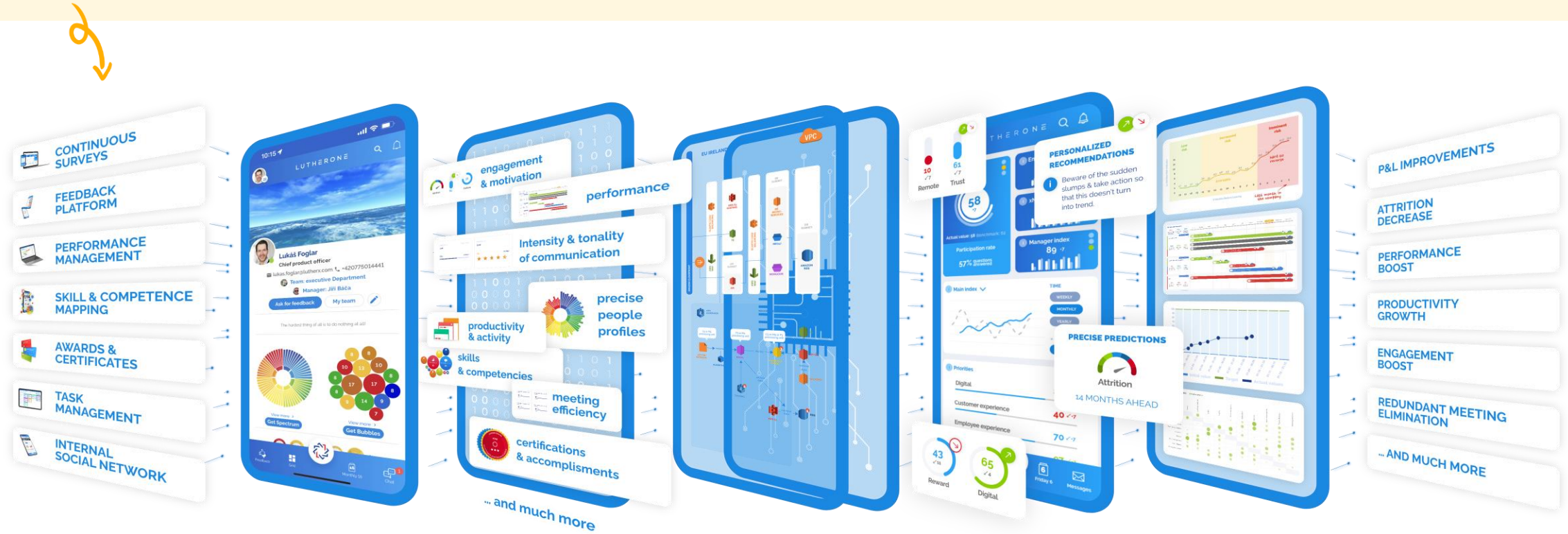# Collaboration & productivity platform
for a changing world that builds **data-driven, high-performance businesses**

LutherOne continuously connects data from employee communication, collaboration, feedback, surveys & performance to instantly translate them into actionable insights, precise predictions & recommendations

FEEDBACK PLATFORM

CONTINUOUS SURVEYS

CONTINUOUS PERFORMANCE MANAGEMENT

SKILL MAPPING

COMPANY SOCIAL NETWORK

LUTHERONE
Modules

TASK MANAGEMENT

CONTINUOUS 360 FEEDBACK

DIGITAL AWARDS & CERTIFICATES

Continuous real-time data driven system that significantly advances performance & employee engagement, driving the productivity of enterprises by allowing them to see & manage future today

CONTINUOUS SURVEYS

FEEDBACK PLATFORM

PERFORMANCE MANAGEMENT

SKILL & COMPETENCE MAPPING

AWARDS & CERTIFICATES

TASK MANAGEMENT

INTERNAL SOCIAL NETWORK

engagement & motivation

performance

Intensity & tonality of communication

precise people profiles

productivity & activity

skills & competencies

meeting efficiency

certifications & accomplishments

... and much more

PERSONALIZED RECOMMENDATIONS
Beware of the sudden slumps & take action so that this doesn't turn into trend.

PRECISE PREDICTIONS
Attrition
14 MONTHS AHEAD

P&L IMPROVEMENTS

ATTRITION DECREASE

PERFORMANCE BOOST

PRODUCTIVITY GROWTH

ENGAGEMENT BOOST

REDUNDANT MEETING ELIMINATION

... AND MUCH MORE

---

1 CHOOSE

LutherOne **MODULES**
=
unique data sources selected for specific needs

2 USE

Impactful & easy to use **PLATFORM**
loved by people
=
high engagement & usage

3 DATA

Unmatched, **CONTINUOUS DATA**
from
DIVERSE SOURCES

4 TECH

Proprietary **ALGORITHMS, PREDICTIVE MODELS**
& scalable learning tech

5 ACTION

Real-time **INSIGHTS,**
actionable
RECOMMENDATIONS & PREDICTIONS
delivered to the right people at the right time

6 IMPACT

DATA DRIVEN MANAGEMENT,
accurate decision making across levels and structures

7 VALUE

TANGIBLE VALUE
for businesses & people alike

LUTHERONE

ENGAGEMENT SURVEYS REIMAGINED

Only a few employee clicks help you map all the critical areas of your organization in real-time thanks to the unique question distribution algorithms

Why it matters

85% of employees don't feel engaged in the workplace

22% higher productivity reported by companies with high engagement

50% Higher customer loyalty reported by companies with high levels of engagement

Key features

MINIMUM INPUT, MARKET LEADING INSIGHT

6 or 16 clicks in a few moments reveal wide spectrum of insights thanks to unique distribution algorithms

REAL-TIME INTERACTIVE DASHBOARDS

Intuitive & interactive dashboards make any insights easy to read, understand, and act upon - all in real time

FULLY CUSTOMIZABLE

Fully customizable content & frequency (weekly, monthly, quarterly...) will adapt to any stage of your business

PREDICTIONS & SMART RECOMMENDATIONS

Smart recommendation engine continuously analyzes all the data to produce predictions and recommendations tailored to individual managers

SECURE & ACCESSIBLE

Securely accessible across devices with no installation or company credentials needed

What you get

- Data driven decisions thanks to continuous insights
- Ability to respond to developments immediately
- Manager empowerment to drive improvements from within
- Understanding of impacts of your actions immediately

25% Attrition decrease compared to the market average

5-20% Growth across Indicators correlating with high productivity:
- management perception,
- strategy,
- innovation,
- talent development, cooperation,
- motivation)

15% Absenteeism decrease

LUTHERONE

FEEDBACK PLATFORM

Cultivate collaboration & high-performance with the power of continuous feedback

Why it matters

68% of those who receive consistent feedback feel fulfilled in their jobs

15% lower turnover rates for those who receive feedback

3x higher likelihood to be productive with daily feedback

80% of Gen Y prefer on-the-spot recognition over formal reviews
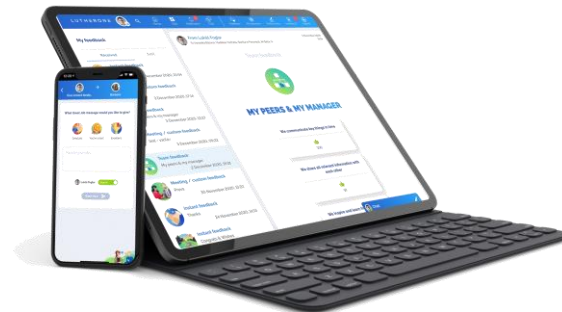
Key features

- Peer-to-peer feedback
- Team feedback
- Meeting feedback
- Custom surveys

SMART GUIDED SCENARIOS

LutherOne leads the way allowing people to share and request any feedback effortlessly in just a few clicks.

INBOX FOR CONTEXT & HISTORY

Feedback history for easy follow-ups and follow-through.

CUSTOM ANONYMITY SETTINGS

Ensuring safety of users by allowing them to select own anonymity preferences.

CUSTOMIZABLE TEMPLATES

Easy to build templates for recurring meetings, repetitive surveys, and much more.

CONTINUOUS DATA

Insights into meeting efficiency and intensity & tonality of communication.

What you get

- Culture of continuous development powered by feedback
- Feedback competence growth
- Better collaboration & overall relationships
- Engagement increase
- Elimination of redundant meetings & overall meeting culture improvement

8-13% IMPROVEMENT IN PERCEPTION OF MANAGERS after start of using Feedback & Surveys

Thanks to LutherOne and their culture mapping we have a clear picture of the current situation. This is a great connection of technology & HR tools for everyone who takes company culture seriously.

Zuzana J.
Executive Director, CGM

LUTHERONE

SKILL & COMPETENCE MAPPING W. BUBBLES

Enhance engagement and highlight team members' unique strengths with a gamified approach to individualized feedback

Why it matters

12.5% Greater productivity shown by those who received strengths feedback

15% lower turnover rates for those who receive feedback on strenghts

9% Managers who received feedback on their strengths show 8.9% greater profitability

Key features

FEEDBACK WITH A GAME TWIST

By simply popping a few bubbles, employees can share what they think their colleagues' strongest suits are

CUSTOMIZABLE TEMPLATES

Personality traits, soft skills & hard skills templates to get you started

WIDE VARIETY OF USE-CASES

Assess skills, competencies, personality traits, adherence to company values, and much more, in the most gamified way

BUILD YOUR OWN SETS OF BUBBLES

3 level structure (categories & groups) allows for wide range of applications & use cases

What you get

- Culture of positive reinforcement
- Great understanding of people's & organization's strengths & development areas
- Continuous skill &competence development
- Irreplaceable insight intocompany culture
- Employee engagement growth
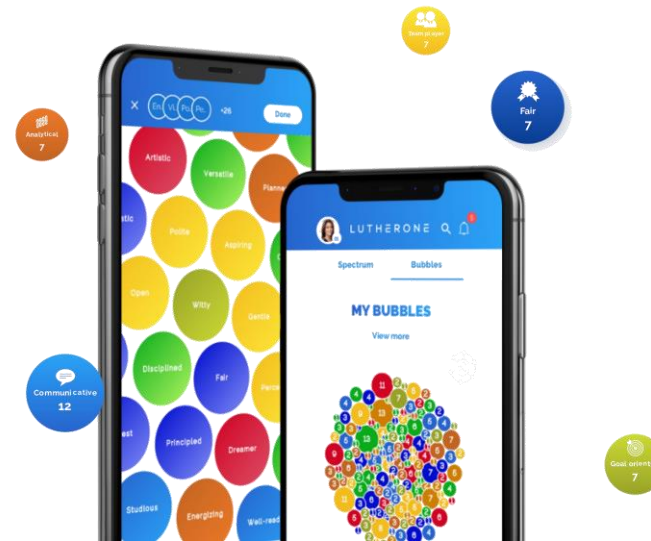
LutherOne platform is really great, user-friendly and intuitive, our organization loves it since the day one.

J.T. Jasna T.
HR Manager
Yettel

LUTHERONE

CONTINUOUS 360 DEGREE FEEDBACK

A unique combination of modern people & data science that uncovers a new generation of 360 degree feedback

Why it matters

34% Retention rates are 34% higher among organizations that offer employee development opportunities

15% of Millennials say that professional development and career growth are significant to them.

24% Companies that offer comprehensive training programs have a 24% higher profit margin

Key features

A NEW ERA OF 360 FEEDBACK

Built on the principle of distributed trust, My Spectrum offers cross-functional continuous feedback on key competencies.

PEOPLE-SCIENCE-BACKED COMPETENCY MODEL

64 standardized competencies split to 8 areas that are proven to correlate with high performance & long-term success.

UNMATCHED USER EXPERIENCE

Whether it's quick feedback on 8 core competencies, or detailed with over 64 sub-competencies, only a few moments suffice to share detailed assessment.

PERSONALIZED RECOMMENDATIONS

Empower people to develop themselves focusing on high—impact areas with the least effort possible.

ANONYMITY & SAFETY

Ensuring safety of users with built-in anonymity and outlier protection features.

JOB MATCHING

Unique algorithms combine people science with real data to profile and match employees with jobs to maximize everyone's potential.

What you get

- Understanding of company-wide strengths & development areas
- Understanding of competency gaps
- Solution for targeted & efficient people development, upskilling & reskilling
- Modern experience with continuous approach to 360
- Effective talent pipeline management & retention

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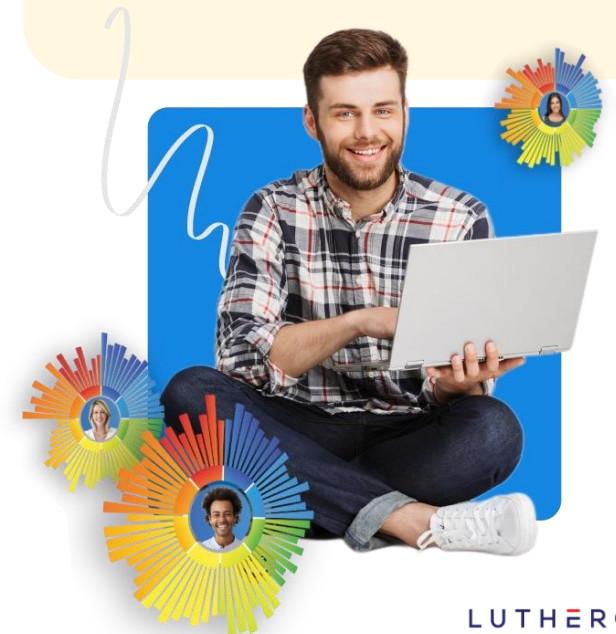
CONTINUOUS PERFORMANCE MANAGEMENT

Say goodbye to annual performance reviews with effortless performance management tools that continuously grows your business performance

Why it matters

61% Employees feel that their PM process is outdated

31% Companies that set performance goals quarterly generate 31% greater returns from their performance process

89% HR leaders agree that ongoing feedback & check-ins are key for successful outcomes

Key features

CONTINUOUS OKR MANAGEMENT W. REGULAR CHECK-INS

Track & align OKRs effortlessly and get real-time view over individual & team performance at a glance

ENDLESS VARIABILITY

With various combinations of OKR types, weights, frequencies, etc., performance management+ accommodates to any performance management process

DEVELOPMENT PLANS

Make people growth a priority assessing skills, competencies, building development plans aligned with performance

ONGOING CONVERSATION & CONTINUOUS FEEDBACK

Various communication, collaboration & feedback features to ensure ongoing alignment and continual development & growth

SEAMLESS INTEGRATIONS WITH OTHER MODULES

Stay on top of all tasks & activities, recognize and motivate with seamless integration to other LutherOne modules

BULK GOAL UPLOAD & EVALUATION

What you get

- Staying on top of teams' & individuals' performance
- Ability to respond to developments immediately
- Alignment of company goals across the business
- Transparency & fairness
- Making something people hate into something they value
- Bridging the gap between company goals and everyday work
- Significanctly decreased admin overhead

LUTHERONE

DIGITAL AWARDS & CERTIFICATES

Boost motivation, engagement & performance with culture of appreciation & recognition

Why it matters

69% 69% of workers say they would perform better if they were more appreciated

64% 64% of employees say employee recognition and appreciation is more important while working from home

37% 37% of employees consider recognition as most important in boosting their productivity level

Key features

MANAGER-ISSUED AWARDS

Make recognition part of everyday with pre-built categories & award levels.

COMPANY AWARDS

Build a company-wide recognition program, link it with your vision, values & goals and have everyone applaud exceptional accomplishments

CERTIFICATES

Translate your training, development & certification programs into celebrated achievements, finding and recognizing talent effectively.

Issue customizable certificates and verify skills, competencies, or adherence to company values in just a few clicks.

CUSTOMIZABLE TEMPLATES

Easy to build templates for recurring recognition programs and much more.

SOCIAL SHARING FEATURES

Take recognition beyond company meeting shout-outs with automated recognition posts, leveraging the power of enterprise social features like reactions, comments & sharing.

PERSONAL WALL OF FAME

Put your accomplishment on display with customizable digital recognition boards.

What you get

- Structured and cohesive recognition program
- Strong non-financial motivational solution
- Ease of discovering people who pose desired behaviors, skills & certifications
- Way to promote desired behaviors and traits through positive reinforcement

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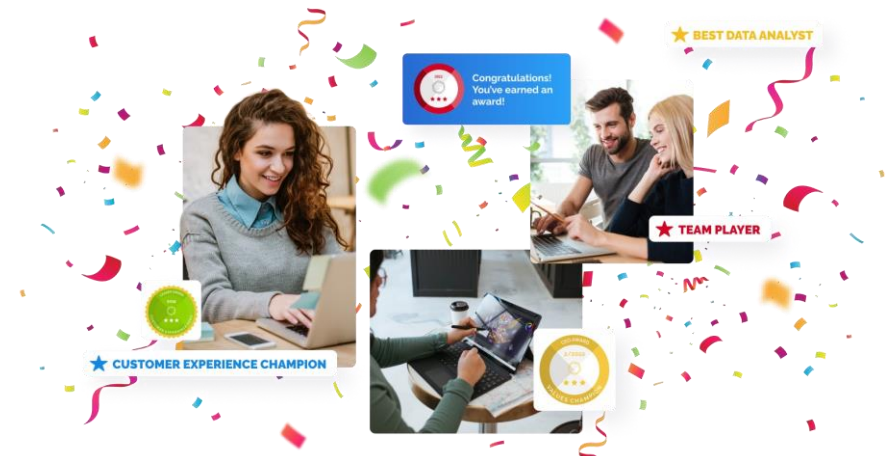
TASK & ACTIVITY MANAGEMENT

Get things done. Individually or together. Wherever you are.

Why it matters

89% of employees stated that having technology that aids them in completing their tasks effectively makes them happier at work

70% 70% of people use a to-do list to ensure that they get all their most important tasks done

80% of the time given to a workday, 80% is spent doing tasks with little to no value

Key features

MANAGE EVERYTHING FROM A SINGLE PLACE

Create, assign and manage tasks, set deadlines and easily collaborate with the team with all individual & team tasks in one place.

COLLABORATIVE JUST LIKE YOU AND YOUR TEAMS

Create team & project tasks, assign owners, communicate, collaborate, share files and much more to get things done faster, more efficiently.

SMART PRIORITIZATION FOR BETTER OUTCOMES

Smart prioritization based on importance and urgency makes sure all key things happen right when they need to.

ADJUSTS TO ANY WORKSTYLE

From customizable lists, visual timelines to a popular Kanban, tasks are displayed to fit any work style.

Make it your own and filter anything & everything, get colorful or put a pin in it

MANAGE LIKE A PRO

Whether they're office-based or work from home, you can stay on top of everything your teams are working on.

Check the onboarding status, assign activities or bring everyone together with team tasks.

What you get

- Eliminate remote working barriers & connect scattered workforce
- Integrate everyday tasks with performance goals and focus on outcomes rather then input
- Distribute Workload evenly
- Greater productivity & performance

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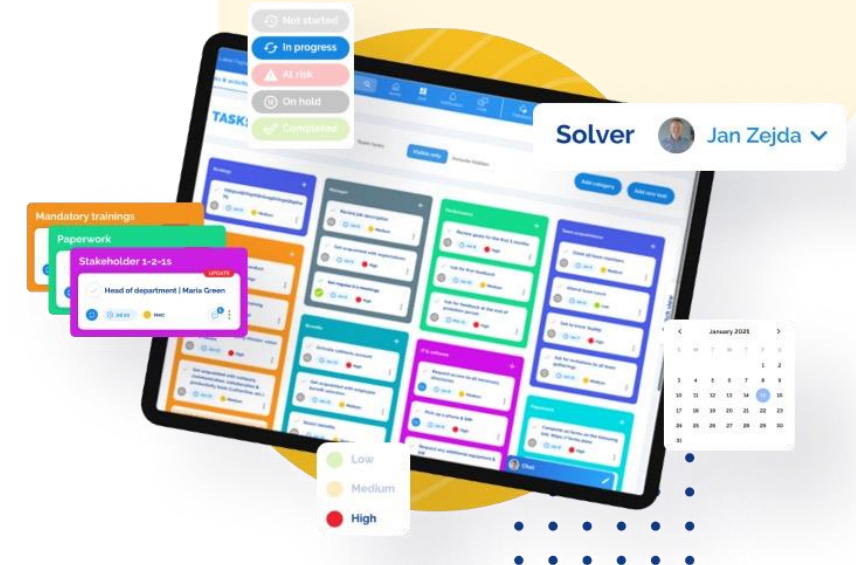
INTERNAL SOCIAL NETWORK

A brand new way of company communication, collaboration & engagement

Why it matters

Employees spend around 5 hours a week simply waiting for people to get back to them with important information.

86% 86% of executives pointed out that ineffective communication is the root cause of all productivity-related problems.

70% over 70% of people actively use social networks in their personal lives

Key features

KEEP EVERYONE INFORMED, ALIGNED & ENGAGED WITH FEED

Post company annoucements, use polls to learn what really matters to your people. Pin critical communications to the top, engage people with likes, reactions & comments.

PUT A NAME TO A FACE WITH PROFILES

Let everyone express themselves and personalize their profiles, find the right people, reach out & make connections, navigating compex org structures with ease.

WORKSPACES. WORK WITHOUT THE PHYSICAL SPACE.

Break down silos, and empower individuals and teams to work together to solve problems and innovate efficiently.

CONNECT EVERYONE WITH CHAT.

From 1-to-1 to group conversations, connect people from different locations, instantly & securely.

LUTHERONE. YOUR INTEGRATED HQ.

Bring the whole ekosystem of your office SW to a single place with easy no-code integrations.

What you get

- Eliminate remote working barriers & connect scattered workforce
- Keep everyone informed, aligned & engaged
- **Facilitate** collaboration, fight endless e-mail threads & ineffective meetings
- Reduce the weight of hierarchy
- Nurture a sense of belonging, promote D&I
- Encourage the exchange of knowledge
- Greater productivity & performance

LUTHERONE

People, managers & companies *love* LutherOne

I'm happy we have replaced annual employee surveys with weekly Friday 6 surveys - this makes feedback immediate and actionable for managers.

Jan L.
CFO
Beneš a Lát

LutherOne provides every people leader with real-time results, tips & recommendations directly in the platform which helps build effective teams & successful leaders.

Lilia V.
HR SSC Department Mng
Telenor BG

Your future reference?

Thanks to LutherOne and their culture mapping we have a clear picture of the current situation. This is a great connection of technology & HR tools for everyone who takes company culture seriously.

Zuzana J.
Executive Director
CGM

LutherOne's solutions Friday 6 and Monthly 16 are really useful tools for just-in-time insights into the company climate and related risks.

Martina P.
HR Manager
Atlas Copco

Thanks to LutherOne's unique approach, we finally have unmatched data insights into our business with minimal effort while all our managers and leaders have actionable guidance and recommendations to drive improvements continuously.

Vladimira M.
Group HRD
Linet Group

We truly appreciate having real-time data on engagement and other crucial indicators that help us manage our world-spread workforce in our fast-growing business.

Daniela H.
SVP People & Culture
Price(f)x

LutherOne helps us improve communication within the company significantly, connects our branches across Europe, and allows colleagues to appreciate each other.

Pavla F.
HR director
Batist Medical

A super simple platform where each module you discover is even more interesting than the previous one. Seeing the real-time conversion of data is really impressive.

Carmen M.
Communication & HR manager
EMPARK

LutherOne brought our team communication and feedback culture to a new level. Great engagement results in real-time valuable insights based on data, and therefore real impact on our business.

Andrea S.
HR business partner
Hartmann

Friday 6 allows managers to identify trends in employee satisfaction and draft plans for a better work environment for the teams. It's quick and easy to use. We're very happy with Friday 6.

Daniel S.
General Manager
Albis

Since using this platform we have seen immediate improvement in employee engagement and data that we can actually use real-time to make our company the best place to work with an effective voice of the employee.

Philip M.
COO
FoodHub

LUTHERONE