



# 4 EASY STEPS TO INCREASE PROFITS AND EMPLOYEE ENGAGEMENT WITH VIBECATCH

These steps proved to  
increase profitability by 25%

1

## Ask the things that really matter

Gather simultaneously freeform feedback and development ideas. Customise the look of your survey with smilies instead of numbers.

Transparency of information within our group



We never share  
information within  
our group

Our information  
sh

Quality needs to be  
improved slightly

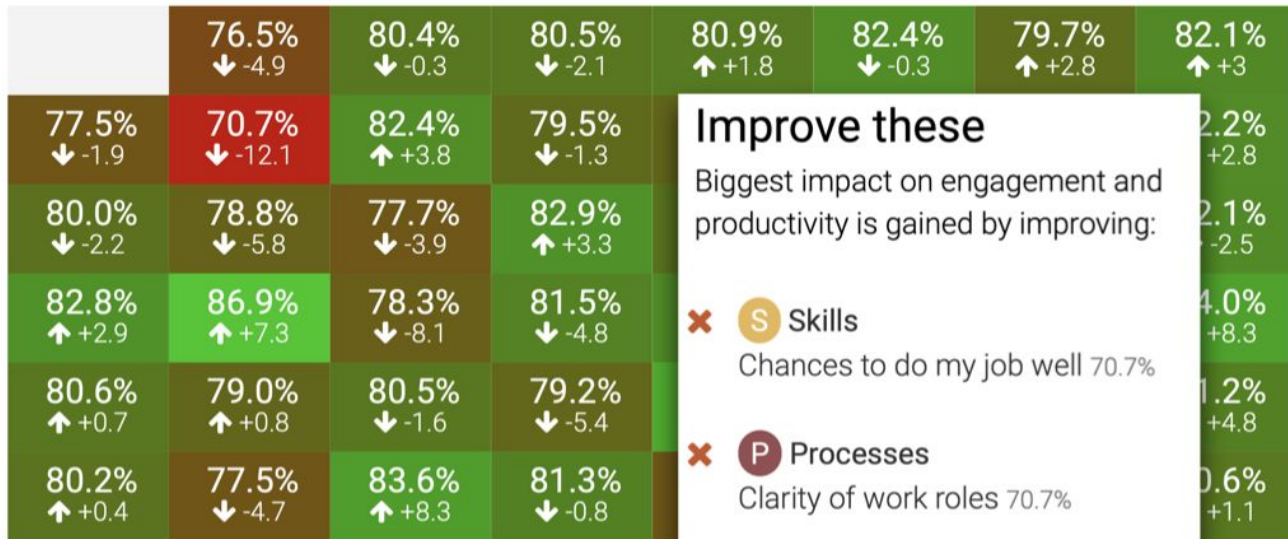
Information is  
ed but it is very  
hard to find what I  
need

*Enter your comments here.*

# 2

## Instant overview and actionable insights

Avoid vanity metrics! Use our scientifically proven methodology, dig deeper for detailed results and share them with your organisation.



# 3

## Simulate improvement scenarios

Translate actionable insights into profits for your organisation. Get an instant profit forecast based on actions you decide to improve.

# of employees:	4000		
Structural time:	20.5	%	+ -
Revenue:	\$ 101	M	+ -
Variable costs:	\$ 51	M	+ -
Fixed costs:	\$ 40	M	+ -

Adjust QWL: 0% 5% 10% 15% 20% 25%

Q L Leadership : 36.5%

Q L Line management : 75.9% + 9.4% = 85.4%

My team leader's sup... 98.5% + 3% = 101.5%

My team leader's pro... 70.1% + 2% = 72.1%

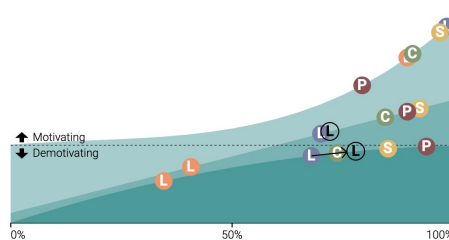
My team leader's car... 67.9% + 10% = 77.9%

Q C Culture : 76.1%

Q S Skills : 89.9%

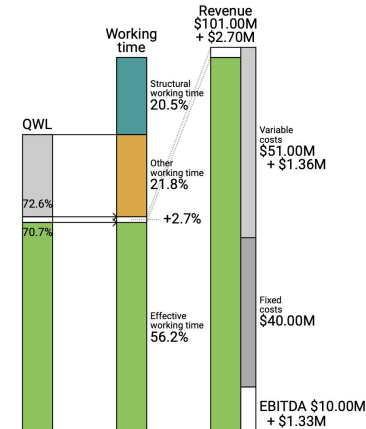
Q P Processes : 75.0%

QWL: 70.7% + 1.9% = 72.6%



Percentage of time spent at work from total working time is **79.5%**. Out of that, the percentage of effective working time is **70.7%** (=QWL-index). Therefore, **56.2%** of working time is effective and **43.8%** of working time is time spent on other activities. Effective working time generates **\$101M of revenue** and **\$10M of profit (EBITDA)**.

If QWL-index was **72.6%** then revenue would be **2.7% higher (+ \$2.70M)** meaning that profit would be **\$1.33M higher**. Profit by employee would increase by **\$333.70**.



# 4

## Take the right, corrective actions

Use the power of crowdsourcing and get development ideas directly from your employees. This enables your employees to be part of the solution, instead of beneficiaries.

Suggested QWL improvement areas are highlighted.

- SELECT EVERYTHING** **SELECT NOTHING**
- 🔍 Actions to improve well-being 1 ideas
  - 🔍 Internal communication 1 ideas
  - 🔍 Preparedness for the future 3 ideas, 2 selected
  - ☒ Create a more authentic mission statement
  - ☒ Let's plan a mentoring program to support
  - ☐ Lets have a workshop around future trends

### CREATE A MORE AUTHENTIC MISSION STATEMENT

6

1

NEWER

2 comments

MORE

Filter by rating: YES NO NO RATING

OLDER

RATING	DATE	COMMENT
Yes	Feb 4 '19 (week 6)	Our mission statement for sure is not something I would consider even to be important for us. Having a mission statement we believe in can make a big difference in team spirit!
No	Feb 4 '19 (week 6)	Seriously? How is this going to help our actual work?

### LET'S PLAN A MENTORING PROGRAM

6

3

NEWER

2 comments

MORE

Filter by rating: YES NO NO RATING

OLDER

RATING	DATE	COMMENT
Yes	Feb 4 '19 (week 6)	That's a great idea, we are not using the tacit knowledge of our senior people enough!
Yes	Feb 4 '19 (week 6)	This is a great idea.