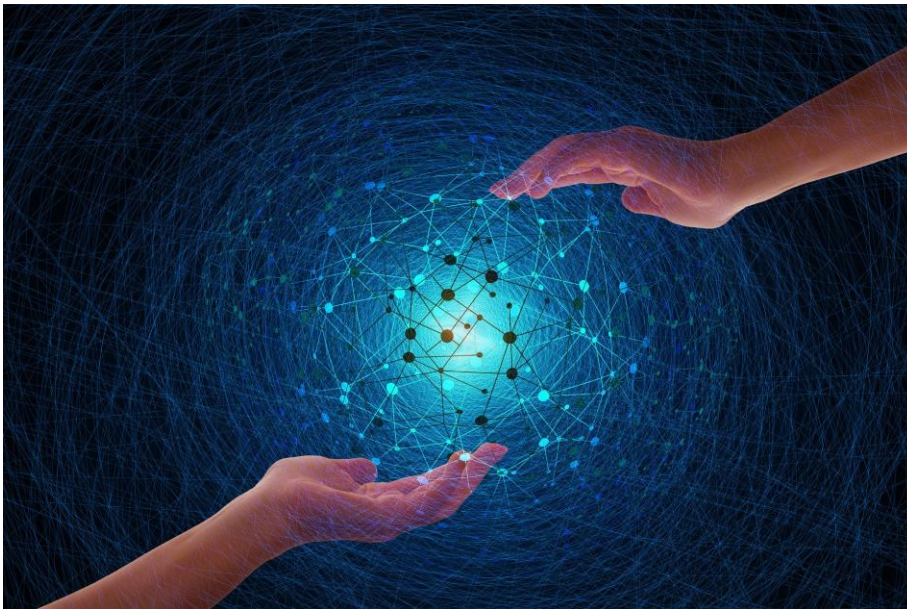
	IT	Marketing	Sales	Budapest	New York	Paris	Tokyo	Innovation group	Y generation
Our work is not recognized by managers, they think only sales counts. (0.84)									
I get sick from the airco which is directly above me (0.84)									
In theory we may come up with ideas, but managers don't listen (0.82)									
Time pressure caused by ad hoc decisions (0.75)									
We need more opportunities to get to know each other. We have 1-2 team buildings per year, which is not enough for this big team with high fluctuation (0.74)									
I don't get enough support for my work. (0.71)									
Incomprehensibly strict dress code for the everyday work (0.67)									
Slow internal supply processes, like waiting for two months for a new computer or a landline phone (0.62)									
I feel the atmosphere in the office is not helping me to admit easily mistakes that I have made during my work (0.61)									
Administration tasks kill me (0.52)									
Sexist jokes make women colleagues uncomfortable (0.43)									
Some of our colleagues clearly have communication problems, they can't write a polite email or have a normal conversation (0.42)									
I can't find any normal restaurant around the office (0.39)									

Time pressure caused by ad hoc decisions (0.75)'s effect is **1.33** in the **Sales** group

Current survey

The most important factors influencing remote work

Development Focus importance

- Collaboration: 1.99
- Tools and envionment: 6.52
- Motivation: 17.29
- Focusing and distraction: 36.02
- Work and non-work separation: 20.09
- Mental and physical fitness: 18.10

Highcharts.com

Measures can be prioritized and determined in an (online) workshop afterwards

-3   -2   -1   0   1   2   3

1   3   6   7   6   **1.13** It is high time to throw out burocratic things, especially double administrations. Management should initiate this. → Start a Lean process with your team.

1   4   6   4   8   **1.13** We can learn now how not to interrupt each other. Specify communication channel, respect the foxus of others! → Specify break and rest times and practice concentration exercises.

1   1   2   4   10   6   **1.09** It is high time to realize our so-called values :). Honesty would require the management tells clearly if everyone will be kept or not.

1   1   6   5   2   11   **1.09** Calm down and specify what is the most important now. If we do it, we will be strong.

2   4   2   3   9   **0.95** This is a change and we could learn change management professionally. → Say no to ideas that have no priorities.

2   6   2   6   **0.90** Someone should take care of the ideas here to have some result.

1   6   6   3   6   **0.88** Help those who work while taking care of kids. We wont loose so much time and energy!

Major advantages of using Quantified Company (Q.C)

- Open questions generate creativity and diversity of opinion

- Participants are connected via the virtual "bulletin board" and inspire each other

- Honest and unbiased results through anonymity

- Quick coordination processes

# Major advantages when using Quantified Company (Q.C)

- Detailed and distinguished presentation of the results

- Clear and immediately prioritization of the most important aspects

- Time and cost savings for the companies

- Increased employee satisfaction through inclusion and appreciation

Examples of how Q.C can be used

to address the challenges during the current crisis

- Which new business models, sales opportunities and cooperations can help us to survive the crisis?

- Which concrete measures help us to work effectively in times of crisis?

- Which three things should we definitely do while the crisis is ongoing?
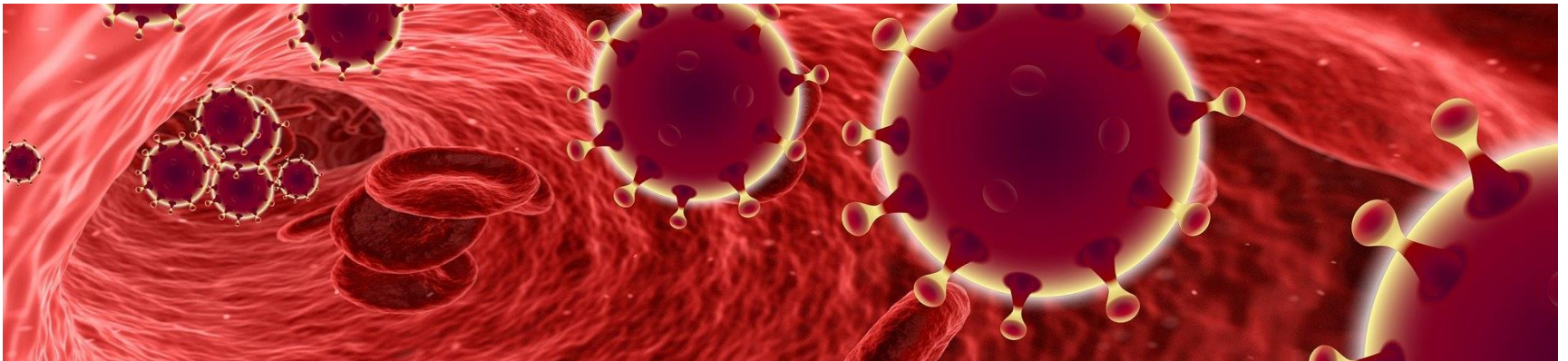
Examples of how Q.C can be used

to address the challenges following the crisis

- Which systemic vulnerabilities of our company has the crisis made visible?

- What can we do now in order to continue our business successfully after the crisis?

- What can we learn from our work processes when life returns to normal?

- What organizational changes should we make to increase our resilience to the crisis?

- Which cooperations should we establish in order to become more crisis-proof?

- How can we improve workforce flexibility and increase employee retention ?

Privacy policy

- EU General Data Protection Regulation (DSGVO) applies

- Secure hosting of the data in the EU

- The feedback of the survey participants is 100 % anonymous.

- Information on the legal details can be found here

- Technical details & documentation are available on request.

We look forward to working with you

EQ•TRAIN®

HR BERATUNG | TRAINING | COACHING

EXCLUSIVE PROVIDER AND SERVICE SUPPORT OF

QUANTIFIED COMPANY

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www.eq-train.de I Tel.+49 (0)30 403 660 661 I office@eq-train.de

Kaiser-Friedrich-Straße 33 | 10627 Berlin | Germany