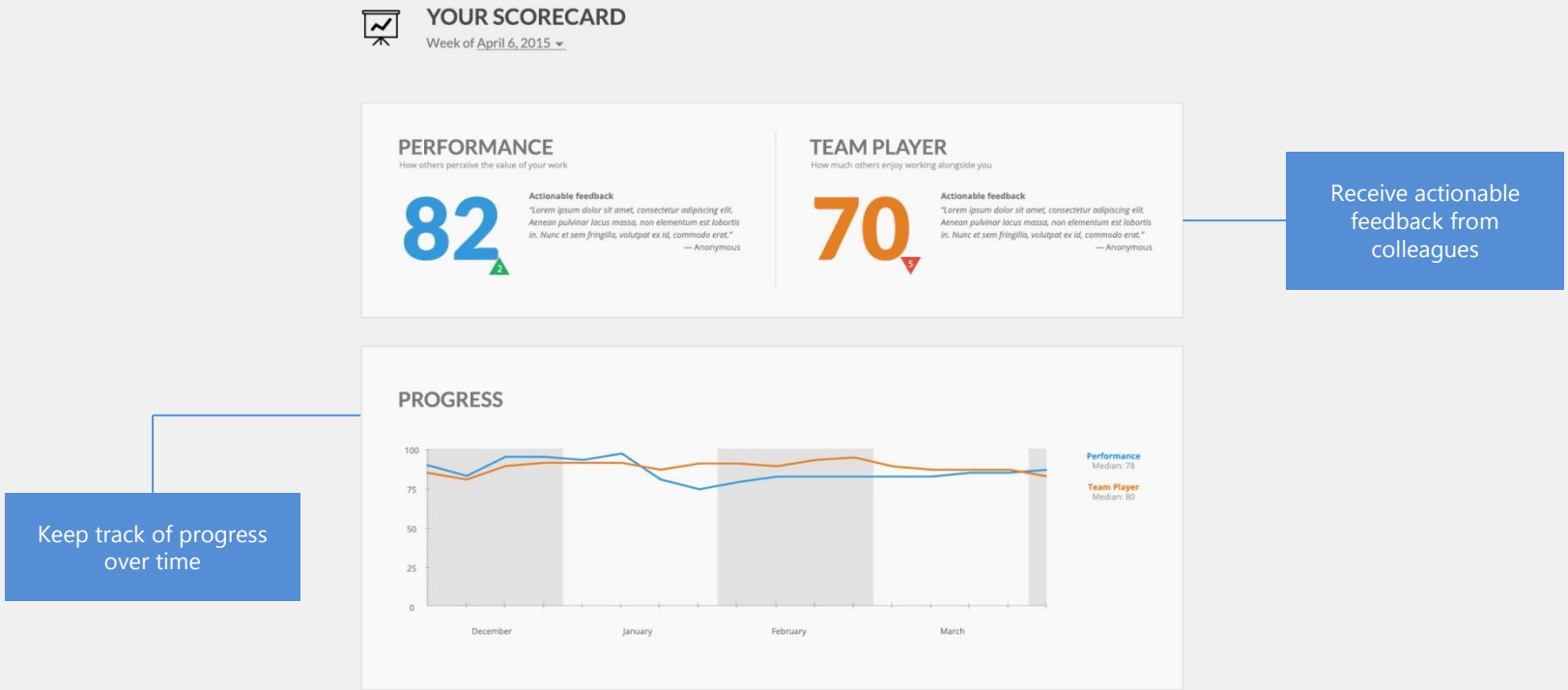
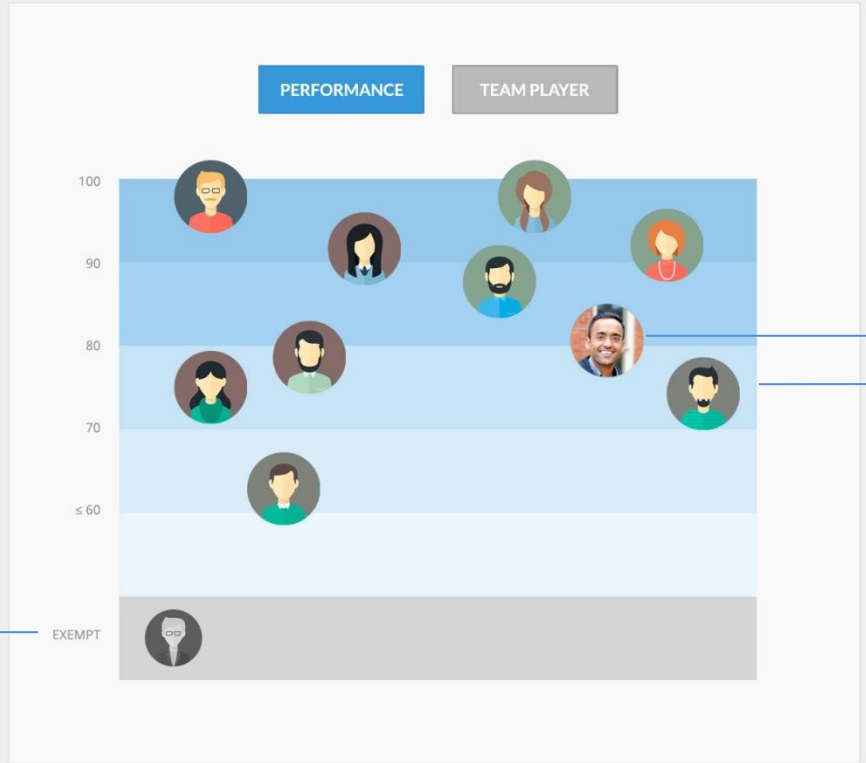
speiro

speiro is a quick and iterative web-based feedback system.



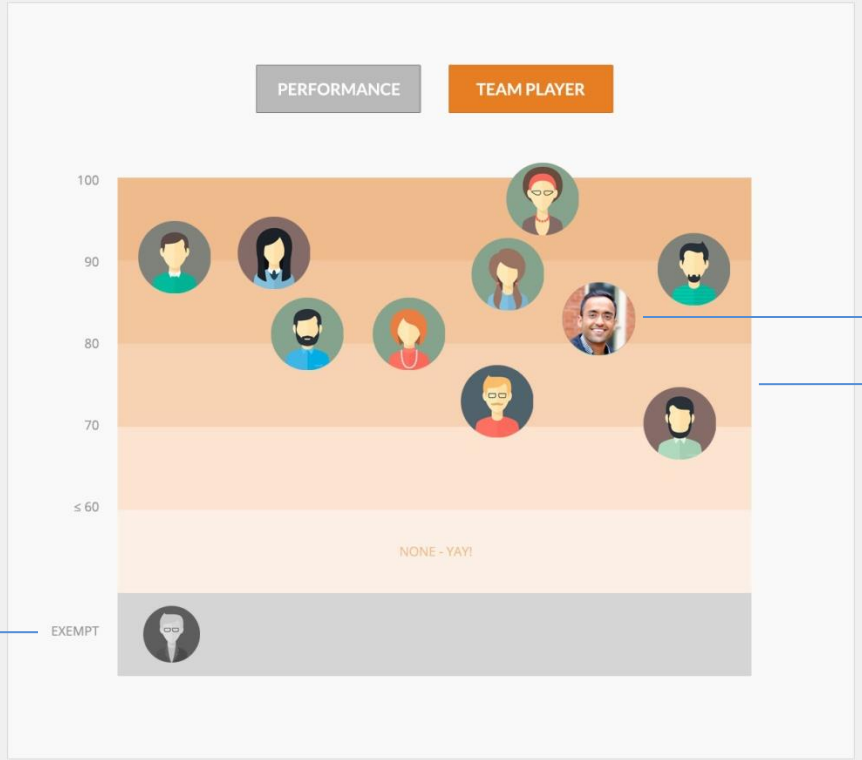

YOUR SCORECARD
Week of April 6, 2015
PERFORMANCE
How others perceive the value of your work
82
2
Actionable feedback
"Lorem ipsum dolor sit amet, consectetur adipiscing elit. Aenean pulvinar lacus massa, non elementum est lobortis in. Nunc et sem fringilla, volutpat ex id, commodo erat."
— Anonymous
TEAM PLAYER
How much others enjoy working alongside you
70
5
Actionable feedback
"Lorem ipsum dolor sit amet, consectetur adipiscing elit. Aenean pulvinar lacus massa, non elementum est lobortis in. Nunc et sem fringilla, volutpat ex id, commodo erat."
— Anonymous
PROGRESS
100
75
50
25
0
December
January
February
March
Performance
Median: 78
Team Player
Median: 80
Keep track of progress over time
Receive actionable feedback from colleagues



Employees can see how they've scored, relative to others

Colleague performance is anonymized

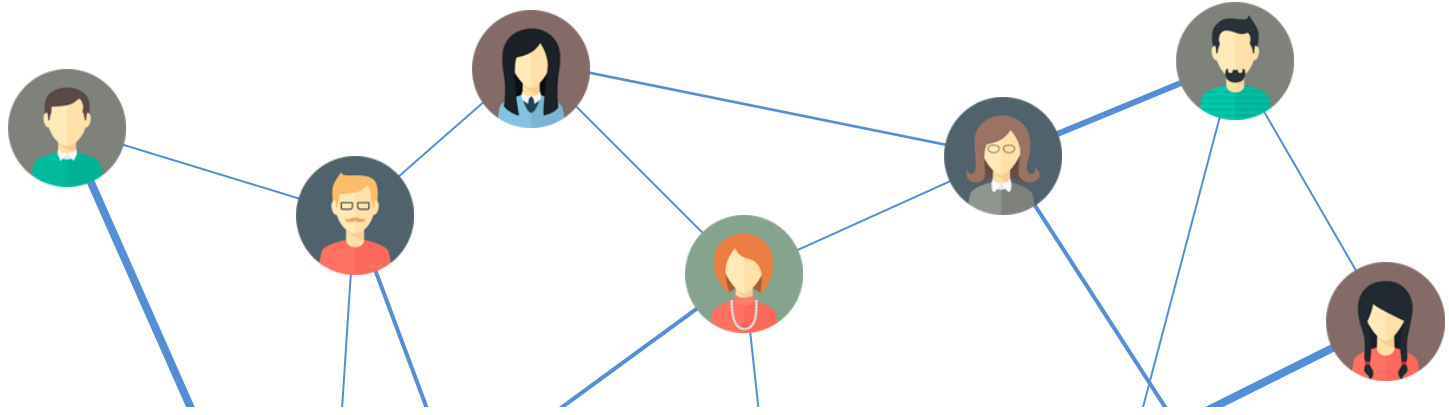
Employees who didn't participate (e.g. on vacation) are "Exempt"



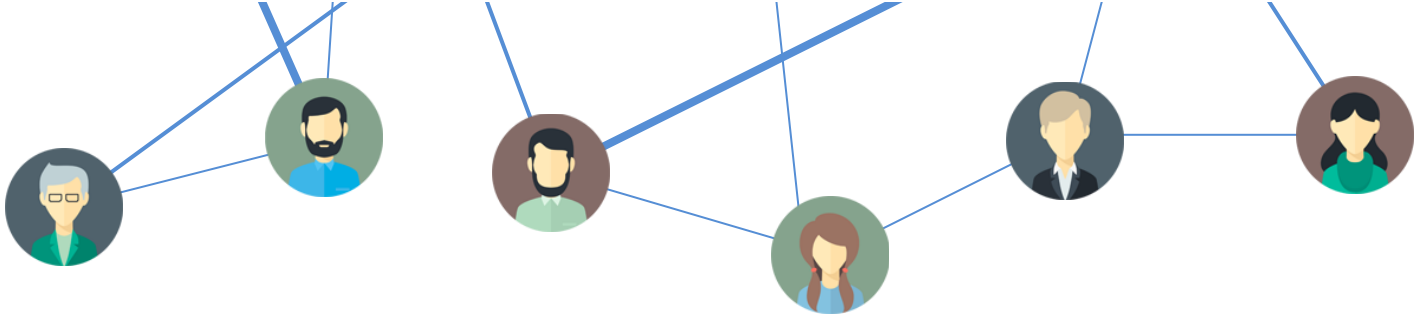
Employees can see how they've scored, relative to others

Colleague performance is anonymized

Employees who didn't participate (e.g. on vacation) are "Exempt"



Organization leaders will be able to visualize the relationships within their organizations.



PROBLEM DEEPDIVE

Untimely and time-consuming

360 reviews, or the like, are too infrequent.

Speiro makes feedback much **easier, quicker and more iterative** by letting employees share specific metric-based feedback on their colleagues.

Who should have a say

Where and how to improve

Perception-reality discrepancy

Feedback for the middle of the pack

PROBLEM DEEPDIVE

Untimely and time-consuming

Who should have a say

Most feedback today is manager-to-subordinate instead of colleague-to-colleague.

Speiro **weighs the importance of feedback** based on who an employee works and interacts with the most instead of organizational hierarchy

Where and how to improve

Perception-reality discrepancy

Feedback for the middle of the pack

PROBLEM DEEPDIVE

Untimely and time-consuming

Who should have a say

Where and how to improve

Employees spend a lot of time on self-improvement. At its best, this is a frustrating, hit-and-miss process because employees are unsure of which specific metrics they should work on improving.

Speiro provides employees with a **constant metric-based pulse check** from the people they work with the most. This way, every employee can start their week with a better idea of what they need to improve on.

Perception-reality discrepancy

Feedback for the middle of the pack

PROBLEM DEEPDIVE

Untimely and time-consuming

Who should have a say

Where and how to improve

Perception-reality discrepancy

While an employee may think she is exceeding expectations on a specific metric (e.g., performance), her colleagues may think otherwise. This leads to a perception-reality discrepancy, which we've found pervades most organizations as a result of the infrequency of feedback.

Speiro allows **employees to rate themselves and compare** those ratings to what their colleagues think. It remains confidential to team members to promote honesty. If large discrepancies are a continual trend, managers can be notified to set expectations.

Feedback for the middle of the pack

PROBLEM DEEPDIVE

Untimely and time-consuming

Who should have a say

Where and how to improve

Perception-reality discrepancy

Feedback for the middle of the pack

In-person feedback generally has a strong response bias (only top 10% and bottom 10% of people get feedback; middle 80% get virtually none).

Speiro is designed to make employees **provide feedback regardless** of the quality of their colleagues' performance on any given metric.

SUMMARY

Untimely and time-consuming	10 minutes every week is better than 2 hours every year
Who should have a say	Weighs the importance of feedback based on who an employee works most closely with
Where and how to improve	Results are confidential to promote candid, actionable feedback
Perception-reality discrepancy	Allows employees to rate themselves, and compare their own perception with colleagues' perceptions
Feedback for the middle of the pack	Designed to overcome response bias by giving every employee feedback

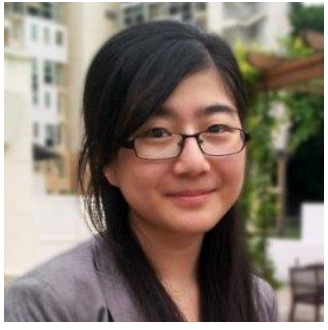
TEAM



Afraj Gill



Brennan Foo



Gloria Pu

WE THINK FROM FIRST PRINCIPLES

Fundamentally, our mission is to help your organization remove barriers to employee self-awareness.

With tools like this, we believe leaders can easily visualize and identify the top employees. Information like this can be chock-full of insights. Organizations can see who the most liked people are; who the social leaders are; who the employees deem to be the most valuable to the organization; who performs at a rock-star level; and who brings those around them up to a higher standard.

PROBLEM DEEPDIVE 1

Untimely and time-consuming

360 reviews, or the like, are too infrequent.

Speiro makes feedback much **easier, quicker and more iterative** by letting employees share specific metric-based feedback on their colleagues

PROBLEM DEEPDIVE 2

Who should have a say?

Most feedback today is manager-to-subordinate instead of colleague-to-colleague.

Speiro **weighs the importance of feedback** based on who an employee works and interacts with the most instead of organizational hierarchy

PROBLEM DEEPDIVE 3

The questions of where and how to improve

Employees spend a lot of time on self-improvement. At its best, this is a frustrating, hit-and-miss process because employees are unsure of which specific metrics they should work on improving.

Speiro provides employees with a **constant metric-based pulse check** from the people they work with the most. This way, every employee can start their week with a better idea of what they need to improve on.

PROBLEM DEEPDIVE 4

Perception-reality discrepancy

While an employee may think she is exceeding expectations on a specific metric (e.g., performance), her colleagues may think otherwise. This leads to a perception-reality discrepancy, which we've found pervades most organizations as a result of the infrequency of feedback.

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PROBLEM DEEPDIVE 5

Feedback for the middle of the pack

In-person feedback generally has a strong response bias (only top 10% and bottom 10% of people get feedback; middle 80% get virtually none).

Speiro software is designed to make employees **provide feedback regardless** of the quality of their colleagues' performance on any given metric.