

*Go Beyond Engagement  
Achieve High Performance*

## About Helios Insight

A partnership between Helios HR and Custom Insight, our unique employee survey platform enables organizations to carefully measure and systematically improve employee engagement, strategic alignment, and manager competency. This tool has decades of experience helping thousands of companies, including over half of the Fortune 100 such as these clients below.



## Powerful Dashboard

Our secure web-based dashboard features an intuitive design to help you pinpoint problems and tackle them with precision. Identify drivers of engagement/disengagement, compare groups, monitor trends, download reports, plan actions, track them, and much more. Access controls enable you to share the right amount of information with each group.

## Engagement Benefits

Based on independent research, here are some of the many benefits from higher employee engagement:

- ▲ 22% in profitability
- ▲ 21% in productivity
- ▲ 10% in customer ratings
- ▼ 41% in quality defects
- ▼ 48% in safety incidents
- ▼ 37% in absenteeism

## What is Employee Engagement?

Helios defines it as the extent to which employees:

- Feel passionate about their jobs
- Are committed to the organization
- Put discretionary effort into work



### Excellent **Service**

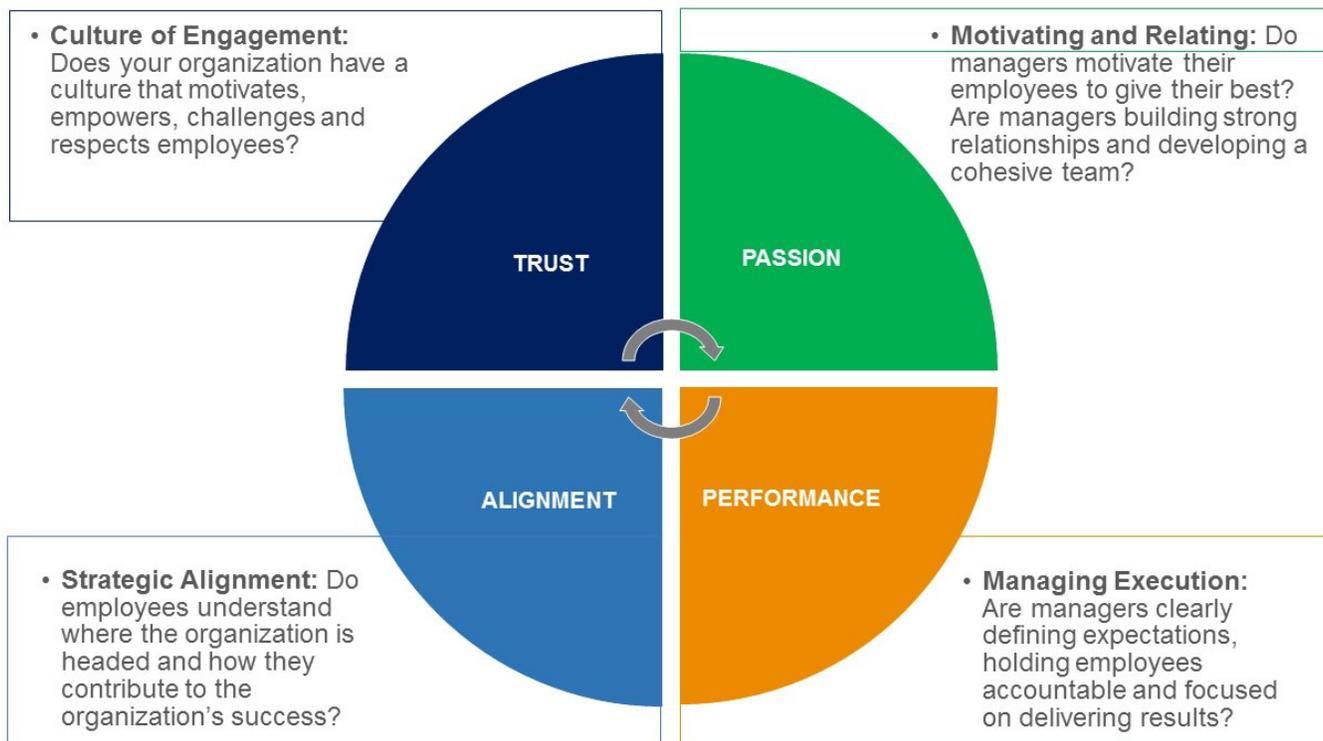
We set up and deploy your survey for you. This includes customizing the questions, uploading the employee list, personalizing the email invitations, monitoring completion rates, and sending reminders to maximize participation.

Our interactive dashboard is ready right away. Although it's very intuitive, we walk you through your results and highlight key insights, so you don't overlook anything important.

### Scientific **Framework**

High-performance organizations achieve success by having engaged employees, effective managers, and a structure that supports organizational change and growth.

Based on statistical analysis and industry research, there are four primary factors that characterize high performance organizations. They are the foundation of our framework, shown below.



### Complete **Survey**

Our anonymous and mobile-friendly survey includes 50 statistically-validated and benchmarked survey items, and takes most employees under 10 minutes to complete.

In addition to allowing respondents to elaborate on any of their ratings by providing qualitative feedback, at the end of the survey, we automatically ask a few targeted follow-up questions to provide help where it's needed most.



### Planning & Tracking

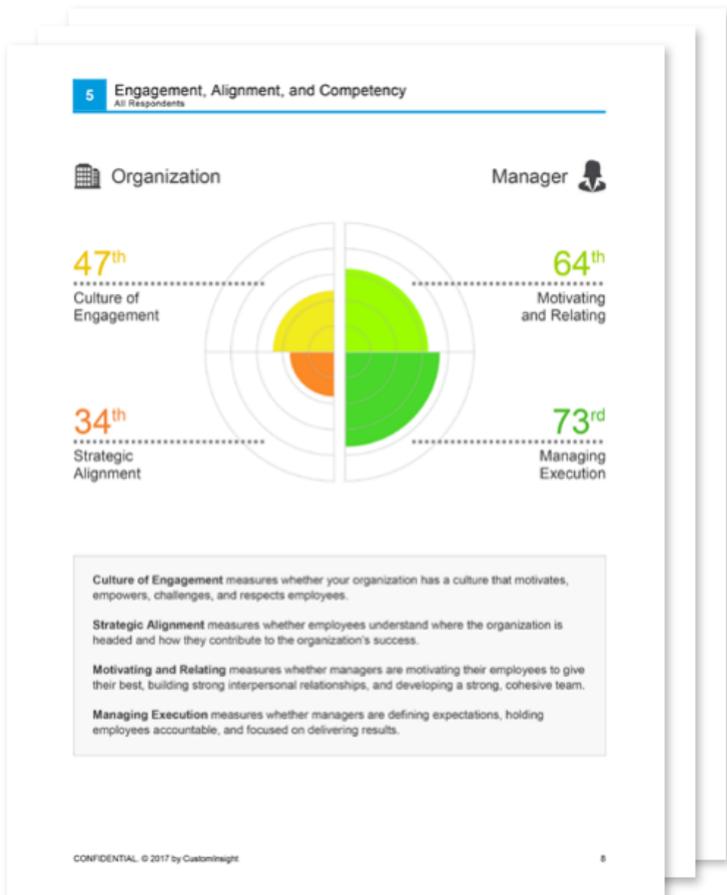
The integrated Action Plan helps you build an improvement roadmap and stay on track. Review survey results that you've flagged, and convert them into goals with tasks, deadlines, and assignees. Then monitor their completion status, and follow up with relevant employees.

### Professional Reports

From the interactive dashboard, you can download reports for any demographic group.

### Measurable Impact

When you repeat the survey, we can show your improvements - quantitatively - via the Trends module in our dashboard. Whether it's a change in your overall engagement score or the scores in important areas, you'll be able to get credit for your impressive accomplishments



“Our CEO was blown away by the data he now has at his fingertips and how actionable it is. We are very impressed and will definitely recommend you.”

### Additional Information

For a sample report, list of our survey items, and a personalized demonstration, please contact us today.

Available in a variety of formats:



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703-860-3882 x118

\*\*More engaged groups show these improvements, when comparing engagement levels for the top 25% to the bottom 25% of Gallup's survey database.