



TEAL HR: AI-DRIVEN PLATFORM FOR ENGAGEMENT AND PERFORMANCE

Partnering with organizations in the MENA region to revolutionize HR, our platform helps you increase employee retention and performance by leveraging gamification and Artificial Intelligence for deep, personalized motivation.



Employees who feel connected to their organization work harder, stay longer, and motivate others to do the same



56%

HR and C-suite leaders report positive ROI from employee engagement investments (Harvard Business Review).



50%

Organizations observe increased productivity and staff retention due to employee success initiatives.



32%

Potential profitability increase for companies with high employee engagement levels

There is a world of difference between a leadership that is based on love and respect, and one that is based on fear.

— H. H. Sheikh Mohammed Bin Rashid Al Maktoum



Teal HR AWARDS



Top 10 Business Consulting

TechBehemots, June 25



Top 5 Benefits Consulting

TechBehemots, June 25



Top 10 Business Consulting Companies

TechBehemots, July 25



TOP 10 HUMAN RESOURCES Companies in Dubai

TechBehemots, July 25



Top 5 Benefits Consulting Companies in Dubai

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TOP 10 HUMAN RESOURCES Companies in Dubai

TechBehemots, September'25



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TechBehemots, September 25



Top 10 Business Consulting Companies

TechBehemots, September 25



TOP 10 HUMAN RESOURCES Companies in Dubai

TechBehemots, October 25



Top 5 Benefits Consulting Companies in Dubai

TechBehemots, October 25



Typical Cases for Teal HR

Hearing from personnel:

- ◆ Easy collect staff's feedback through surveys, with high response rates facilitated by Teal HR platform.
- ◆ Create a survey of any simplicity or complexity, set the audience and timeline, and see the results – all in the same space

Structured assessments of employees and new hires:

- ◆ Plan the 1:1 and assessments, document results, and track the progress.
- ◆ Compatible and trackable, easily retrievable for line managers, HR, and mentors

Personnel retention:

- ◆ With Teal HR, you'll easily implement the culture of appreciation and recognition.
- ◆ Personnel will focus on their work tasks, instead of thinking of your competitors.

Engaging into Company initiatives:

- ◆ A portal for employees to learn news, participate in activities, and report their results.
- ◆ Just select behavior and actions to promote, announce them, and choose how they are to be rewarded.

Horizontal connections and team spirit:

- ◆ A corporate social network for employees to recognize and highlight each other, linked to Company values.
- ◆ Transparent for personnel and management, fair and honest, yet with built in controls

The plateau of success

Before Teal HR

- ◆ Employee Loyalty Index (eNPS) of **>92%**
- ◆ Staff attrition of **<0.3%**
- ◆ The hidden risk: Passive loyalty and a lack of systemic innovation

The catalyst for growth with Teal HR

- ◆ **42 new initiatives** implemented based on employee suggestions
- ◆ **15 high-potential employees** identified for the leadership pipeline
- ◆ Company culture shifted from rewarding tenure to recognising proactive contributions

Annual business impact

- ◆ Investment (platform & recognition budget): **~\$200,000**
- ◆ Direct Return (savings from implemented innovations): **\$550,000 per annum**

Strategic Result: Built an internal leadership pipeline to secure future growth and succession planning.

Teal HR Automates Seven Pillars of Employee Engagement



Peer-to-peer recognition

Add powerful incentive component based on gamification, to boost motivation of your employees

Psychometrics

Discover hidden motivation of your personnel, their level of stress and aptitude

Virtual coins redeemable for rewards

Add powerful incentive component based on gamification, to boost motivation of your employees

Internal communication

Seamlessly convey Company news and announcements, to keep your employees

Promotion of essential behavior

Engage your personnel into important activities, to turn employees to Company agents and ambassadors

Assessments and 1:1 meetings

Structure the process of staff appraisals and document results, to ensure staff development and manage risks

Employee surveys

Ask your employees' opinion on virtually anything, to stay aware of what they think, like, and dislike

Works for **All Stakeholders**



HR and knowledge
management teams



C-level executives



All employees

The Modern HR Suite with Tangible ROI



UP TO 10%
greater customer
loyalty



UP TO 18%
more sales
bookings



UP TO 14%
better staff
productivity

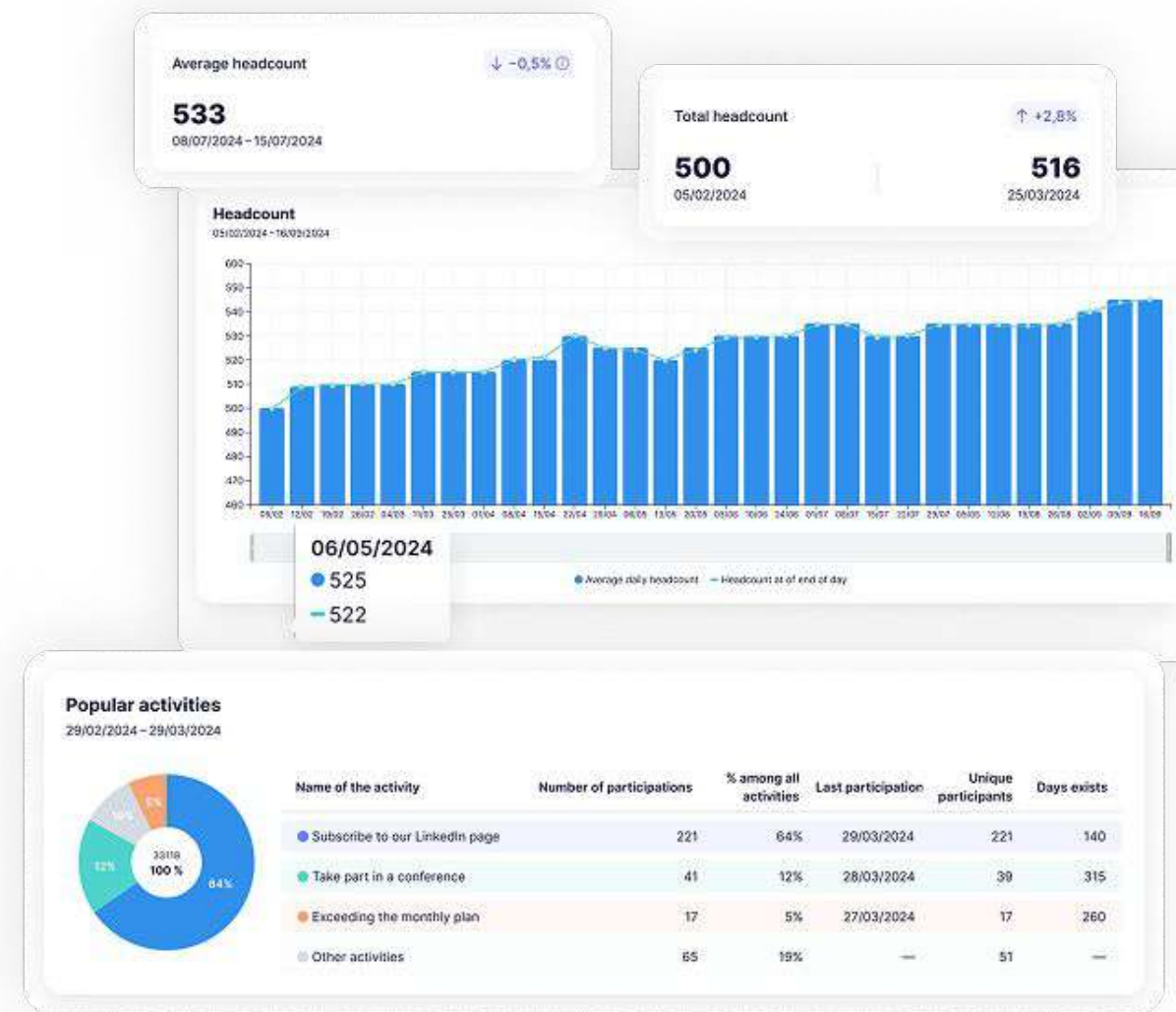


UP TO 25%
more net profits

Users love Teal HR: 70%–80%
of employees use it on a regular basis

How It Works for HR

- ◆ Automatically import personnel data from HRIS
- ◆ Manage internal coins, emission, and rewards
- ◆ Seamlessly issue gift cards
- ◆ Create and track activities
- ◆ Publish Company news and key messages
- ◆ Compose, launch, and track surveys
- ◆ Dispatch and process employees' requests
- ◆ Access comprehensive HR reports and analytics
- ◆ Track metrics on personnel engagement, popular activities, and rewards



How It Works for Top Managers and Budget Holders



- ◆ Obtain employees' psychometric profiles
- ◆ Manage and follow up on personnel assessments
- ◆ Track loyalty and motivation of employees
- ◆ Track and forecast financial metrics and ROI
- ◆ Get real data and insights for right decisions
- ◆ Do audits and investigations; reverse transactions if needed

#	Employee name	Transaction category	Transaction description	Value	Transaction amount
71	John Smith	Activities	Subscribe to our LinkedIn	0	+ 5
72	John Smith	Activities	Post forward Analysis	0	+ 10
73	John Smith	Activities	Stay forward Analysis	0	+ 10
74	Samuel Doe	Activities	Gratify	0	+ 10
75	John Smith	Activities	Participate in the internal program for volunteering	0	+ 20
76	John Smith	Activities	Settle reward (for loyalty)	0	+ 3
77	Samuel Doe	Awards	Settle reward (Employee of the month)	0	+ 10
78	John Smith	Awards	Settle reward (for loyalty)	0	+ 5

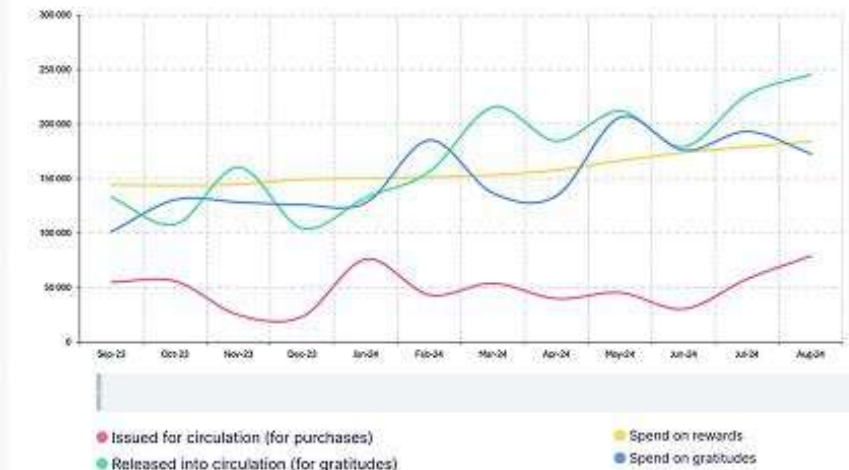
Reasons for the risk of termination

If the risk of leaving is assessed as 'High' in the previous question, the employee has decided to leave, or is already leaving, indicate at least one reason and comment on it.

	Why	Very	High	Medium	Low	Dynamic
Lack of interesting tasks	—	☐	☐	☐	☒	—
Relationship with the manager	—	☐	☐	☒	☐	—
Relationship with/within the team	—	☐	☐	☐	☐	—
Level of workload	—	☐	☐	☐	☒	—
Working conditions / working hours	—	☐	☒	☐	☐	—
Income level	—	☐	☐	☐	☒	—

Dynamics of operations

29/02/2024 - 29/03/2024



How It Works for Employees

James is an active and productive employee



He studied a professional article and took a quiz

He helped a colleagues with an urgent task

He volunteered to participate in candidates' interviewing



⚡ He earned **90 coins**

⚡ He received **15 coins**

⚡ He earned **130 coins**



He now has 2,520 coins

James has a lot of options to redeem his coins



Earbuds for 500 coins



A day off for 1,000 coins



A gift card for 200 coins

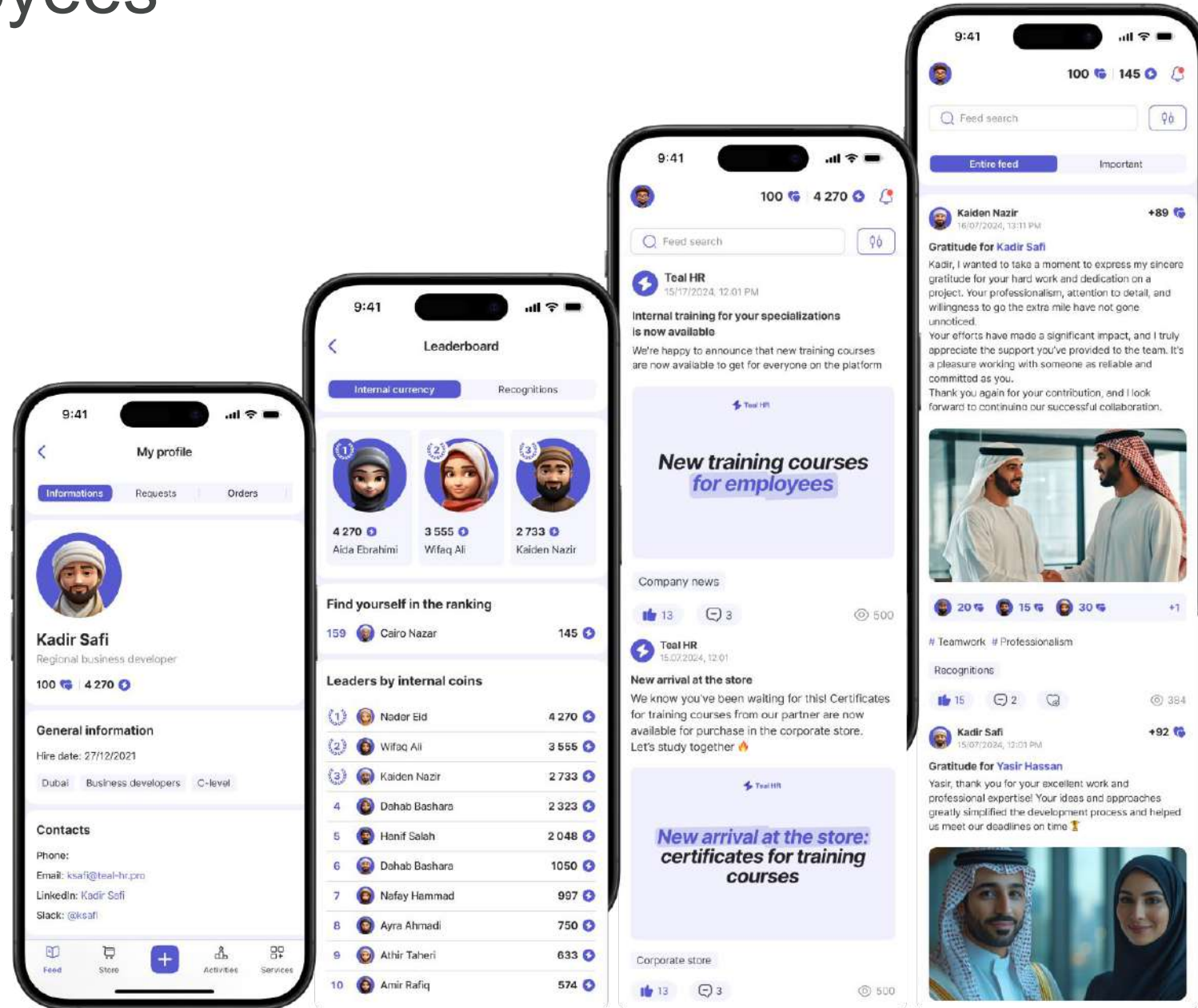


... and many more

How It Works for Employees



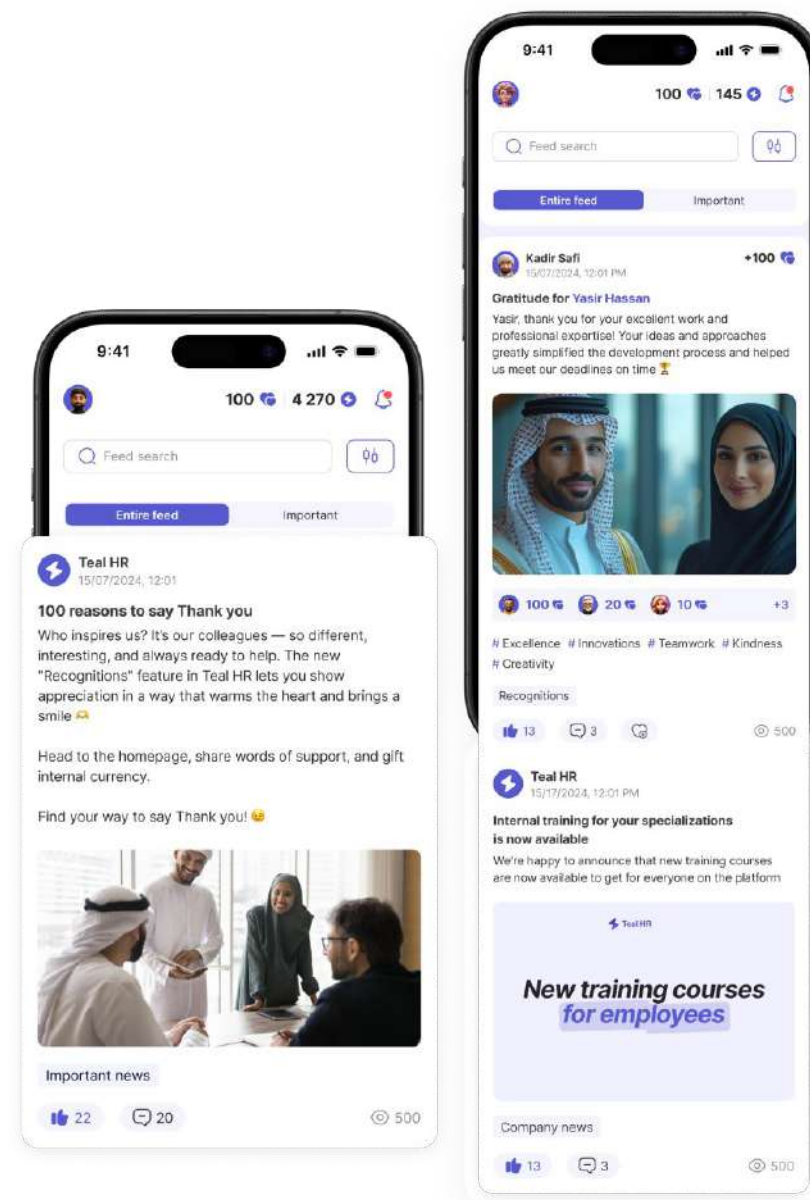
Teal HR newsfeed is at James' fingertips



Pillar 1: Peer-to-Peer Recognition

Let your employees to express gratitude to colleagues, to encourage horizontal collaboration and connection

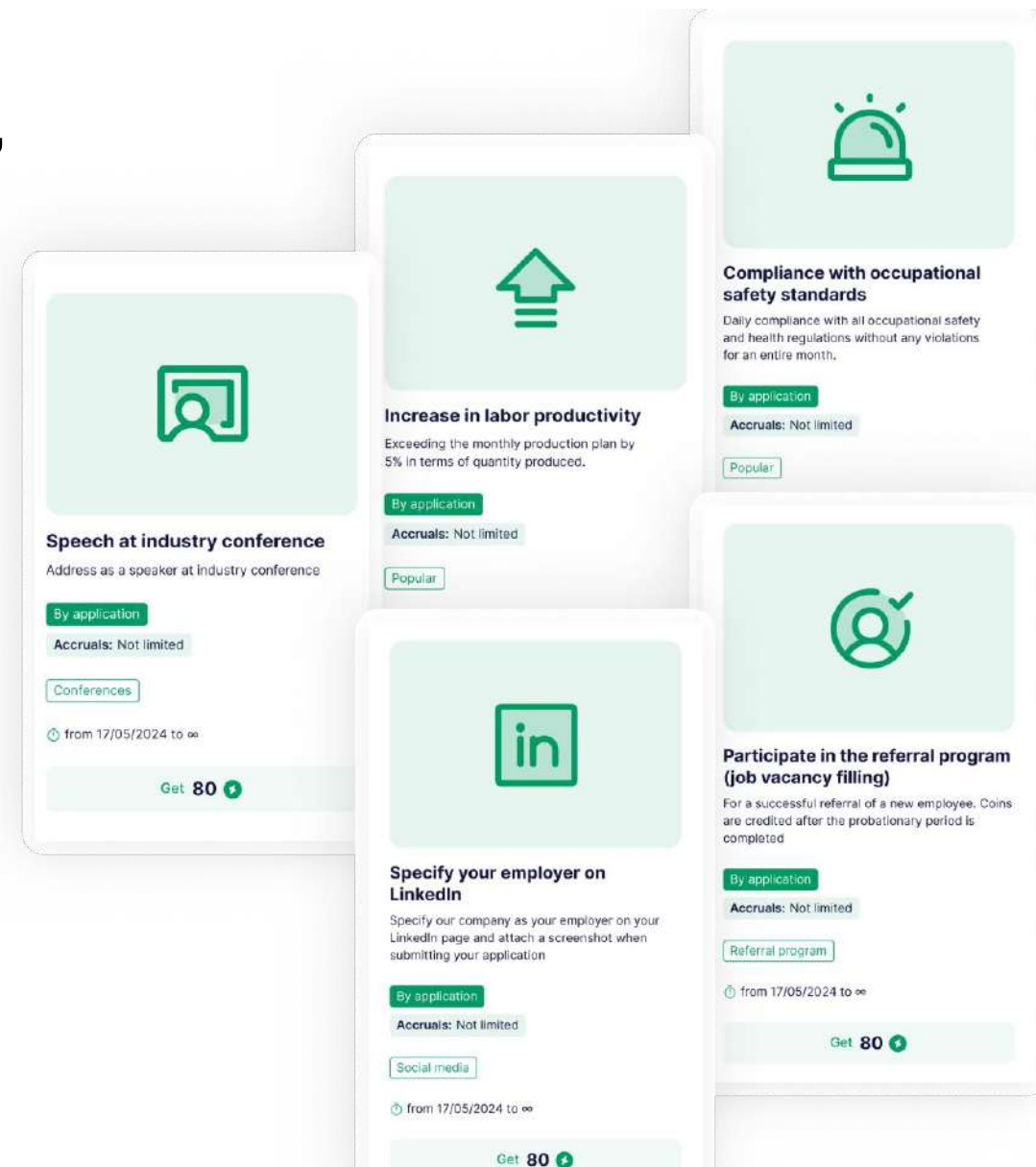
- ◆ Your corporate social network platform dedicated for employees to praise each other
- ◆ Light, quick, and visually attractive user interface
- ◆ Link each post to corporate values
- ◆ Enrich the posts with emojis, pictures, and animations



Pillar 2: Promotion of Essential Behavior

Engage your personnel into important activities, to turn employees to Company agents and ambassadors

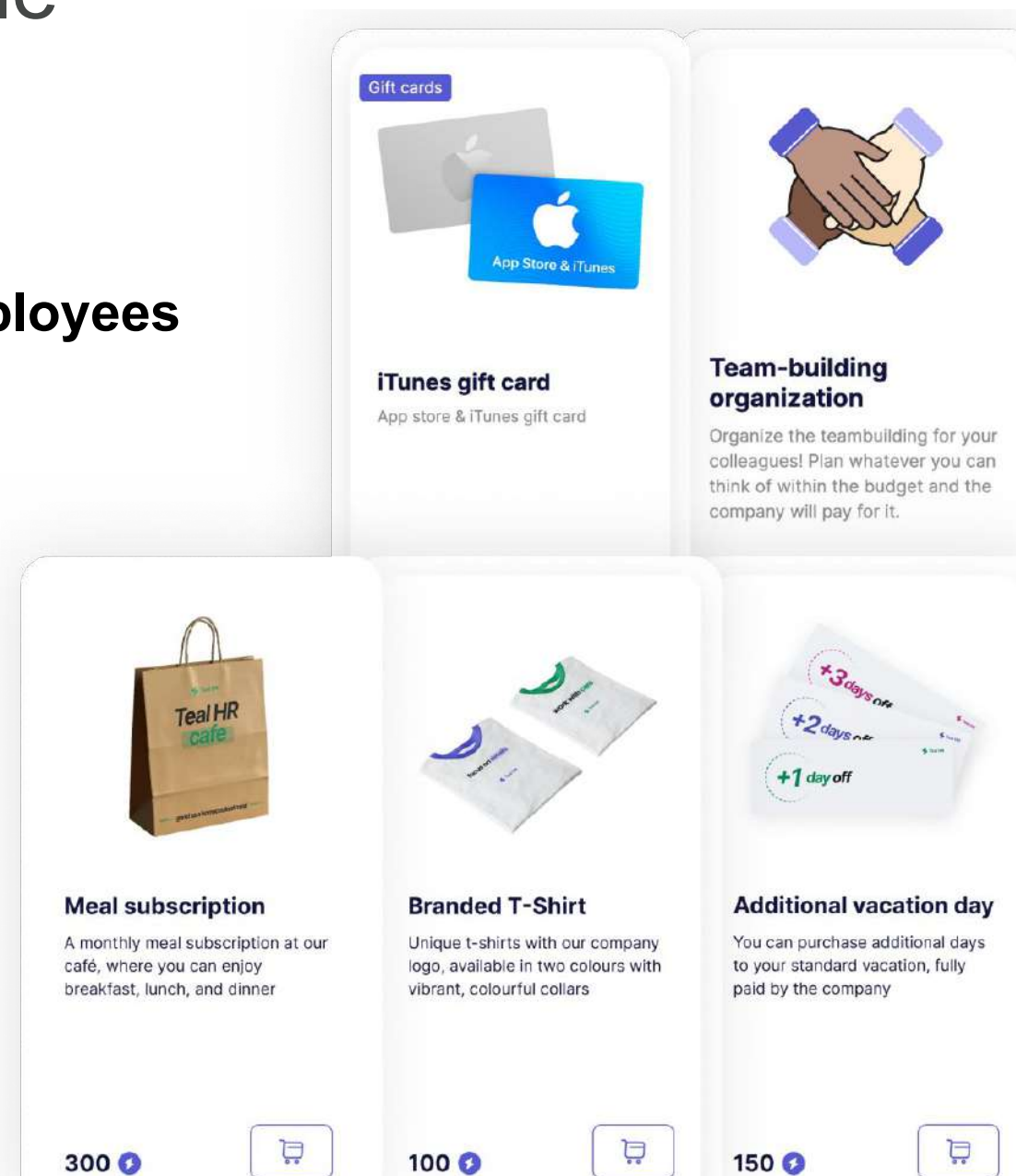
- ◆ Create and manage activities important for the Company
- ◆ Examples may include: speaking at a workshop; volunteering to train newcomers; liking and sharing Company's content; participating in a charity event, and more
- ◆ Set participation limits, timeframes, and size of awards
- ◆ Review requests and grant awards, automatically or through manual approval process



Pillar 3: Virtual coins redeemable for rewards

Add powerful incentive component based on gamification, to boost motivation of your employees

- ◆ Allow your personnel to get virtual coins
 - Issue coins automatically (e.g., monthly, on birthdays, employment anniversaries, etc)
 - Grant coins for participating in activities
 - Let employees to transfer coins between each other, linked to recognition posts
- ◆ Flexibly manage and control limits, policies, and rewards
- ◆ Offer each employee a flexible way to choose and claim rewards
- ◆ Examples of rewards are: gift cards; branded goodies; extra day off; personal parking spot; meeting with CEO; and many more



Pillar 4: Internal Communication

Seamlessly convey Company news and announcements, to keep your employees aware and involved

- ◆ Publish company news and messages on Teal HR platform
- ◆ Enhance the texts with rich formatting, full-resolution images, and links
- ◆ Duplicate the most important announcements via email, push notifications, and other means



Teal-HR Demo

06/18/2024, 5:18 PM

HR Summit&Expo KSA 2024

Teal HR team successfully participated in HRSE KSA (HR Summit & Expo) by [Int Events](#), in May 2024 in Saudi Arabia

One of the largest annual HR events was held in Riyadh on May 27-28, bringing

[Read more](#) >



How Can Temporary Staff Improve Workflow?

If a member of your team is going on maternity leave or you have had a few people leave the company...

[Read more](#)

Active



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Unpin

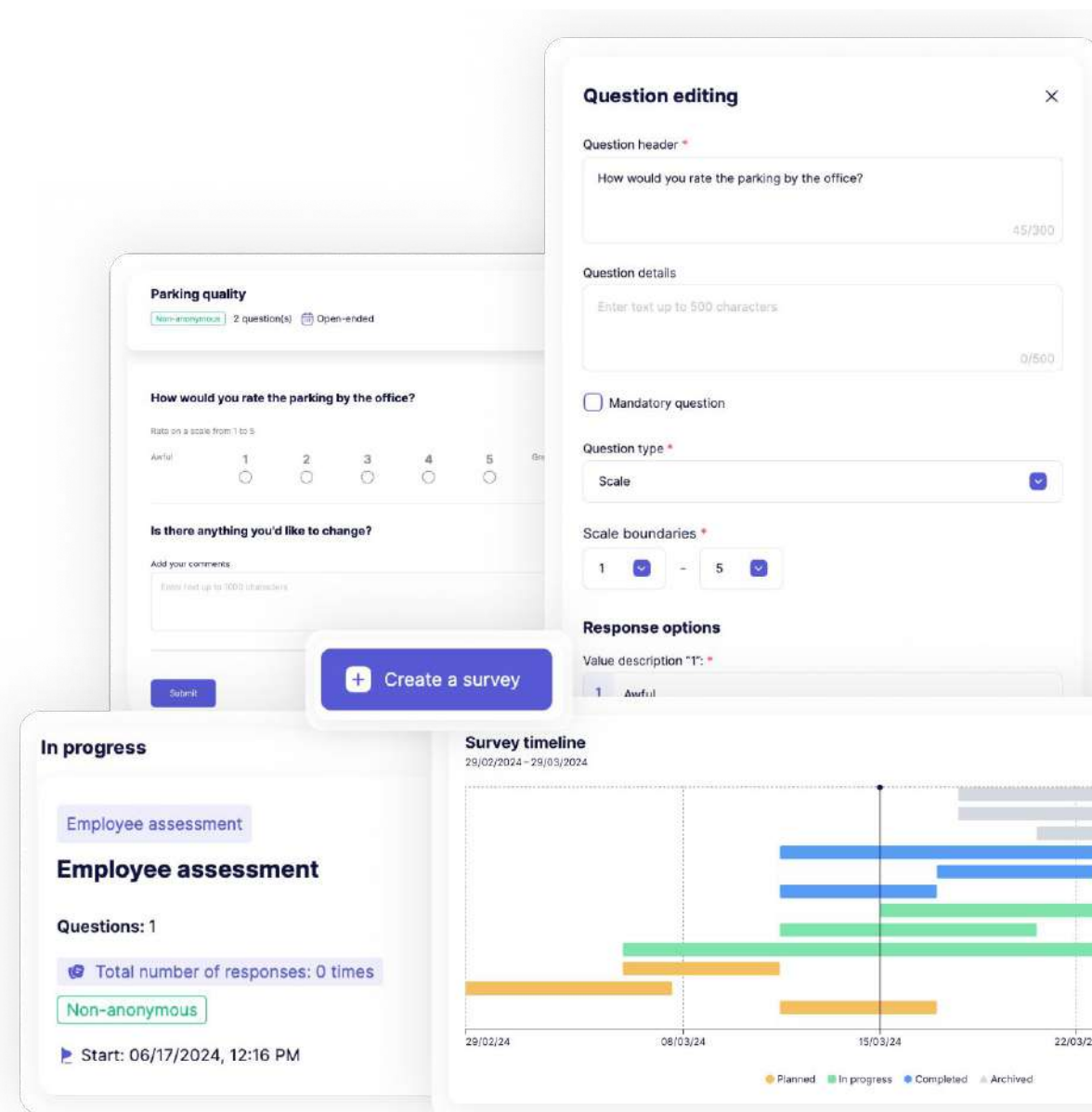
Edit

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Pillar 5: Employee Surveys

Ask your employees' opinion on virtually anything, to stay aware of what they think, like, and dislike

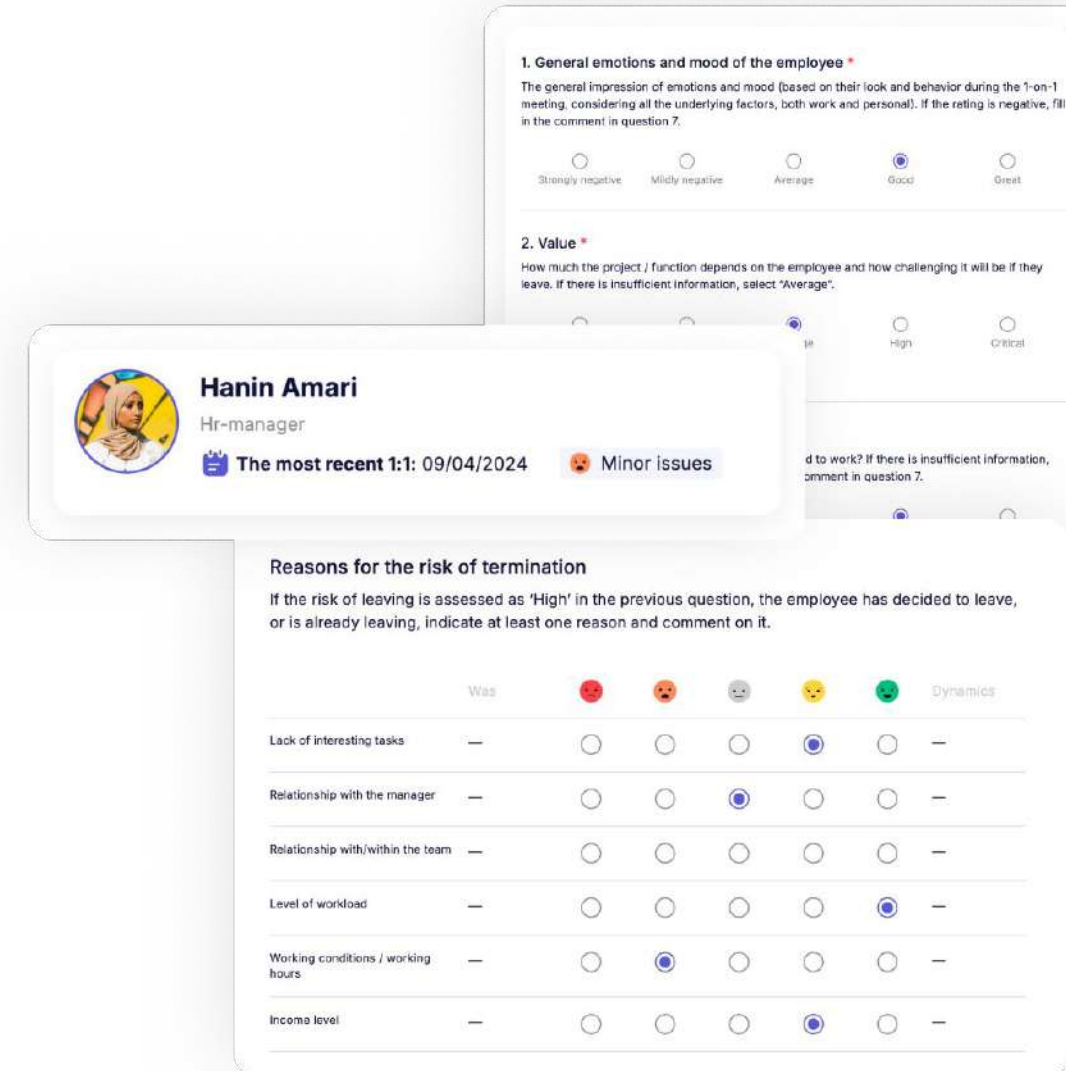
- ◆ Easy yet flexible and customizable tool to create surveys
- ◆ Extended set of parameters to control audience, anonymity, reminders, and more
- ◆ The surveys are accessible directly on Teal HR portal, as well as through link
- ◆ Results and insights are available in real time



Pillar 6: Psychometrics, Assessments, and 1:1 Meetings

Structure the process of staff appraisals and evaluation, to ensure staff development and manage risks

- ◆ Discover employees' deep motivation, stress level, loyalty, and other important metrics
- ◆ Plan and schedule annual staff assessments
- ◆ Document and track outcomes and follow up actions
- ◆ Allow employees to request one-on-one meetings with their managers
- ◆ Access to all data is strictly controlled, to ensure confidentiality



1. General emotions and mood of the employee *
The general impression of emotions and mood (based on their look and behavior during the 1-on-1 meeting, considering all the underlying factors, both work and personal). If the rating is negative, fill in the comment in question 7.

Strongly negative Mildly negative Average Good Great

2. Value *
How much the project / function depends on the employee and how challenging it will be if they leave. If there is insufficient information, select "Average".

High Critical

Reasons for the risk of termination
If the risk of leaving is assessed as 'High' in the previous question, the employee has decided to leave, or is already leaving, indicate at least one reason and comment on it.

	Was	Strongly negative	Mildly negative	Average	Good	Great	Dynamics
Lack of interesting tasks	—	☐	☐	☐	☒	☐	—
Relationship with the manager	—	☐	☐	☒	☐	☐	—
Relationship with/within the team	—	☐	☐	☐	☐	☐	—
Level of workload	—	☐	☐	☐	☐	☒	—
Working conditions / working hours	—	☐	☒	☐	☐	☐	—
Income level	—	☐	☐	☐	☒	☐	—

We Support You at All Steps of Your Journey



We appreciate your business, and we know that your time is valuable.

This is our commitment to help you roll out Teal HR:

- ◆ Prepare the compelling proposal to convince your CEO, CFO, HR, and other important stakeholders
- ◆ Complete customization, technical setup, integration, and import of data (usually takes one day or less)
- ◆ Develop the communication plan to inform your employees of Teal HR deployment, and design information materials as needed*
- ◆ Provide technical and methodological support*
- ◆ Share quarterly reports with key metrics, 'plain language' takeaways, and suggestions
- ◆ Develop custom features to best suit your company's specifics*

SHOULD WE PROCEED WITH THE PROPOSAL?

**Additional charges may apply*

Manufacturing

Goal

- ◆ Become an attractive employer
- ◆ Limit the total payroll increase at 3% per annum

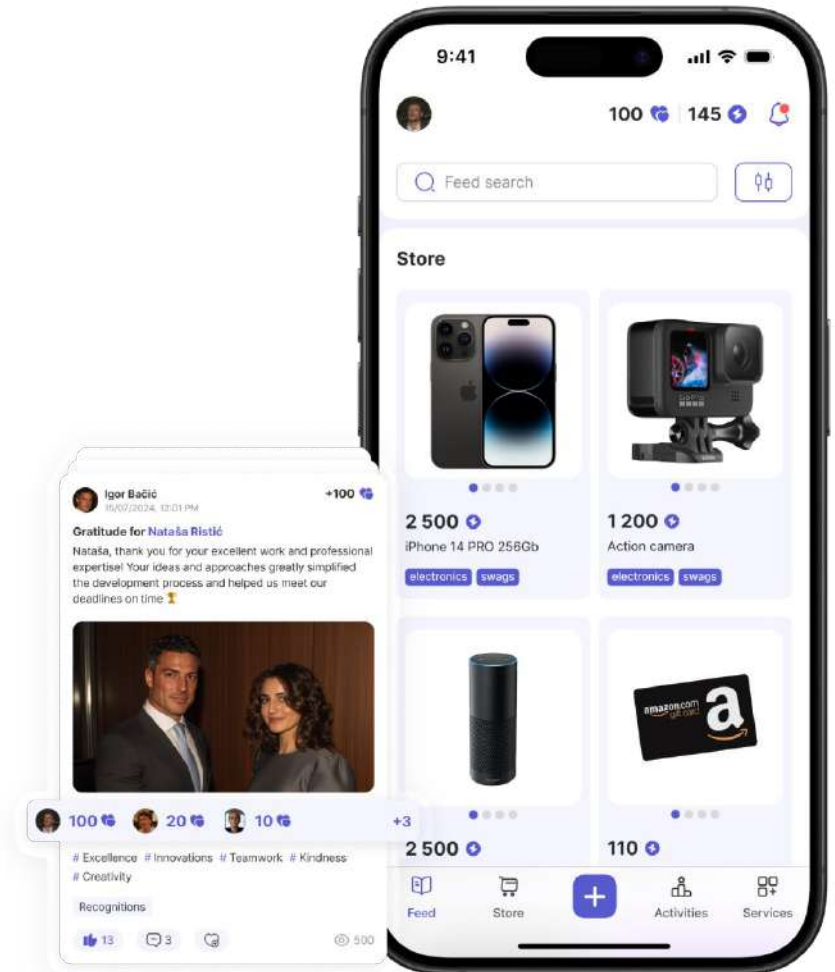
Result

- ◆ Radical turnover decrease: from 27% to 4.5%
- ◆ Implementation budget: just 1.7% of payroll expenses

Notable fact:

500 'blue collars' and 300 office employees quickly developed horizontal connections

86%
of active users



Retail network

Goal

- ◆ Decrease personnel onboarding time
- ◆ Improve quality of induction training

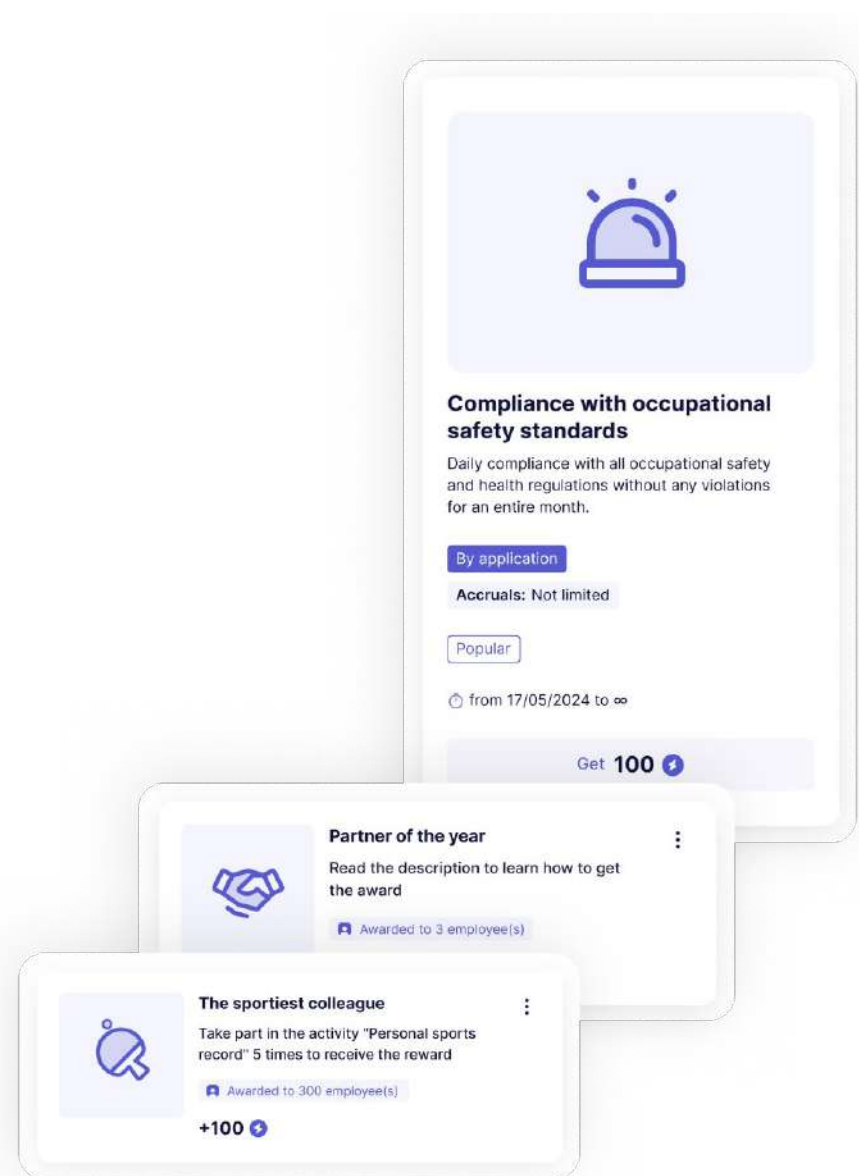
Result

- ◆ 61% decrease of failures to follow daily procedures and protocols
- ◆ 53% of decrease of turnover

Notable fact:

Teal HR used psychometrics to adjust and tailor training programs to ensure their clarity and attractiveness for personnel

92%
of active users





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**THANK YOU
FOR YOUR
ATTENTION!**

