



**A better way to listen to
your people & monitor
employee wellbeing.**



The world has changed. The way we work, where we work, how we manage people has all changed dramatically in just two years.

What it means to be a great employer or manager has changed too, and that means managers need better tools to help them understand and respond to employee needs and feedback.

- Companies need to understand individual employee context
- They need to be able to spot individuals at risk of burnout early enough to act, and
- They need better tools to help them listen to their workforce.

Harkn addresses these challenges; helping you listen to your workforce, giving everyone a voice, providing real-time feedback, valuable data, and, importantly, early warning on employee well-being (both individual and collective).

Harkn's simple and anonymous check-in routine gives everyone a voice and a safe way to use it, resulting in significant benefits for you as a leader.

1 You hear more of what matters

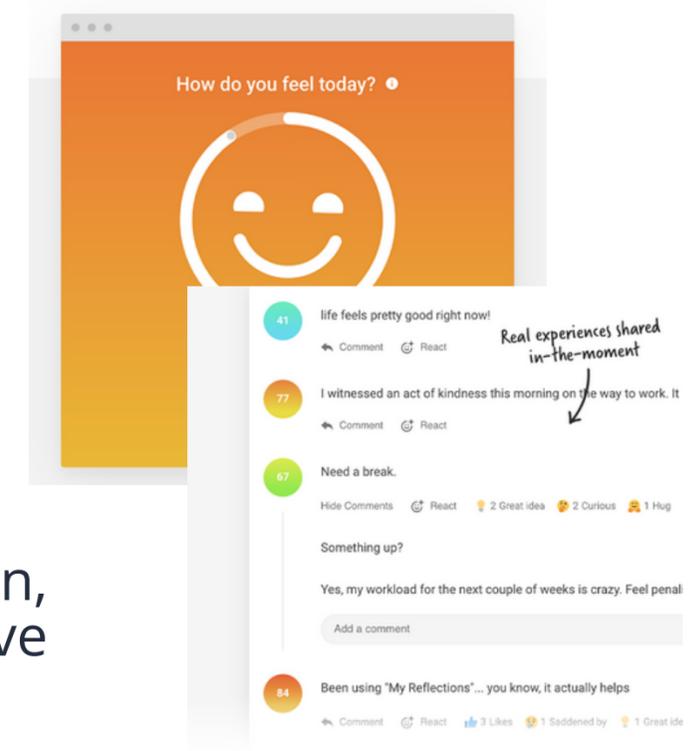
Harkn's freeform approach, combined with anonymity, create the kind of safety that gives everyone a voice and results in people sharing things they otherwise wouldn't, giving you critical insights about your people, their context, and workplace experience.

2 You see issues (including wellbeing related ones) sooner

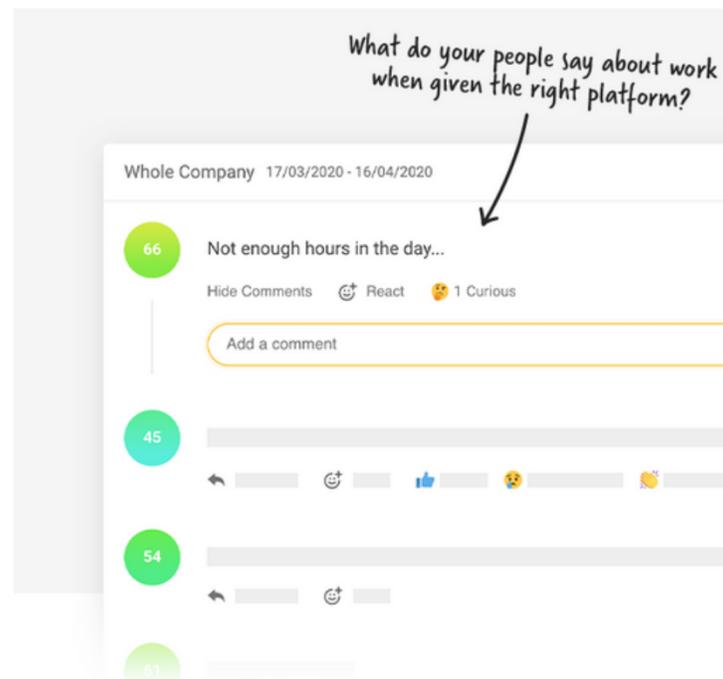
Harkn continuously monitors data for changes in patterns that suggest risk or concern, providing early warning on matters of individual wellbeing. Dashboards and live commentary help you see wider concerns and trends in your teams.

3 You have a ready-made innovation pipeline

Innovation is about finding solutions to real-life problems, and our workplaces are full of real-life problems to be solved. Comments shared on a daily basis represent an endless source of ideas and opportunities to start new things, stop things that no longer serve you, and do more of the things that are working currently, and Harkn's Action Centre helps you put them to work.



See what's important to your people as they share and connect around their experiences, well-being, and offer live feedback.



What do people say about work?

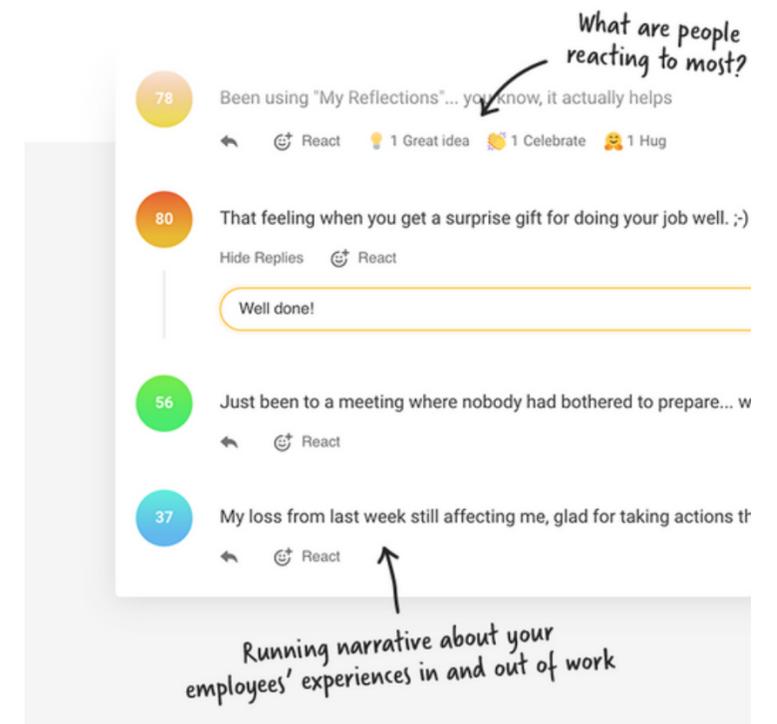
What people share provides tremendous insight into all aspects of their day-to-day lives, especially what they experience at work and how they feel about it.

How do people use their voice?

The way people give feedback, share their views and interact on The Wall can reveal a great deal about your culture and how your core values manifest in the behaviours of your people.

What happens as a result?

A key component of listening is whether people feel heard. Harkn provides the tools for you to demonstrate that you're listening, to embrace the opportunity to learn from your people's experiences, and to take positive action.



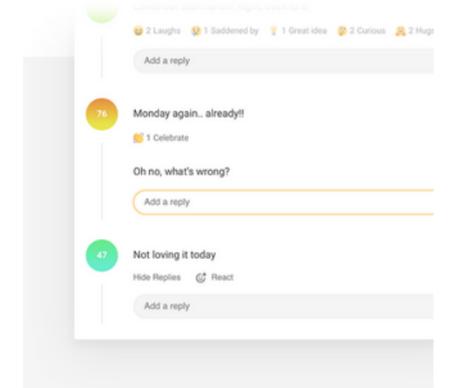
Harkn helps you hear more of what matters.



Harkn helps you get ahead of issues before they represent a crisis.

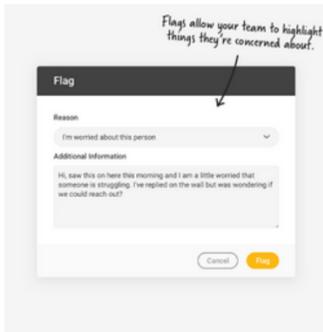
1 Harkn makes it OK for people to share

Our focus on privacy and anonymity makes Harkn a safe space, people share things they otherwise wouldn't - making Harkn the start-point for many wellbeing interventions.



2 It turns your whole company into a wellbeing sentinel

With our algorithms monitoring data for signs of people struggling, and tools that allow your people to flag comments that they're worried about, Harkn turns your whole company into a sentinel for wellbeing issues and causes.



3 It provides early and actionable insight

For any wellbeing concern, Harkn provides anonymous packages of data (recent history) to help you evaluate risk and take appropriate action. A private messaging tool enables you to communicate directly with data subjects without ever compromising their identity or privacy.



Early insight means an opportunity to intervene.

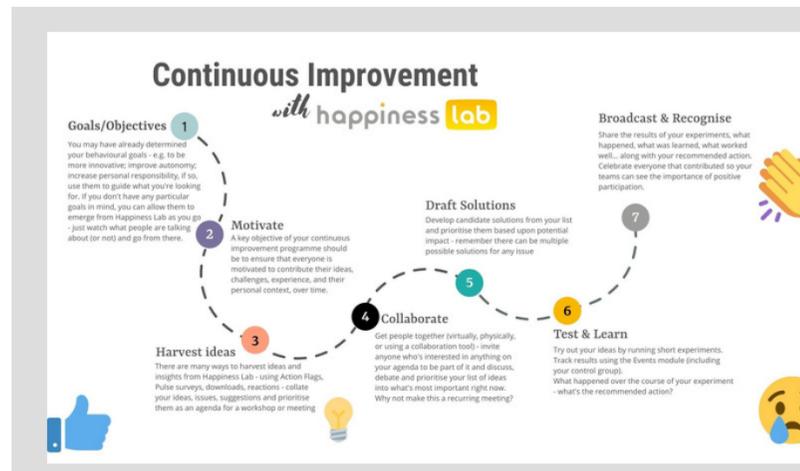
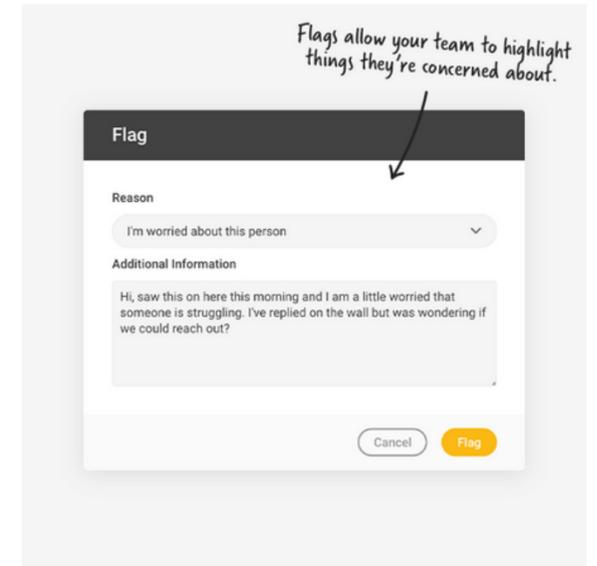


Harkn helps you turn employee comments into action

Innovation isn't only about moonshots

Innovation is about finding solutions to real-life problems, and our workplaces are full of real-life problems to be solved. Harkn can help you spot these problems (or shall we call them opportunities?).

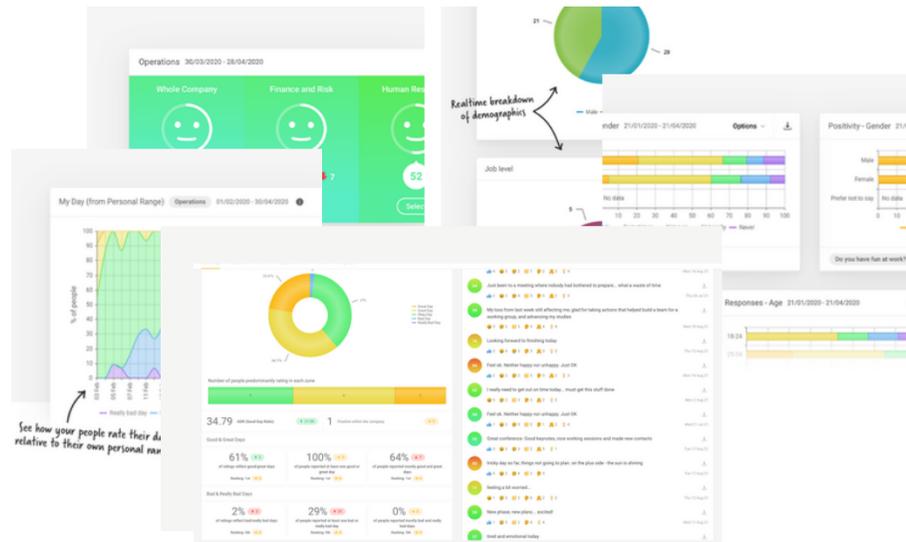
Comments shared to The Wall each day represent a potentially endless source of ideas and opportunities to start new things, stop things that no longer serve you, and do more of the things that are working currently



- Capture comments from The Wall and add them to Harkn's Action Log.
- Here you can keep track of what you're working on, gather more information, group similar themes, and update colleagues on progress (either publicly or privately).
- As you work on issues and ideas, you can link your activity to our events tracking module, letting you monitor the effectiveness of any initiative or intervention.

Creating an endless innovation funnel for business improvement opportunities.

Harkn is a complete solution for understanding life inside your company



Our suite of live dashboards and analysis tools supports your managers with insights about their people.

- Harkn offers a layered suite of reports and live dashboards that support the different needs of your people leaders.
- In-the-moment data offers real-time insight into team reaction to planned and emergent change.
- Harkn monitors data patterns for signs of distress or decline in individual team members, alerting you to potential issues before they represent crisis.

Harkn includes pulse and bespoke survey features that provide additional opportunities to listen to your people and utilise their insights

- Our pulse survey feature allows you to add a few additional questions to the daily check-in routine to gather further insights.
- Pulsing in this way means you're able to see the progress you're making, as well as the effects of critical events, changes and decisions throughout the year.
- Our bespoke survey feature allows you to target specific populations with timebound surveys.



Harkn can help you see and hear more.

“It's often hard to know how our people are feeling... this year has been particularly difficult for everyone. Introducing Harkn has meant we can see clearly how our people are doing and hear directly how everyone feels about the changes we're having to make... I find it incredibly helpful

“Harkn helps bring to light important issues that might not otherwise have been seen

“Harkn is a game-changer when it comes to listening to our workforce

“Every day I check Salesforce to see how the business is doing, and Harkn to see how our people are doing

It's a workplace culture and wellbeing tool like no other.

Summary: Harkn in 10 bullets

- 1.Harkn helps companies listen.
- 2.It gives everyone a voice.
- 3.Because it's safe, it results in people sharing things they otherwise wouldn't.
- 4.It provides critical insights into your people, context, and workplace experiences.
- 5.It enables you to see issues earlier than conventional listening tools.
- 6.It's always-on, live, and real-time.
- 7.It's transparent and makes insights available to anyone that needs them.
- 8.It encourages connection and engagement.
- 9.It helps you take action.
- 10.It enables you to monitor the effects of change on your people.

If you've made it this far you must've seen something interesting... but you've probably got some questions.

Why don't we talk?

You can book a call or a demo directly on our website:

<https://harkn.com/>

Or contact us to arrange a meeting to find out more:

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