

Continuous Employee Feedback for Financial Services

Align your **core values** with your **strategic vision**.



Core Values define who you are as an organization.

Strategic Vision moves you forward.

Leadership has attempted to align these two core principles, but it feels impossible.

Forget about the problems legacy systems caused in the past, it can be done.


Rhabit adapts your values into a set of observable behaviors, then tracks individuals' strengths & blindspots.

In less than one minute per week, 30 data points per employee are collected, giving you visibility into how your entire organization is performing.

Identify your **top talent**, not just top producers.

True leaders require soft skills like treating others in a respectful and friendly manner or helping and supporting others in the company. Embedding feedback around values, not just quota attainment, opens the door to the next class of leaders and influencers.

Continuous feedback with Rhabit enables Talent Management leaders to quickly identify High Potentials and develop a customized curriculum rather than wait for annual or bi-annual reviews. Executive leaders have complete access to a beautiful, data-rich dashboard that will give full visibility into how business units are operating. Annual Performance reviews are fading with other legacy processes, to be replaced with 1:1s, OKRs, and the transformation of managers to coaches.




Don't Know ↑


Bobbie Fernandez
Chief Executive Officer


Last 2 Weeks

CORE VALUES

Helps and Supports others in the company.


Rarely


Sometimes


Often

Team Members			Team	Manager	Habit Scores ↓
User	Habits ↕	Response Rate ↕	Accounting	Quinton Ali	13% 23% 63%
Glen Campbell	●●●●●	100%	Global HR	Jennifer Smith	13% 20% 67%
Grant Hubbard	●●●●●	100%	Internal Communications	Francine Jenkins	13% 40% 47%
Gina Peters	●●●☆☆	100%	Nashville Engineering	Katie Leeper	7% 44% 49%
Allison Jordan	●●●☆☆	100%	Technology	Matoko Kusanagi	7% 36% 58%



Know your entire organization as if each person works in the office next to yours.

Data that helps you tell the **full story** of your organization.

Incoming generations of talent agree Corporate Social Responsibility is a necessary part of work culture, and what influences their offer acceptance.¹

How are you telling that story?

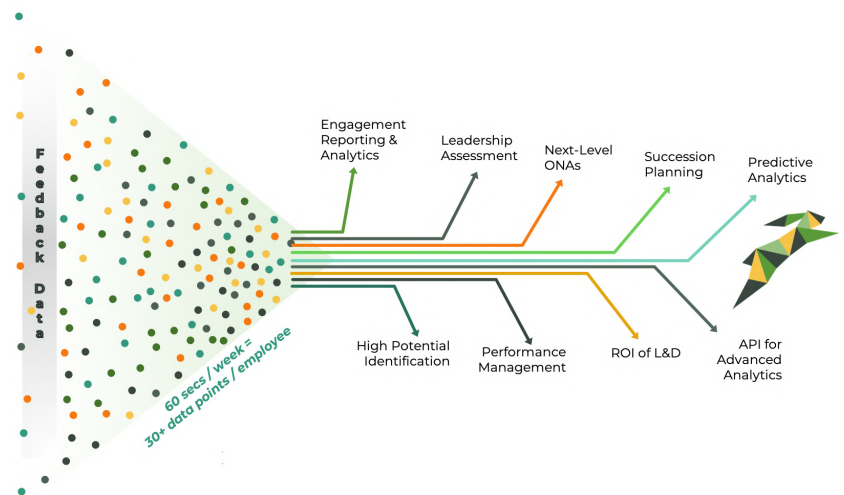
With Continuous Feedback, you unlock the data needed for your Internal Communications team to understand the efficacy of your D&I programs and Leadership Development initiatives – and signal to external talent your commitment to living your values.

Why is this **important**?

Institutions with both highly aligned cultures and highly aligned strategies have 30 percent higher enterprise value growth and 17 percent higher profit growth than companies with low degrees of alignment.² In a McKinsey study, a bank that underwent a full organizational transformation reported 10 percent efficiency improvements in the first year, far above initial expectations.³

Rhabit can help.

Rhabit engages employees by regularly sending a swipearable deck of feedback cards, prompting the employee to anonymously rate the observable behaviors of their feedback network. The decks include fresh engagement questions, allow for check-ins with assigned objectives, and take less than a minute to complete. Objectives are cascaded down from the executive level through the organization, coupled with ongoing, psychologically safe 360° feedback focused on professional development and core values.



See more at rhibitanalytics.com

¹Corporate Social Responsibility, Purpose Brands And Gen-Z." 13 Mar. 2019, <https://www.forbes.com/sites/esade/2019/03/13/csr-purpose-brands-and-gen-z/>. Accessed 9 Oct. 2019.
²State of the American Workplace report - Gallup." <https://www.gallup.com/workplace/238085/state-american-workplace-report-2017.aspx>. Accessed 9 Oct. 2019.
³The aligned organization - McKinsey." <https://www.mckinsey.com/~/media/McKinsey/Business%20Functions/Operations/Our%20Insights/The%20lean%20management%20enterprise/The%20aligned%20organization.pdf>. Accessed 9 Oct. 2019.