

# Employee Productivity Intelligence Solutions

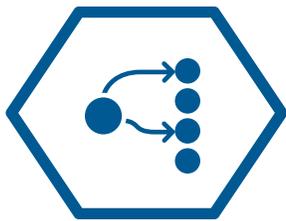
How workforce analytics technology can measure employee engagement and productivity.

**MENTOR**  
**PERFORMA**  
Workforce Productivity Intelligence



## Remote Work Statistics for 2022

Remote work has been on the rise for the past few years, but in 2020, with the sudden outbreak of a global pandemic, even the companies who didn't believe in the power of telecommuting had no choice but to join the trend. Here are some highlights:



**77%**

Future employees report the possibility of working from home one day a week is a great incentive.



**30%**

Fully remote workers are only 30% engaged in their work, which is the same as people who have never worked remotely.



**84%**

Remote workers prefer working remotely from home.



**74%**

Workers would quit their job if offered more flexible options elsewhere.

## Benefits of Remote Work



**76%**

Workers would be more willing to stay with their current employers if they could work flexible hours.



**69%**

Millennials would give up other work benefits for a more flexible working space.

## The New Virtual Workspace Challenge

The recent health crisis has led a vast number of companies to move their workplace to a virtual environment. Although this move has introduced some convenience to employees and encouraged better use of resources it brought with it some challenges mainly around innovation, collaboration, productivity and people development.

Within the productivity and people development focus, management lost a lot of its visibility in relation to its employees' productivity and the management's ability to understand what practices and tools are helping to improve productivity and the ones which are not.

Also, managers are struggling to understand what is holding back their employees from being at the top of their performance, and accordingly what type of skills development is needed to enhance their capabilities and increase their productivity.





## Resolve Performance Issues Faster

For many leaders, this is a major culture shift that will require new skill-building--including new ways of thinking about tech operations and enablement that are more human-centric.

Workforce analytics can facilitate these new kinds of communication and collaboration with employees as partners and stakeholders. By leveraging these insights on a routine basis, we can create more rewarding experiences for engaged, productive employees like where they work and the work that they do.

Understanding your team's work habits is key to driving effective coaching conversations and maximizing productivity.

As a manager, you don't have time to review every report on a regular basis.

So where should you start?

## MENTORPerforma™ With Prodoscore

In order to best assist our clients with maximizing workplace productivity, we have partnered with a cloud-based productivity intelligence software, Prodoscore.

Prodoscore incorporates machine learning, AI, and Natural language processing to collect data from core business applications and give visibility into employee productivity by producing a score that captures daily engagement.

Data empowers both managers and employees to clearly identify behaviors that lead to success and those that may fall short. With visibility into daily engagement, you can identify trends and create an environment of transparency.

The partnership service called "MENTORPerforma", provides detailed, actionable insight and coaching into daily productivity which would keep your teams engaged and productive.

It's a win-win for the entire organization.

**We offer productivity intelligence technology and consulting services to provide a multi-dimensional understanding of employee strengths, competency type and proficiency level.**





## Connect Remote Workforce Productivity Intelligence Data to Action to Drive Increased Employee Engagement & Productivity

MENTORPerforma™ empowers leaders and teams to answer questions, such as:

- How can we make work easier through process improvements?
- Is the team closely aligned with goals and expectations?
- Which employees are at risk of burnout or turnover?
- How can we identify employees who need training and/or mentoring?
- Is our team online and engaged during critical business hours, or do we need to adjust workloads across teams with more capacity?
- Do distracting and wasteful practices exist?
- How does application usage vary by individual and team?
- Are too many tools being used, or is context-switching slowing productivity?

## Improve Employee Productivity Through Data-Driven Insights

### **PRODUCTIVITY INTELLIGENCE**

Prodoscore's proprietary scoring system collects data points from daily usage of business applications and provides actionable insights. By giving visibility to employee productivity, Prodoscore allows you to minimize assumptions and make decisions backed by trusted data.

### **COACHING & DEVELOPMENT**

Our advisory services help you interpret productivity scores and produce actionable recommendations on how to improve the allocation of tasks and time. We provide insights into competency management and provide actionable insights on enhancing communication and transparency within the organization.

### **PRODUCTIVITY ENHANCEMENT INITIATIVES**

Our consultants assist in the launch of productivity initiatives. We offer an in-depth analysis of the underlying factors that bolster productivity as well as the areas of improvement within the organization.

Our productivity enhancement solutions are formed through the assessment of workflows, customer interactions, tools used, and team collaboration within the organization.

Our consultants' in-depth analysis on what is making your remote workforce productive and what is holding them back results in productivity enhancement solutions through the assessment of workflows, customer interactions, tools used, and team collaboration within the organization.

## Understand How Employees Allocate Their Time Through Data-Driven Insights

### **ENHANCING COMMUNICATION AND TRANSPARENCY**

We help you identify a multi-dimensional understanding of your remote employee strengths, competency type and proficiency levels, while minimizing general assumptions and making decisions backed by real-time data.

### **RECOGNIZE GOOD PERFORMERS FOR THE RIGHT METRICS**

You need to collect the right data related to your employee productivity, make sense of it and find the right solutions to improve productivity.

### **Our Network of Consulting Partners**

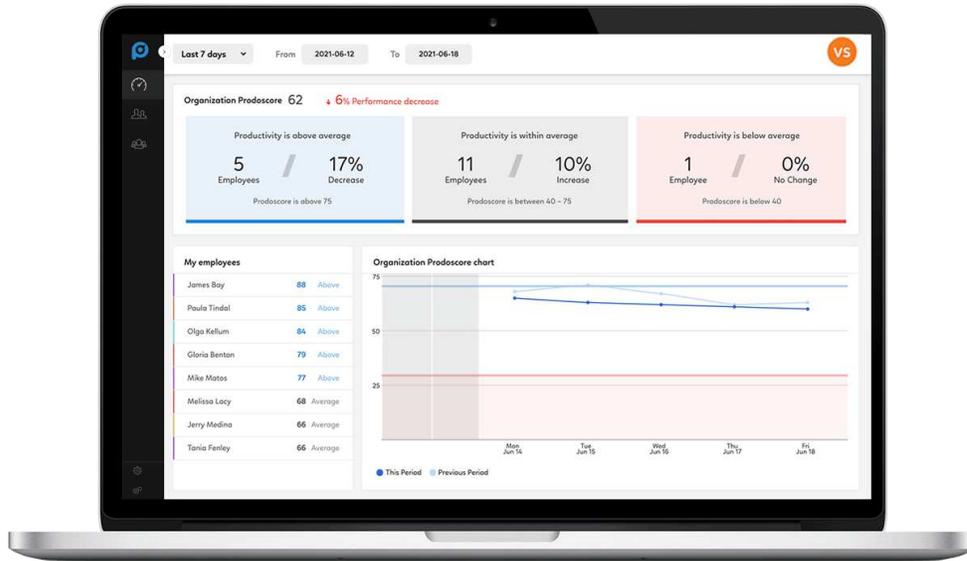
MENTOR understands that each industry has its own unique dynamics that is defined by the forces that shape its market and the innovation that is driving disruption in it. We also understand that each client is a unique case with its own strength to build on and area for improvement to work on.

To perfectly match our clients needs, MENTOR maintains a wide and diverse partner network of business advisors, subject matter experts and industry specialists who we bring along to help in solving our clients' problems through providing specialized insights or supporting implementation.

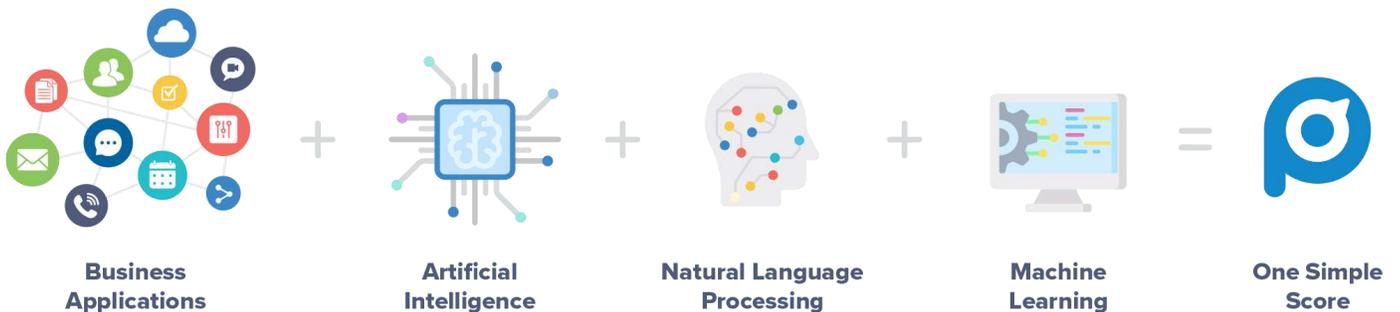
Our partners can be introduced at the right time of the client's engagement to help deliver specific parts of the project or can lead the full implementation based on the need.

## What Prodoscore Offers? Data-driven insights into productivity

Prodoscore incorporates Machine Learning, AI, and Natural Language Processing to collect data from core business applications and give visibility into employee productivity by producing a score that captures daily engagement.



## Measuring Employee Productivity



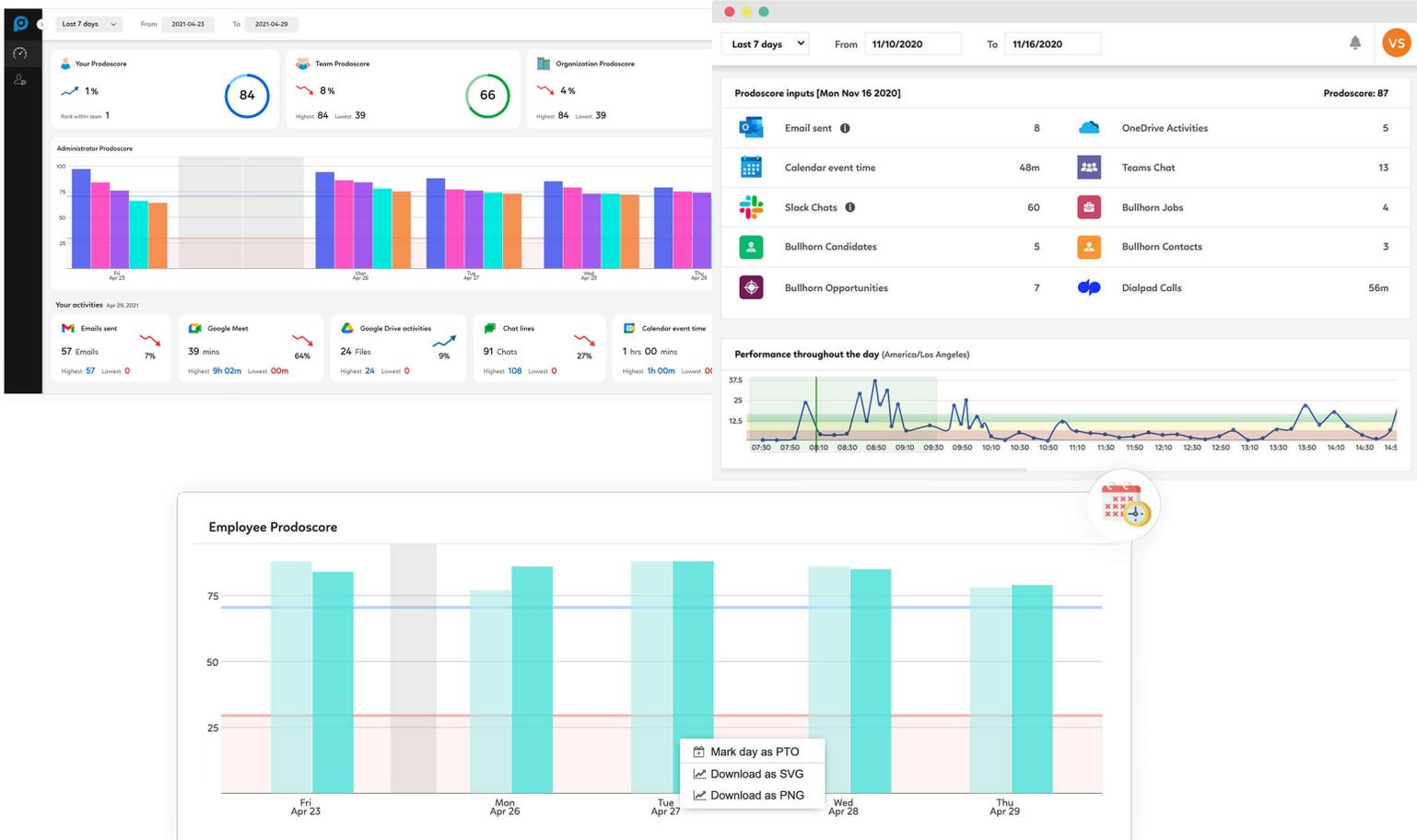
## Prodoscore Integrates With Your Company's Existing Digital Environment to Extract Employees' Productivity Data.

**CRM Tools:** Salesforce, Copper, Zoho, SugarCRM, Bullhorn, Nutshell, CargoWise, Microsoft Dynamics 365, SmartSearch, PCRecruiter, Crelate, TrackerRMS, ConnectWise, Creatio, Litify, HubSpot.

**Unified Communication Tools:** Dialpad, Microsoft Teams, RingCentral, Vonage, Nextiva, TurboBridge, Metaswitch, GoToConnect, 8x8, Zoom, TPx, Cisco, Access One.

**Business Productivity Tools:** LinkedIn, DocuSign, Vonigo, QuickBooks, SharePoint, IDI CostGuard, ZipRecruiter, Indeed, Freshdesk, Monday.com, ClearSlide, 7LFreight, Slack, Monster.com, SmartView Online, Doximity, Box, RFMS.

**Office Suite:** Google Workspace, Microsoft



## MENTORPerforma™ & Prodoscore™: The Winning Combination

### Primary Tasks Being Overlooked

Employees tend to spend too much time on meetings or calls that can be reduced or solved over less time consuming channels (U.S. workers are only spending about 40% of their workday on their primary tasks.)

Prodoscore presents extensive reports on how much time is spent on which tasks, so the necessary deductions and allocations can be made accordingly.

MENTOR provides a macro analysis - on patterns of which tasks are time consuming - to foster systemic changes within an organization.



## MENTORPerforma™ & Prodoscore™: The Winning Combination

### Clarity on Goals and Objectives

Having clarity about the company's goals and vision tends to bolster engagement and help employees work more effectively as a team. The clarity of knowing the purpose behind the work bolsters morale and productivity. All employees need to have clarity about their individual goals and objectives.

This will help them to prioritize effectively—a key element of time management that will boost their productivity.

Prodoscore Comes in After the Goals Are Set to Track the Progress

MENTORPerforma helps by advising companies on ways to communicate their objectives, build a timeline and present how they can benefit from remote monitoring productivity intelligence.

Revenue



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### Lack of Feedback

An employee's productivity doesn't reach its potential if supervisors don't give timely constructive criticism. Employees tend to get discouraged when they walk into their performance review and learn for the first time that their work isn't satisfactory. If a supervisor doesn't inform their staff of opportunities for improvement as they arise, employees will assume their work is acceptable, even if it isn't. Conversely, staff members benefit from hearing about the areas in which they're excelling.

Employees receive timely feedback on a daily basis as the productivity score is generated every day with Prodoscore.

MENTOR works with HR to provide extensive feedback and assist the interpretations of the productivity scores as well as self-assessment and manager feedback for more insights.



## MENTORPerforma™ & Prodoscore™: The Winning Combination



### Subjectivity in Metrics/Challenges With Tracking Performance

Productivity metrics can be subjective and can vary within different divisions of an organization.

Prodoscore derives the data analyzed to produce a single score "Master KPI".

MENTOR helps by communicating the value added through the first two points - communication role, as the services are already efficient.

## MENTORPerforma™ & Prodoscore™: The Winning Combination

### Time Allocation Ambiguity

As a lot of companies started working remotely, it has become increasingly more difficult to track how employees allocate their time. From a management perspective, the managers mostly see the results of the tasks they allocate, however, employees work progress and time management is highly ambiguous.

Prodoscore conveys which employees are overworking/underworking compared to their peers through charts and percentages.

MENTOR brings the human aspect to communicate the data into actionable steps.



## MENTORPerforma™ & Prodoscore™: The Winning Combination



### Learning & Development

Employees who have been with the company for a long time or have previous experience dealing with certain tasks or specific situations will likely take less time or do a better job when completing those tasks or handling those situations. This doesn't necessarily mean they're more productive - there is need for a more holistic metric.

Through the scoring system, Prodoscore reports the active time spent on a task rather than solely focusing on the outcome, so that there is more transparency on employee progress.

MENTOR can help with the interpretation of the scores by coaching companies on how to use this metric to better allocate and assess their workforce

## Our Employee Productivity Intelligence Solution

1

**Prodoscore™**  
Productivity Intelligence

Productivity Intelligence Tool

It measures thousands of daily activity points across your core business applications to provide productivity intelligence.



Company's Digital Environment

2

**Prodoscore™**  
Productivity Intelligence

Key Indicators based on Data



Prodoscore's scoring system produces key indicators, digestible in seconds, so leaders can make well-informed decisions, rooted in data.

3

**MENTOR**  
GLOBAL CONSULTANTS

Analysis & Insights

MENTOR will help the company make sense of the data and indicators provided by Prodoscore and furnish further insights on their productivity.

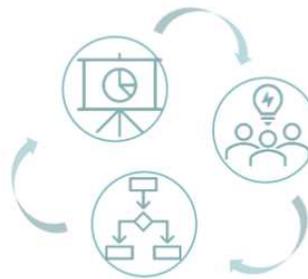


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Recommend Solutions

MENTOR will provide the company with proven solutions that can enhance their people productivity and suggest action plans for implementation.



## About Mentor Global Consultants

MENTOR is a management consulting firm that helps organizations improve performance and reach their full potential, by offering a unique combination of business, people and technology solutions.

Since our establishment in 2006, we have guided organizations of all sizes on their journey to achieve excellence and introduce change to their business or in their workplace. Our diverse portfolio includes work with various government entities, UN organizations, multinational businesses, non-profits, and leading financial institutions.

We create pragmatic solutions through innovative thought, a deep understanding of client needs and resources, and change plans that are enabled by learning programs and digital tools.

From our offices in California and Dubai, we implement projects globally to deliver positive change in our client organizations and the customers they serve, and we provide a wealth of knowledge and experience through our team of engagement specialists and network of experts.

## WHY US? KEY DIFFERENTIATORS



Highest Quality Standards for Services



Top International Trainers & Consultants



Extensive Global Experience



Long-term Comprehensive Solutions



Access to a Larger Ecosystem



Project Management & Quality Assurance

1,000+	16,500+	6,000+	8,000+	5,000+
Successful Projects	Workshop Trainees	E-Learners	Online Assessments	Mentees/Coaches
21	15+	100+	15+	100+
Practice Areas	Technology Project	Consultant Network	Government Clients	Corporate Clients

## How Can Productivity Intelligence Help Your Organization?

MENTORPerforma & Prodoscore's™ productivity intelligence solution empowers managers and enables employees while supporting a flexible work environment.

Leveraging artificial intelligence, machine learning, and elements of natural language processing to deliver a simple score, combined with Mentor's strategic guidance, enhances performance through improvements to process and communication. We support the growing need for digital transformation in a way that's not invasive to employees and does not disrupt workflow.

**Are you ready to learn more about how MENTORPerforma™ support digital transformation at your organization?**

**Get Started Today. Call Us**

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