

AllAbout FOR COMPANIES



We are a software house that develops its own products. We mostly focus on:

Employee communication tool

Artificial intelligence

We have gained more than **PLN 5 000 000** for the development of our AI projects, thanks to the funding.

ABOUT US

We are a teal organization...
...so we want to give a voice to each and every employee

Inspired by book “Reinventing Organizations” from Frédéric Laloux.

We run a blog about the way we run our company since 2017:
www.turkusowystartup.pl





AllAbout

Is communicating with employees really that important?

“Research suggests that [...] keeping employees informed about changes and listening to employees – is correlated with what employees think and feel about the organisation, as well as **what they do to help it succeed.**”

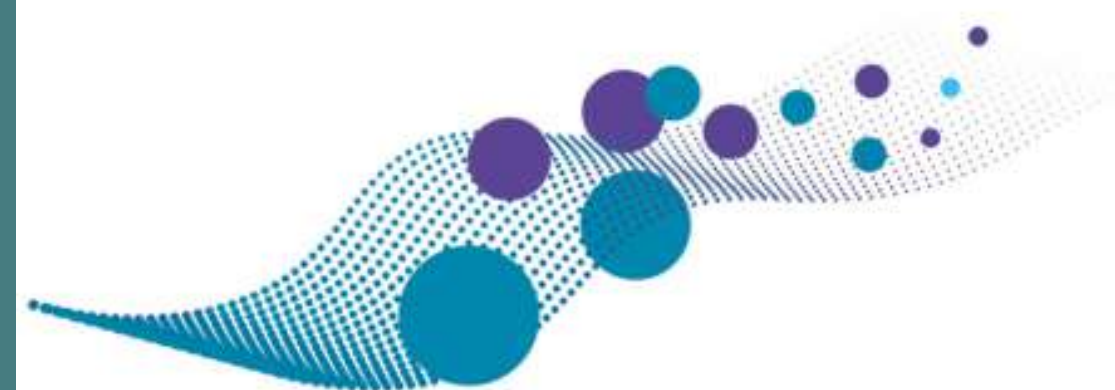
The outcomes are very clear. **Responsible communication leadership is good for employees and good for business.”**

EXPLORING INTERNAL COMMUNICATION

Towards Informed Employee Voice

EDITED BY KEVIN RUCK

4th Edition



ROUTLEDGE

Implementations so far

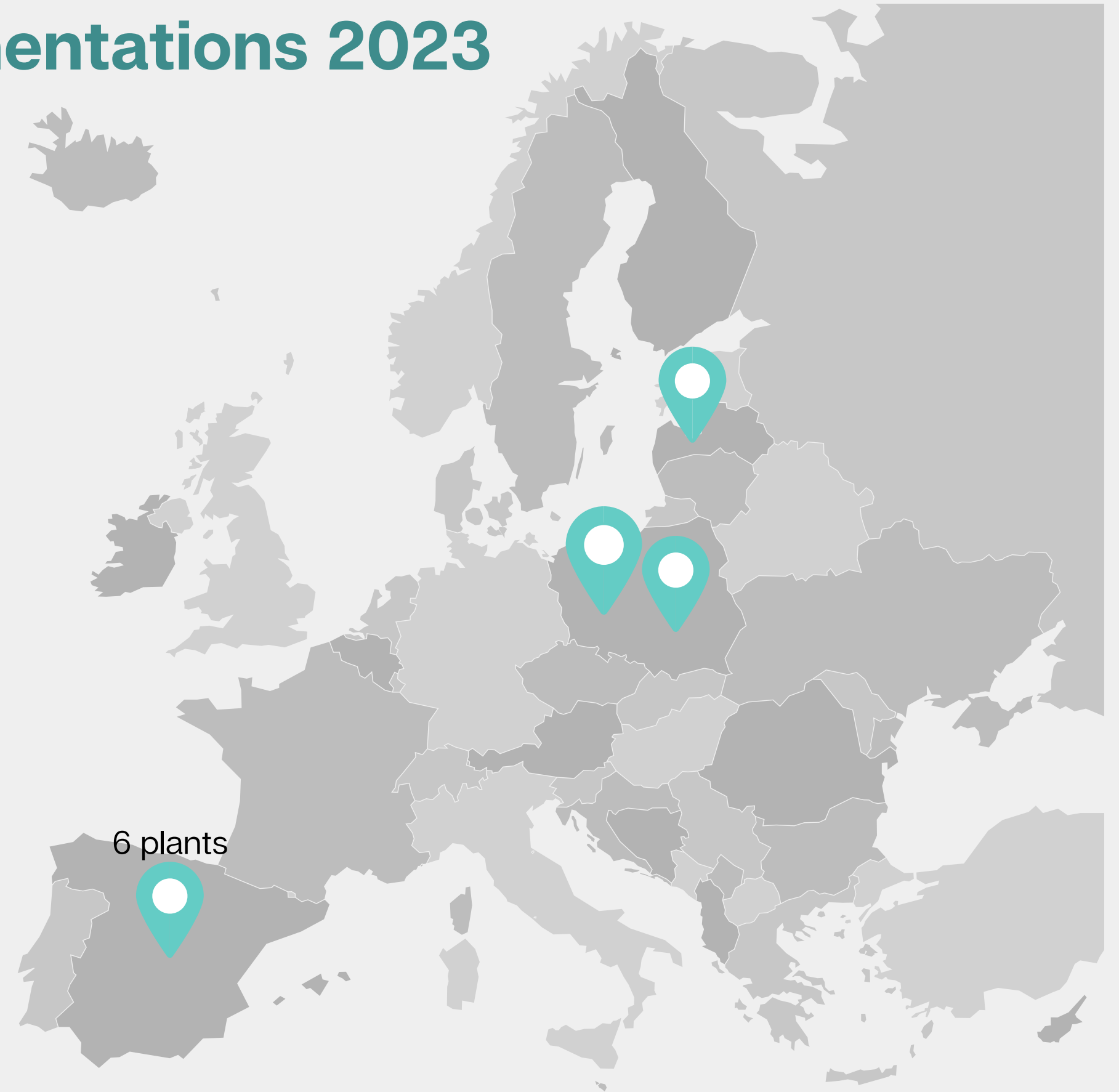
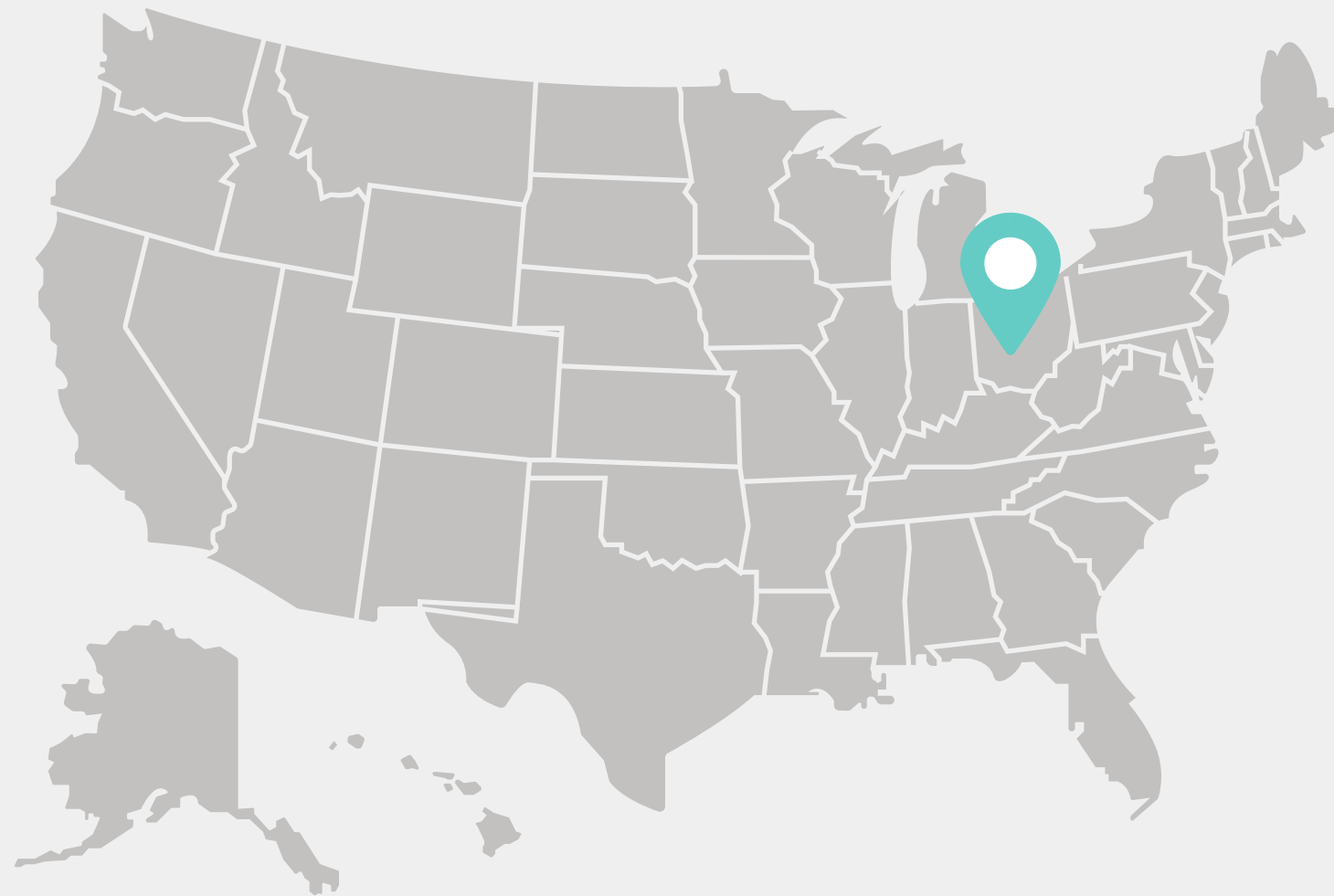
3 000 000
launches per year

20 000
active users

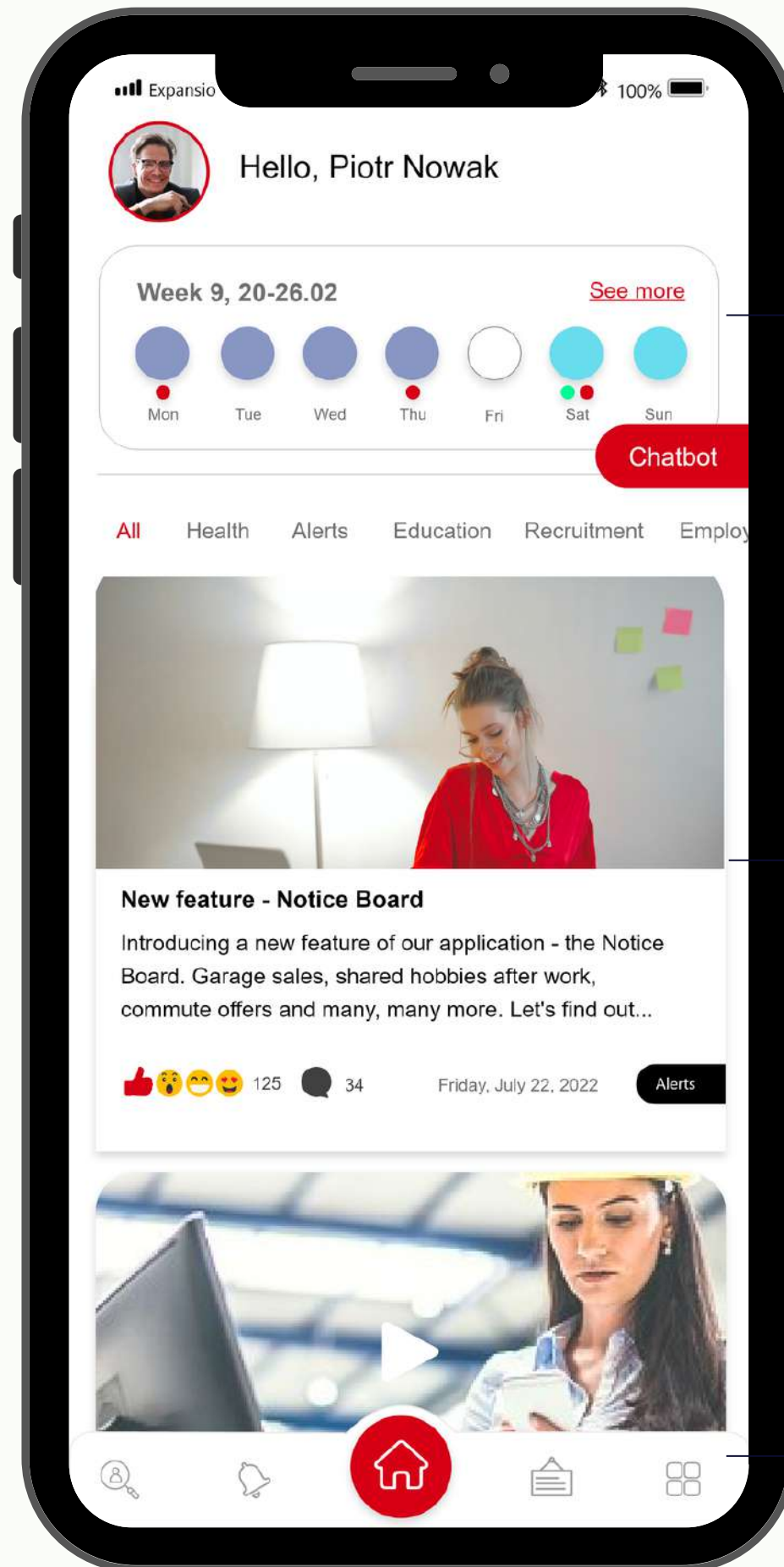


Planned implementations 2023

- 1 factory in Latvia
- 2 factories in Poland
- 6 factories in Spain
- 1 factory in the USA



First look



● Shift schedules

The **VW case study** shows that this is one of the most frequently used functions

● Latest news

Divided into selected categories

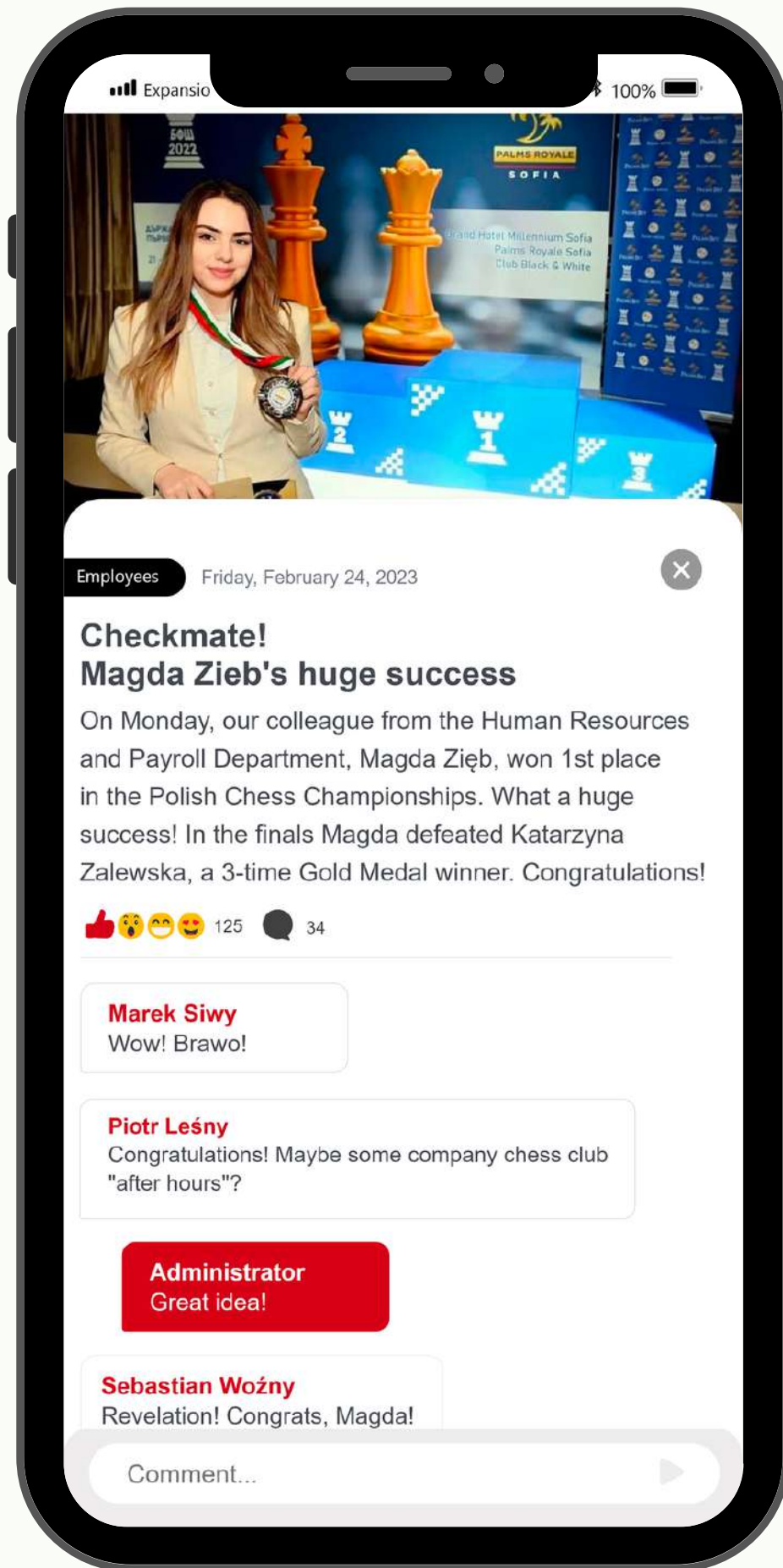
● Main menu

Employee search, personal notifications, announcements and additional activities

Elements of an application for information and publicity

“It is **incorrect** to assume that employees are not interested in an organisation’s strategy or plans. Research [...] found that employees are very interested in a range of organisational topics. The highest interest was reported for:

- **Plans for the future** (94% - 97% employees)
- **How my job fits into the organisation** (84% - 93%)
- **Achievements of the organisation** (65% - 93%)



Company information

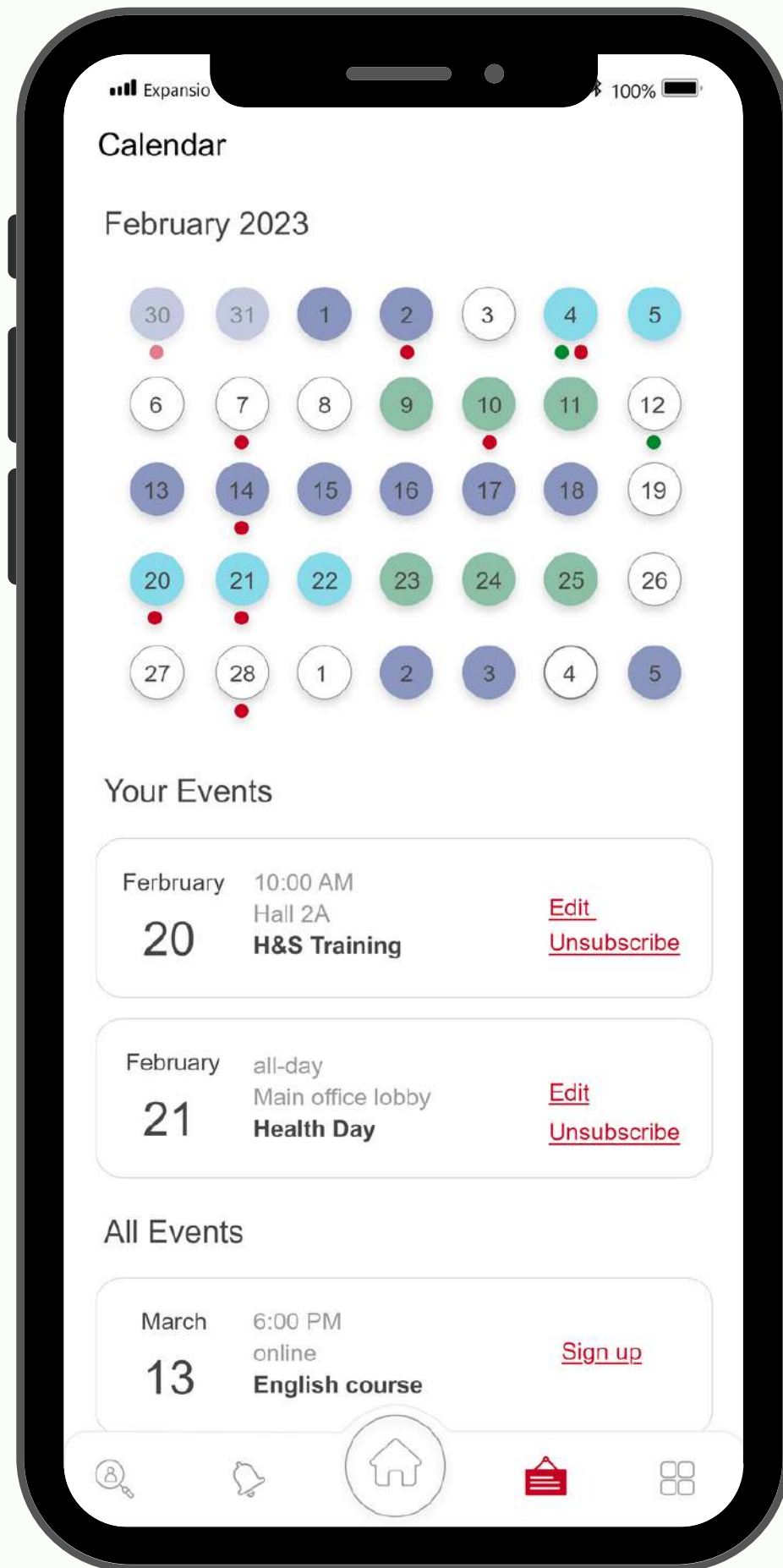
Why?

- ① Employees want to know what's going on in a company
- ② Employees want to know more about each other and participate

How?

- ✓ Simple creator of colourful and interesting posts with the possibility to schedule them
- ✓ Ability to comment, react, reply





Work Schedules

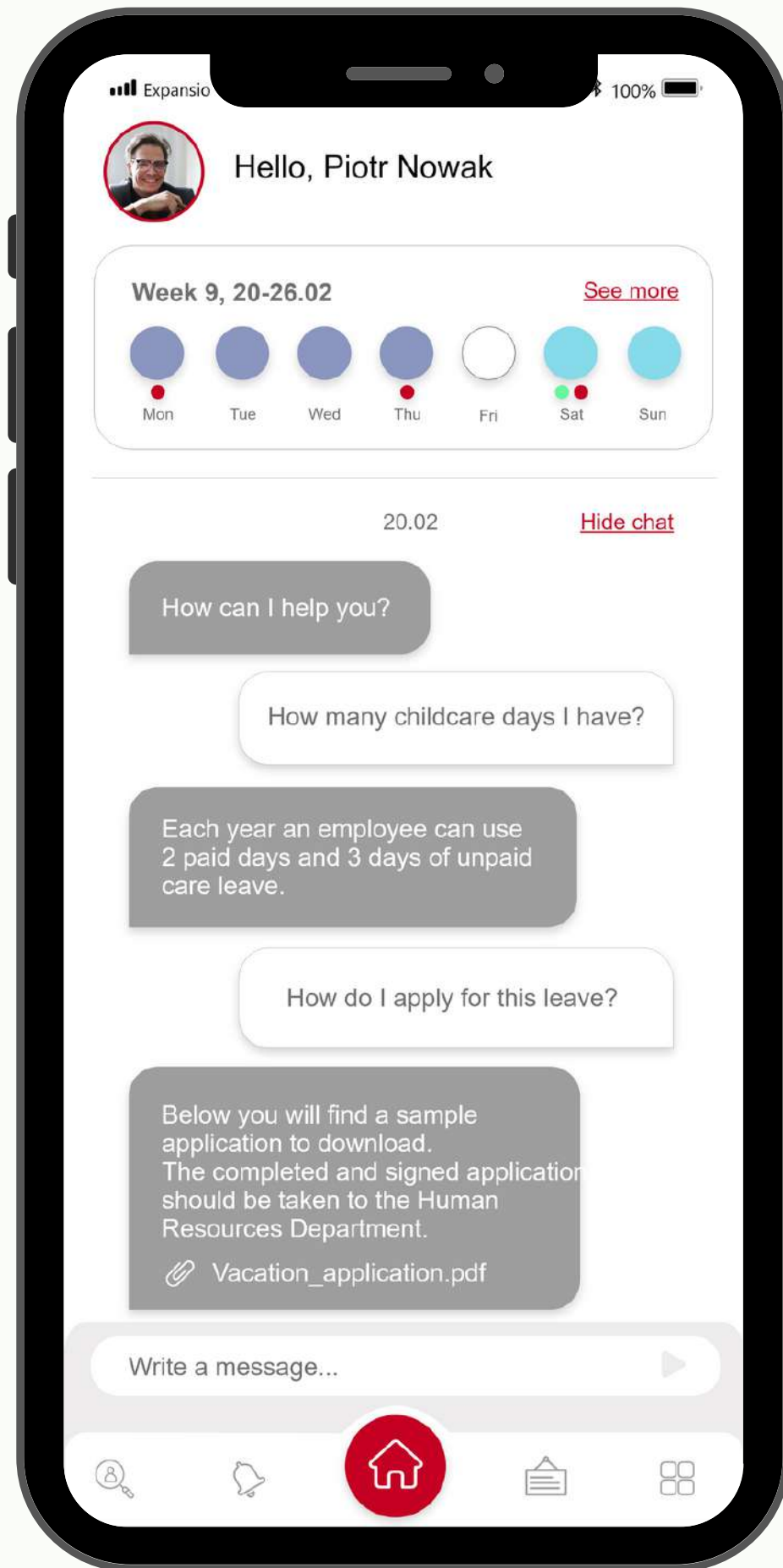
Why?

- ① Easy access to information on working hours and events
- ① No need for special reminders

How?

- ✓ Colour and dot notification system
- ✓ Ability to register for events in the app





Chatbot

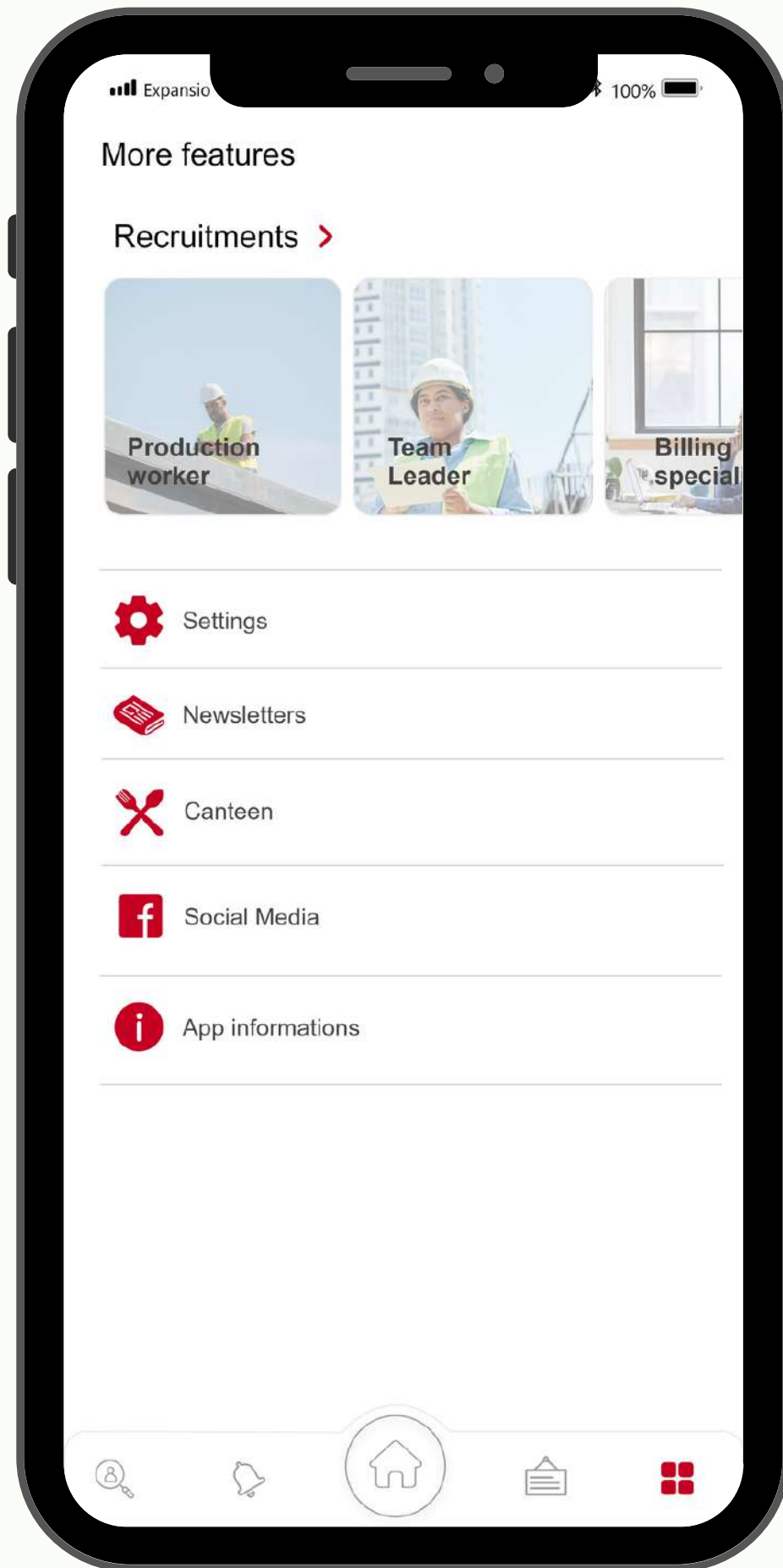
Why?

- ① Talking is the easiest way to get information
- ② Employees do not have the time or interest to scan through documents

How?

- ✓ Just ask, he will understand
- ✓ He will provide the necessary information with a source (e.g. a PDF file)





Recruitments

Why?

- ① Employees see that they can strive for promotion
- ① Employees can find out what the requirements are and what they need to learn

How?

- ✓ Simply search for a position that interests you
- ✓ One-click application



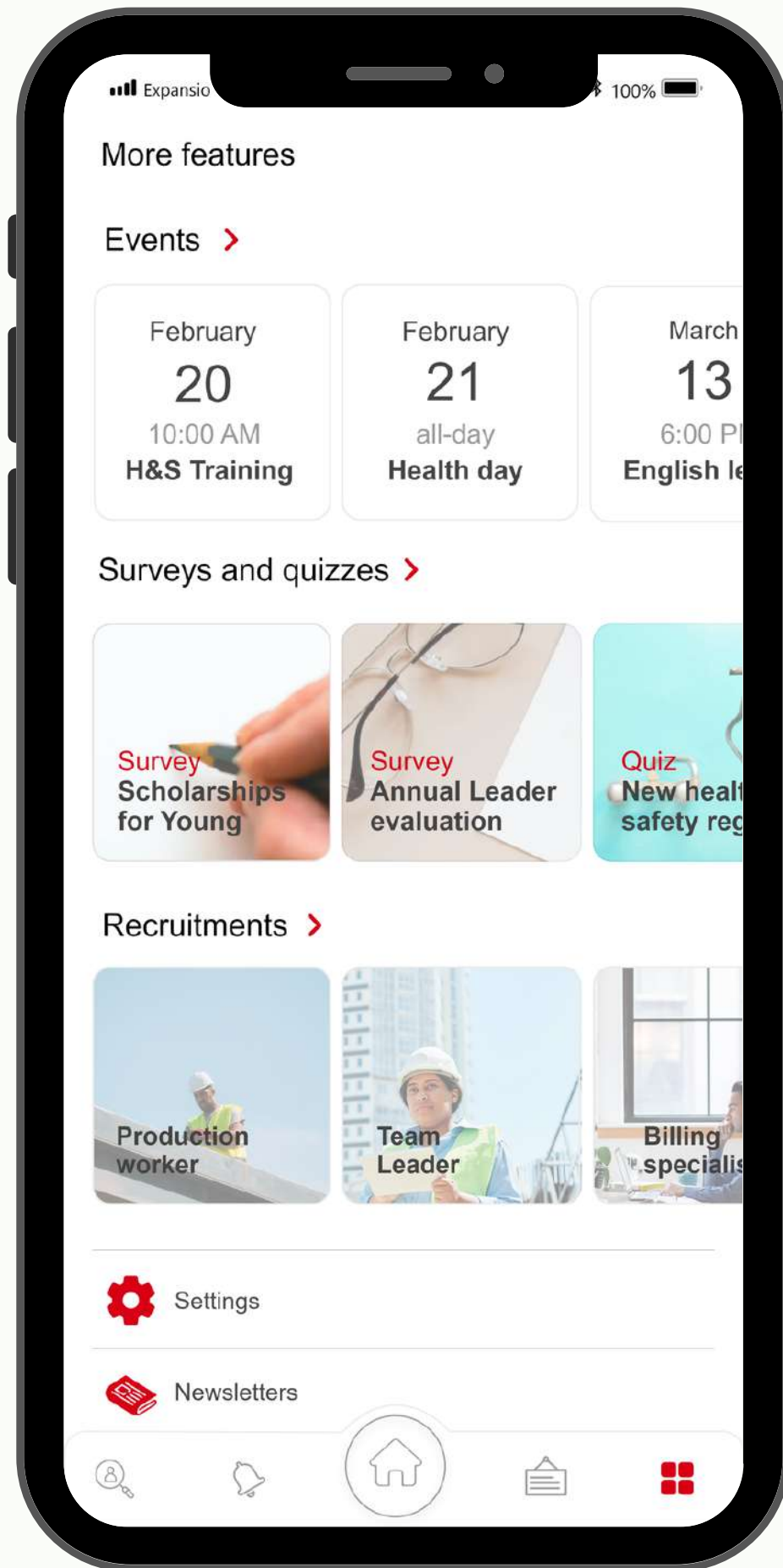
Application elements for two-way communication

“Employee voice [...] is the main way employees can influence matters that affect them at work:

- For employers, effective voice contributes towards **innovation, productivity and business improvement.**
- For employees, it often results in **increased job satisfaction, greater influence and better opportunities for development.**

Also, ensuring that senior managers receive **critical upward feedback** from employees has been identified as a **key concern for healthy organisations**”





Surveys and quizzes

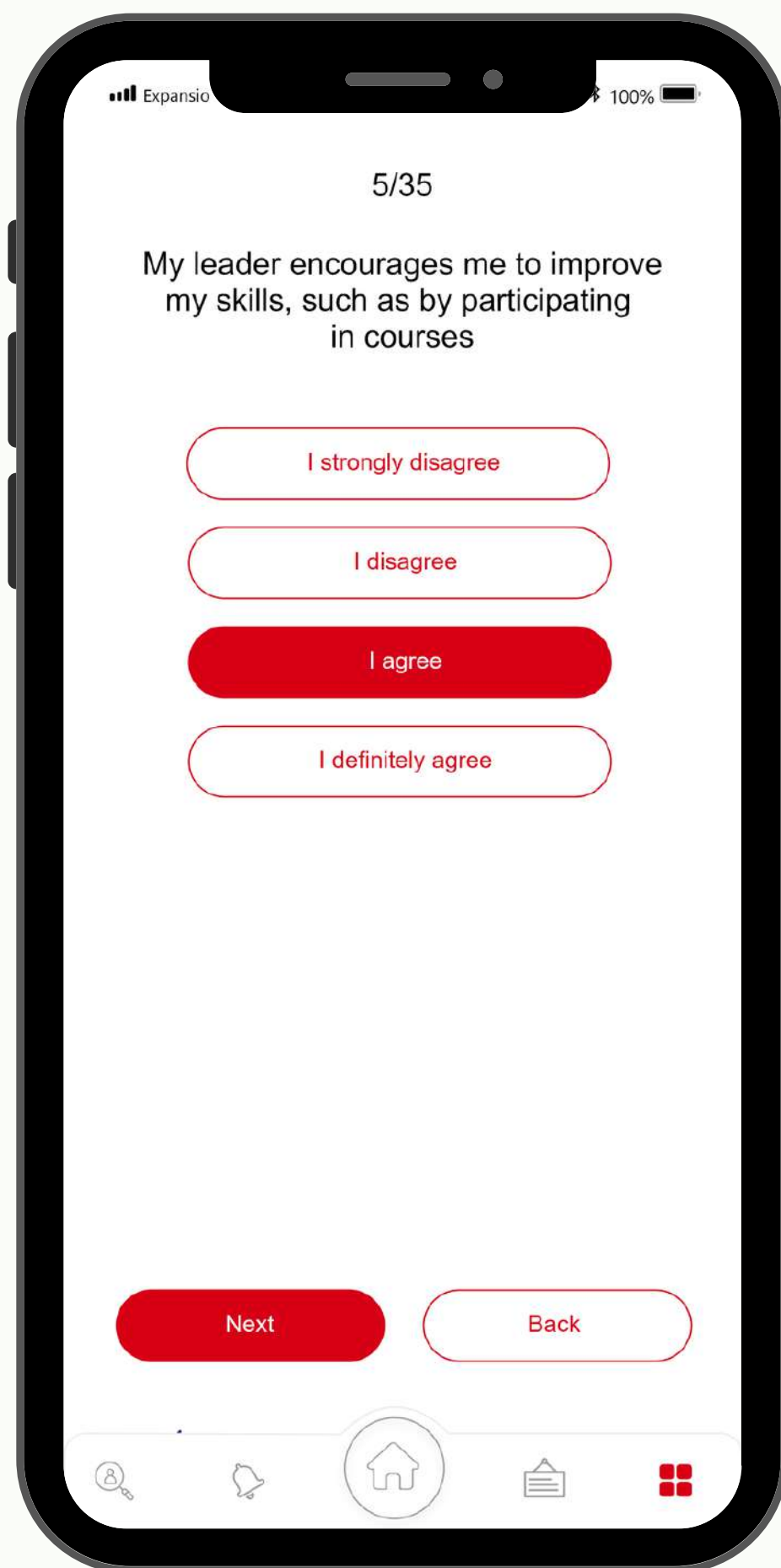
Why?

- ❓ It's a way to give employee a voice
- ❓ A simple way to collect data on employee engagement and wellbeing

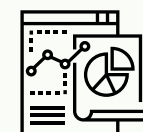
How?

- ✓ Anonymous or not, depending on the subject
- ✓ For quick and simple data analysis





Surveys and quizzes



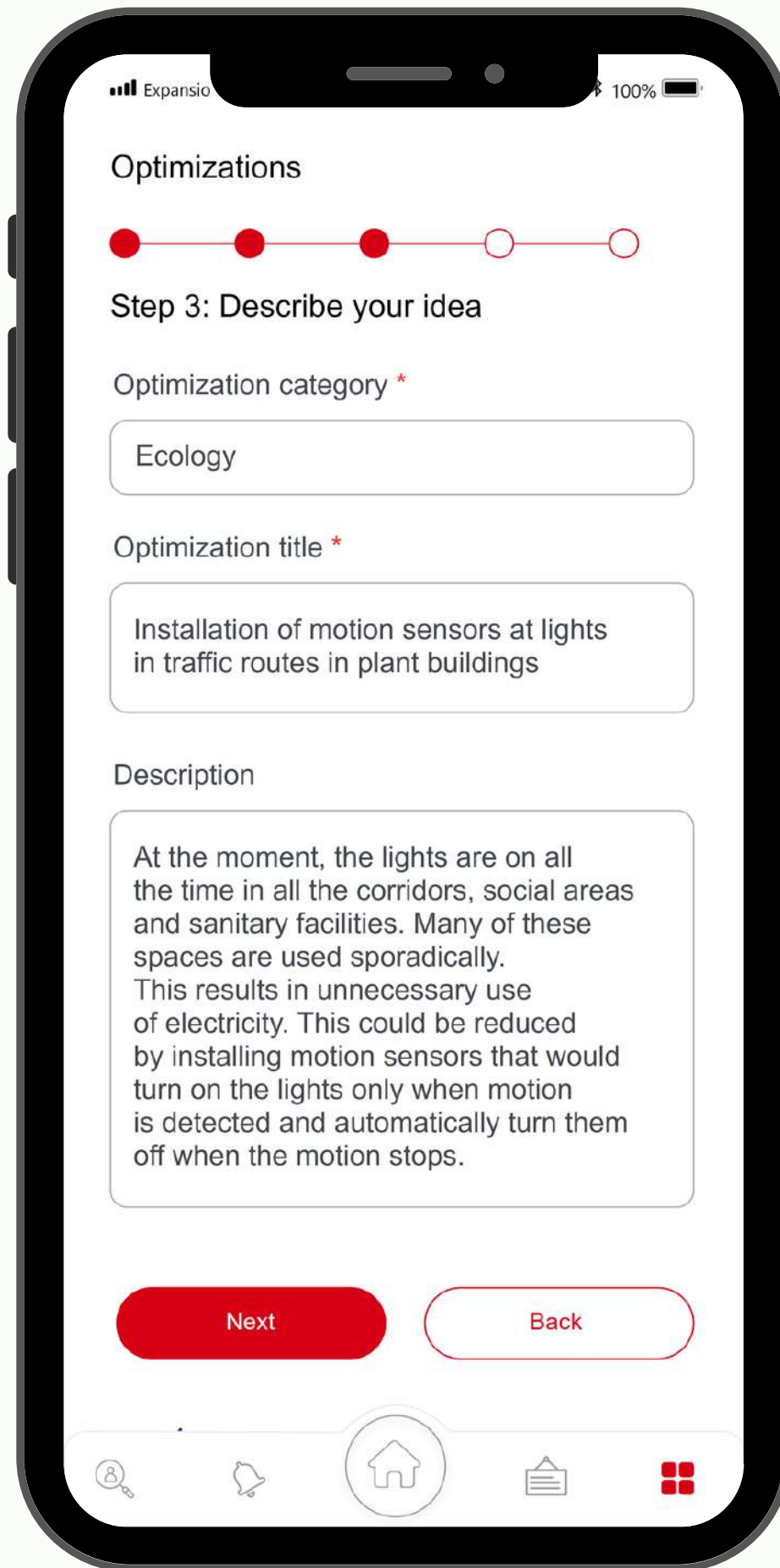
Create open and closed questions, add images and animations.

In the quizzes you can also monitor response time and automatically generate a players' ranking.



Both for anonymous/public surveys and quizzes access to the certain data is additionally protected and viewed only by selected individuals





Optimizations

Step 3: Describe your idea

Optimization category *

Ecology

Optimization title *

Installation of motion sensors at lights in traffic routes in plant buildings

Description

At the moment, the lights are on all the time in all the corridors, social areas and sanitary facilities. Many of these spaces are used sporadically. This results in unnecessary use of electricity. This could be reduced by installing motion sensors that would turn on the lights only when motion is detected and automatically turn them off when the motion stops.

Next Back

Submitting ideas

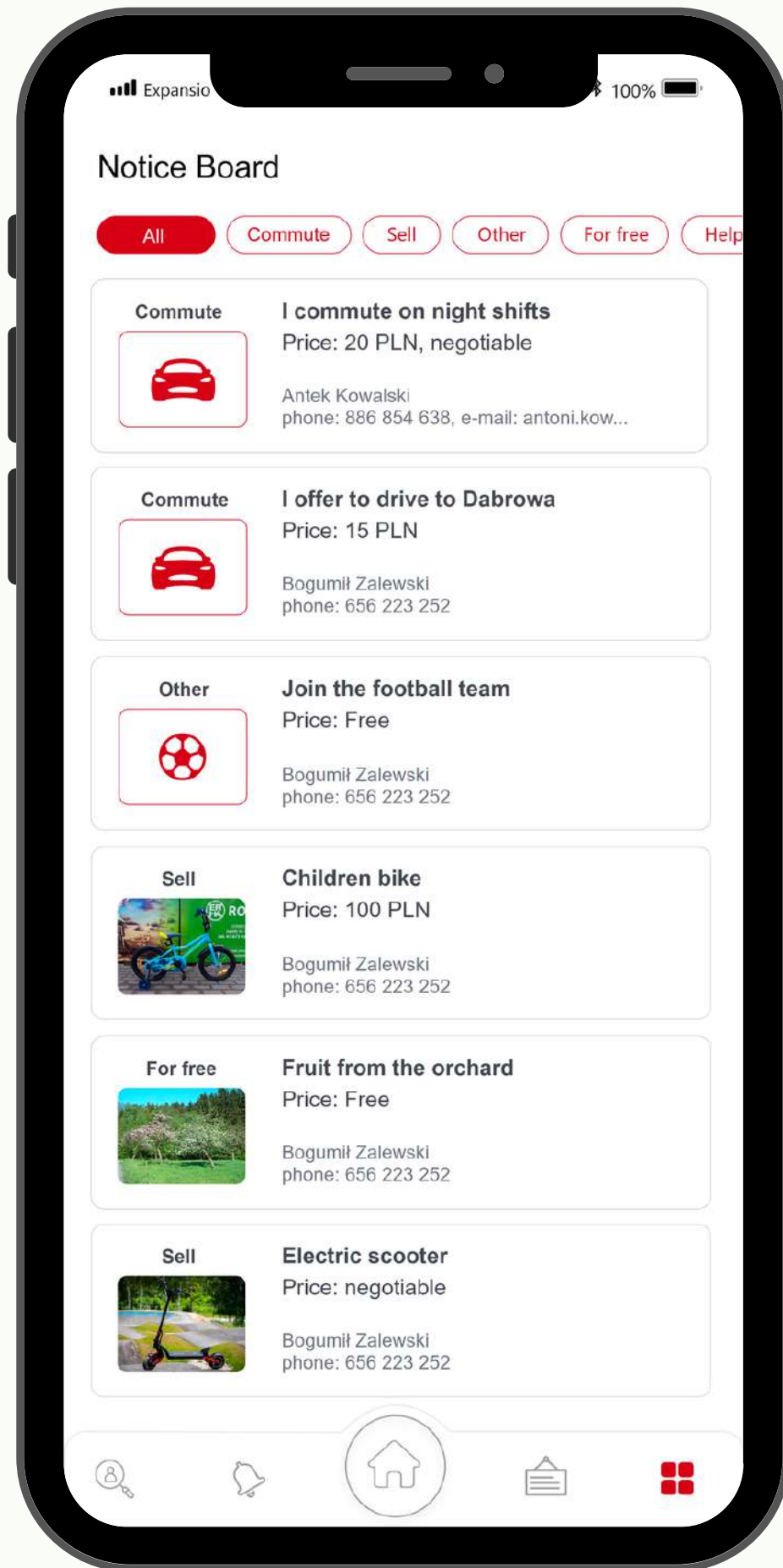
Why?

- ① Employees can improve their workplace according to their needs
- ② Good ideas improve the sector's performance (look Toyota's Kaizen!)

How?

- ✓ Simply select the feedback module and choose whether the idea should be anonymous
- ✓ You will receive a notification once your proposal has been processed





Bulletin board

Why?

- ❓ A way for employees to get to know each other better outside of work
- ❓ It's easier to get along with deals in a trusted community of associates

How?

- ✓ A simple wizard to create advertisements
- ✓ If an offer interests you, you can contact the advertiser via an internal chat room



Frequent safety concerns

From other companies

“Will the app and its content be safe?”

The application has been examined by an independent cybersecurity analysis company.

“Is it possible to run the application on the company's servers/in the cloud?”

Yes, both are possible.

“How the application and the administration panel are secured?”

Employees can use face and fingerprint recognition / two-factor authentication to the administrative system

Future of internal posting with AI

- Employees submit their suggestions for posts through a special function in the app
- AI proposes a finished post based on content from an employee
- AI proposes a graphic that matches the content of the post
- AI translates the post into multiple languages
- AI proposes a calendar of content



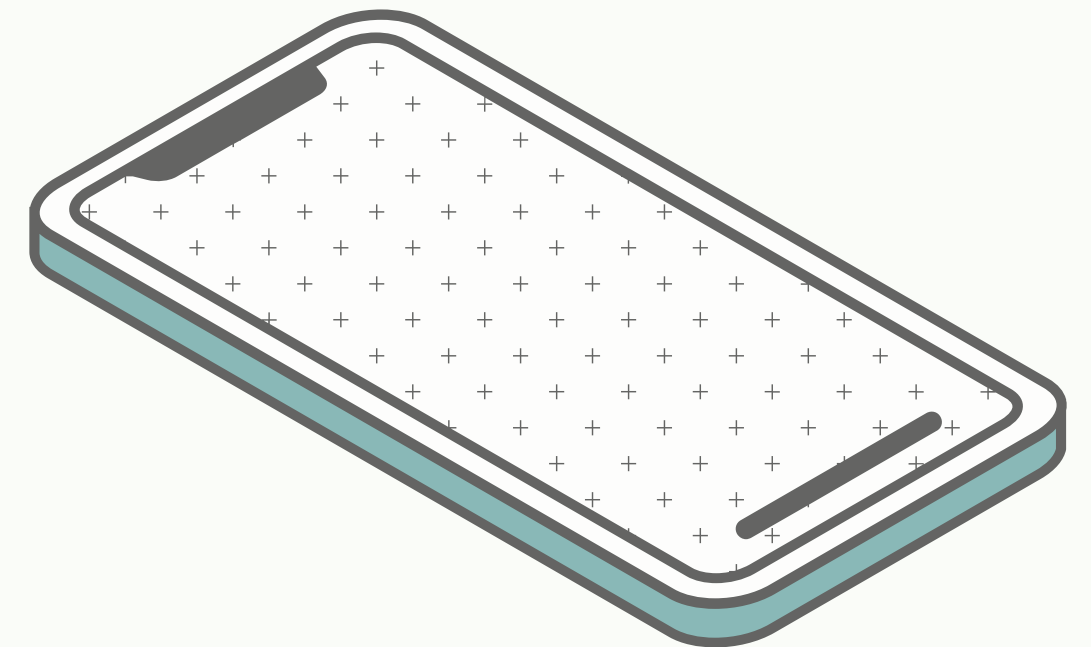
ChatGPT



DALL-E 2



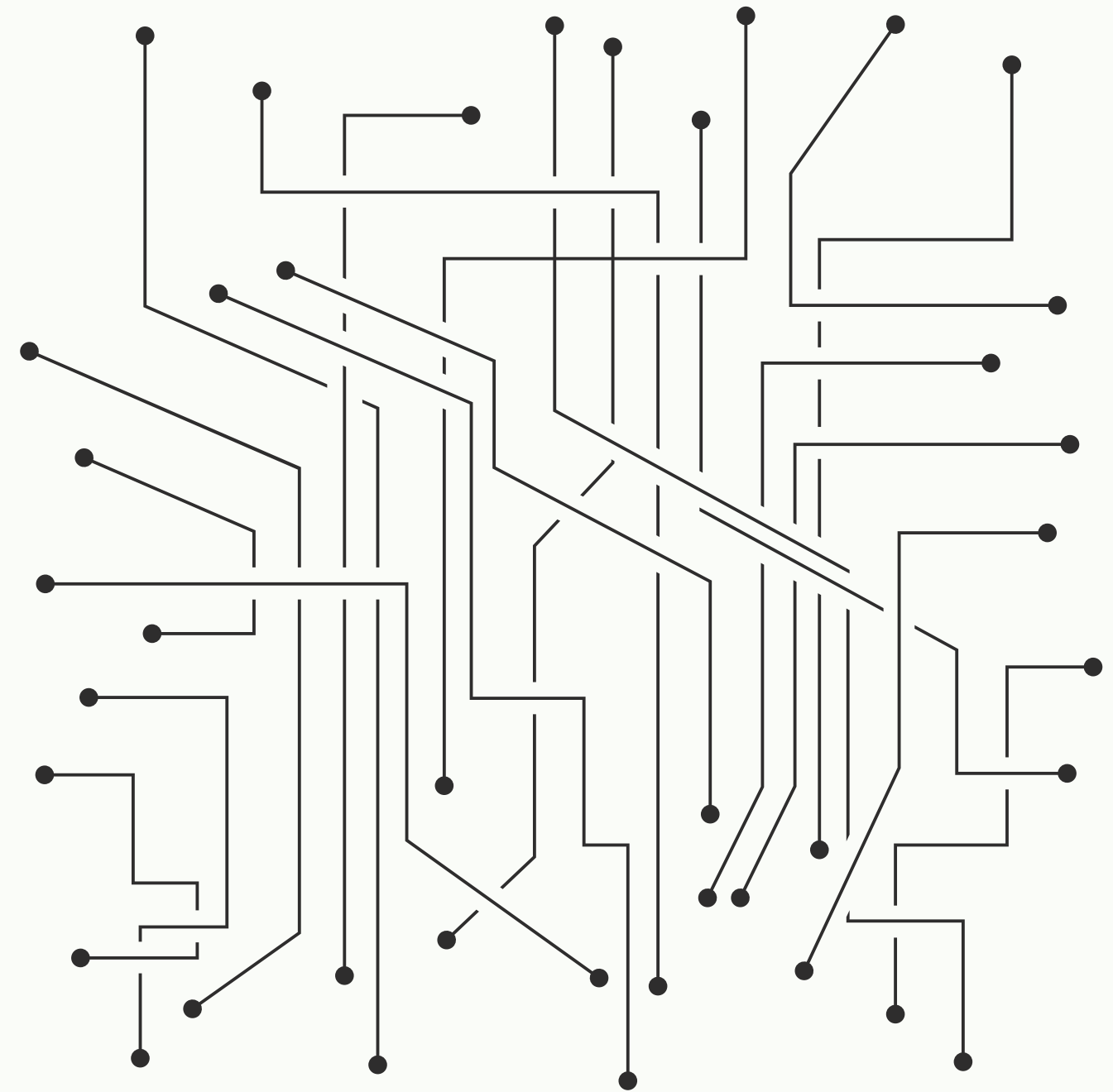
DeepL



Flexibility sets us apart

We know that every company has different needs.

With each implementation, new needs arise that we address by adding further functions



Our ideas...
...for next features



#1 Sports competition ranking

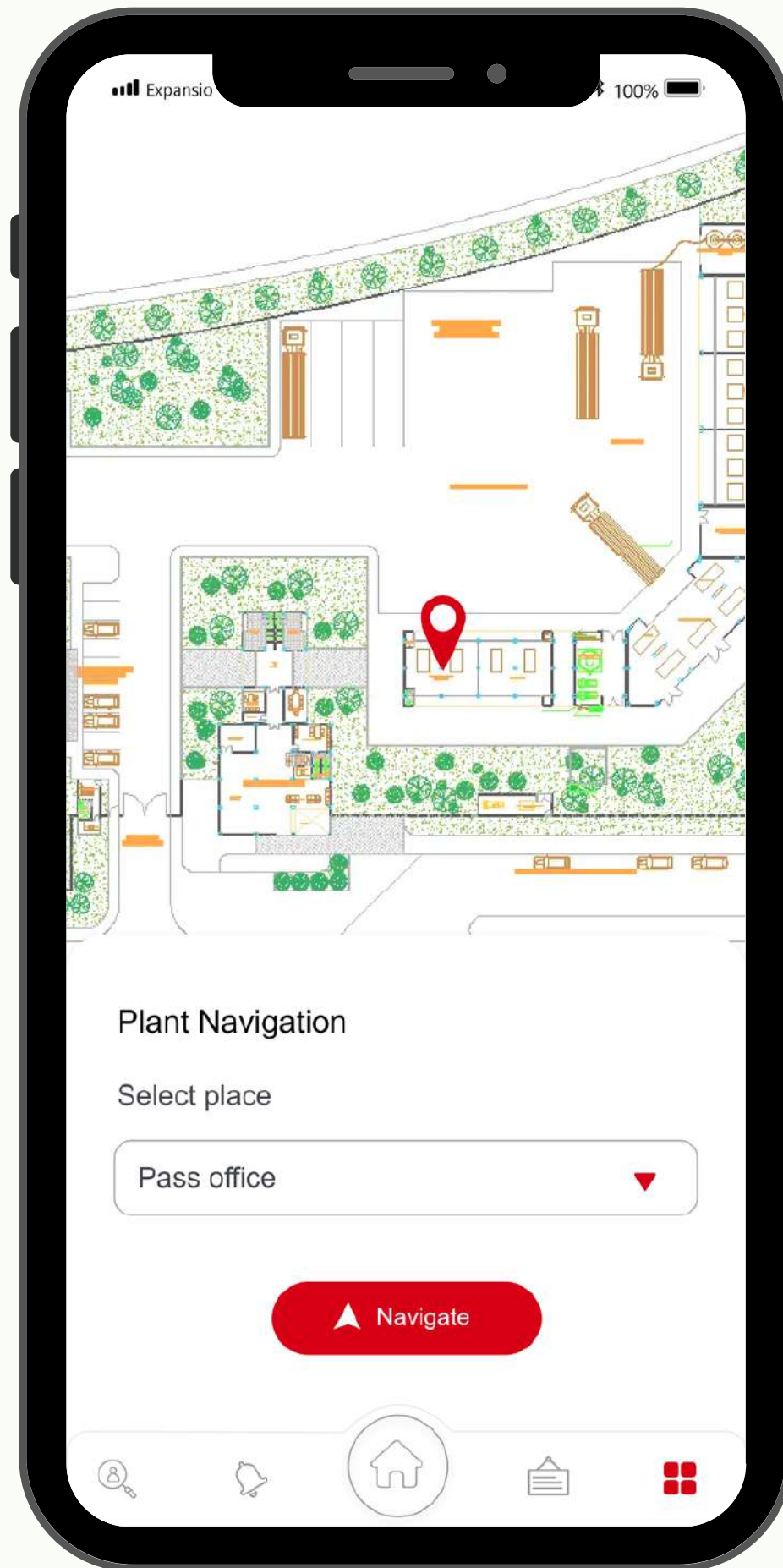
Employees can compete in running or cycling.

They earn points towards a ranking for which they can win prizes



#2 App for smartwatches





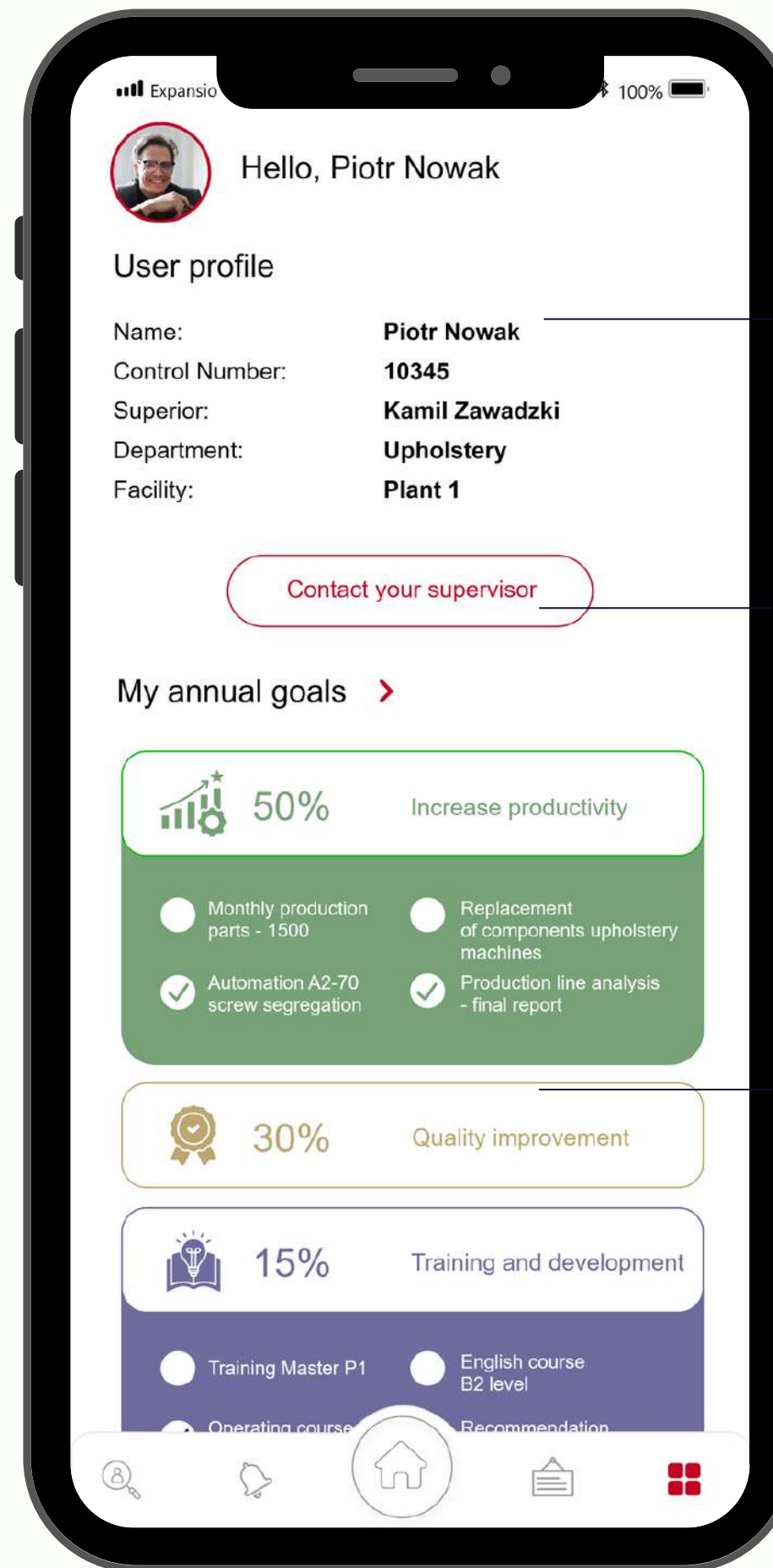
#3 Plant passes

Select the location in the plant you want to reach.

The module will show you the way and allow you to pass through a secured door.



#4 Personal profile



Employee information

Contacting the leader

Possibility to start a chat with the supervisor

Annual goals

List of own achievements and planned tasks





Download

The app is available to download from Google Play and App Store.

Each employee receives their own login and password.





Clients' reviews

“The application was very well received by our employees (...). In the comments, we received a lot of positive feedback. Employees appreciated that during these challenging times, they are provided with a package of essential and highly relevant information about the current situation and the new work organization.”

Marzena Leśnicka, Recruitment, Employer Branding and HR Communication
Volkswagen Poznań

Its greatest advantage is constant access to information - regardless of whether we are at home, on the tram, or at work, we can always check it.

Natalia Łabaziewicz, Recruitment, Employer Branding and HR Communication
Volkswagen Poznań



Employees' reviews

Very useful
application :).

Clear, readable, and
definitely makes
access to important
information easier



Really cool app! It's
not only informative,
but also has useful
tools and shortcuts
for contacting the
appropriate
departments.

Big plus for the
quizzes :)



Cool app, you can
keep track of what's
happening in the
company in real-
time.

I hope the app will
continue to be
developed



Well, now I
understand.
Everything works
without any issues





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