



A PLATFORM BUILT TO INSPIRE TEAMS TO ACHIEVE GREATNESS.

**Plan** and **execute** work, **measure** and **reward** teams, in one unified workspace with a single source of truth for everyone.

The image shows a composite of three screenshots from the MetaSpark platform. On the left is the "MANAGER DASHBOARD" for "Marketing & Sales" with 10 team members. It displays "Goals" at 4/5 and "Tasks" at 250/270. The center screenshot is for "Project Zeta" and shows "Goal Performance" with four metrics: 94.56% Competed On Time (40% better than company avg), 54.66% Budget Consumed (30% better vs remaining work), 300 Remaining Work Hours (20% velocity improvement), and 92 Remaining Work Items (120% completed vs added). Below this is a task list with columns for Title, Description, Assignee, Status, Due Date, and Logged Time. The right screenshot shows a "Target Gift Card" for \$10, with a progress bar at 8070 and a goal of 8020. A notification for "Approve Expense Reports within 72 Hours" is also visible.

| Title              | Description           | Assignee          | Status    | Due Date   | Logged Time |
|--------------------|-----------------------|-------------------|-----------|------------|-------------|
| Feature Delta      | Meeting on Delta      | Jeff Schollart    | Open      | 05/10/2021 | 4hrs        |
| Q3 Project Kickoff | Kick-off Call         | Jeff Schollart    | Open      | 01/05/2022 | 25hrs       |
| Q1 Product Design  | Designs for Feature 1 | Michael Jefferies | Dismissed | 04/09/2022 | 2hrs        |

# The Problem

The most important thing to deliver in business is outcomes.

70%

Of employees say that their purpose is defined by their work

23%

Companies are 23% more profitable when their employees are engaged in delivering an outcome

3x

Employees are 3x more likely to feel fulfilled at work when they know their work is linked to an outcome

**YET**

46%

feel that they do not know how or what to do when they leave a meeting....much less how to impact the company mission!!!



No clear link between goals and work



Too much time spent moving between tools



Don't know what to work on to move the needle

# MetaSpark Feature Pillars

## Flexible Workspaces



Execute work in flexible workspaces across hundreds of use-cases including project management, sales crm, marketing campaigns or agile team development.

## Align Company & Team



We align everyone's work with organizational goals and magnify the visibility of every team's success across the organization.

## Incentivize & Reward Employees



Reduce attrition with our unique micro-incentive system. Inspire teams and build trust with recognition and rewards.

## Key Benefits

### Unlimited Use Cases

Replace costly tools while improving productivity and provide low code solutions to teams in days not months.

### Employee Experience

Provide improved employee experience (**EXP**), without the cost of upgrading your enterprise systems.

### Performance Management

Identify performance trends of your workforce providing a more equitable workplace.

### Competitive Advantage

Reduce attrition through a unique compensation system that gives your organization a competitive advantage

# Plan and execute work, measure and reward teams, in unified workspaces

## Consolidate Tools

Enable users to manage project tasks, sales opportunities, marketing tasks and more with a single platform.

## Unified Task Management

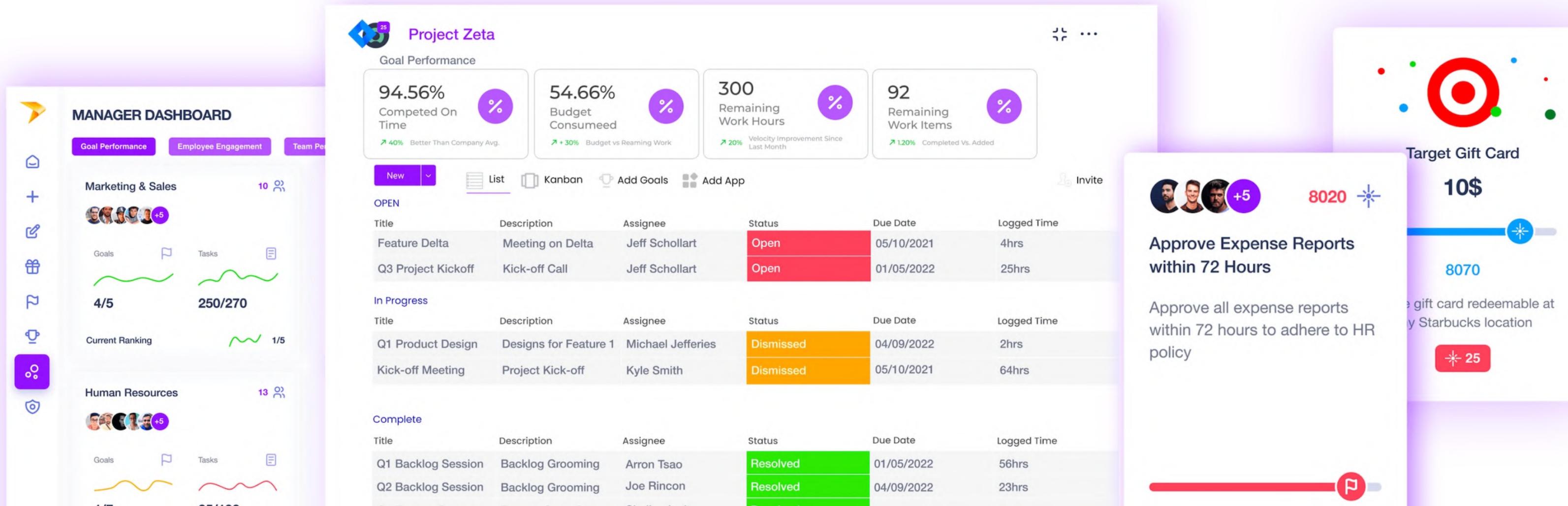
Collaborative cross-company task management makes keeping teams on the same page easy.

## OKR Alignment

Align everyone by providing insight into the metrics that matter most. Inspire teams by providing instant visual performance feedback.

## Unmatched Integration

No need to change the way you work. Sync data from HubSpot, Salesforce, Service Now, Jira and many more.



The image shows a composite of three screenshots from the MetaSpark platform. On the left is the 'MANAGER DASHBOARD' with sections for 'Marketing & Sales' (10 items) and 'Human Resources' (13 items), each with goal and task progress indicators. The center screenshot shows the 'Project Zeta' workspace with a 'Goal Performance' section containing four metrics: 94.56% Competed On Time (40% better than company avg), 54.66% Budget Consumed (30% better vs remaining work), 300 Remaining Work Hours (20% velocity improvement), and 92 Remaining Work Items (120% completed vs added). Below this is a task table with columns for Title, Description, Assignee, Status, Due Date, and Logged Time. The table is divided into 'OPEN', 'In Progress', and 'Complete' sections. The 'OPEN' section lists 'Feature Delta' (Meeting on Delta, Jeff Schollart, Open, 05/10/2021, 4hrs) and 'Q3 Project Kickoff' (Kick-off Call, Jeff Schollart, Open, 01/05/2022, 25hrs). The 'In Progress' section lists 'Q1 Product Design' (Designs for Feature 1, Michael Jefferies, Dismissed, 04/09/2022, 2hrs) and 'Kick-off Meeting' (Project Kick-off, Kyle Smith, Dismissed, 05/10/2021, 64hrs). The 'Complete' section lists 'Q1 Backlog Session' (Backlog Grooming, Arron Tsao, Resolved, 01/05/2022, 56hrs) and 'Q2 Backlog Session' (Backlog Grooming, Joe Rincon, Resolved, 04/09/2022, 23hrs). On the right is a 'Target Gift Card' interface showing a balance of 10\$, a progress bar at 8070, and a '25' reward button.

# Quantify and Qualify Progress Toward any Goal.

## Drive Performance

Drive employee performance to new heights by measuring work in realtime.

## Reduce Attrition

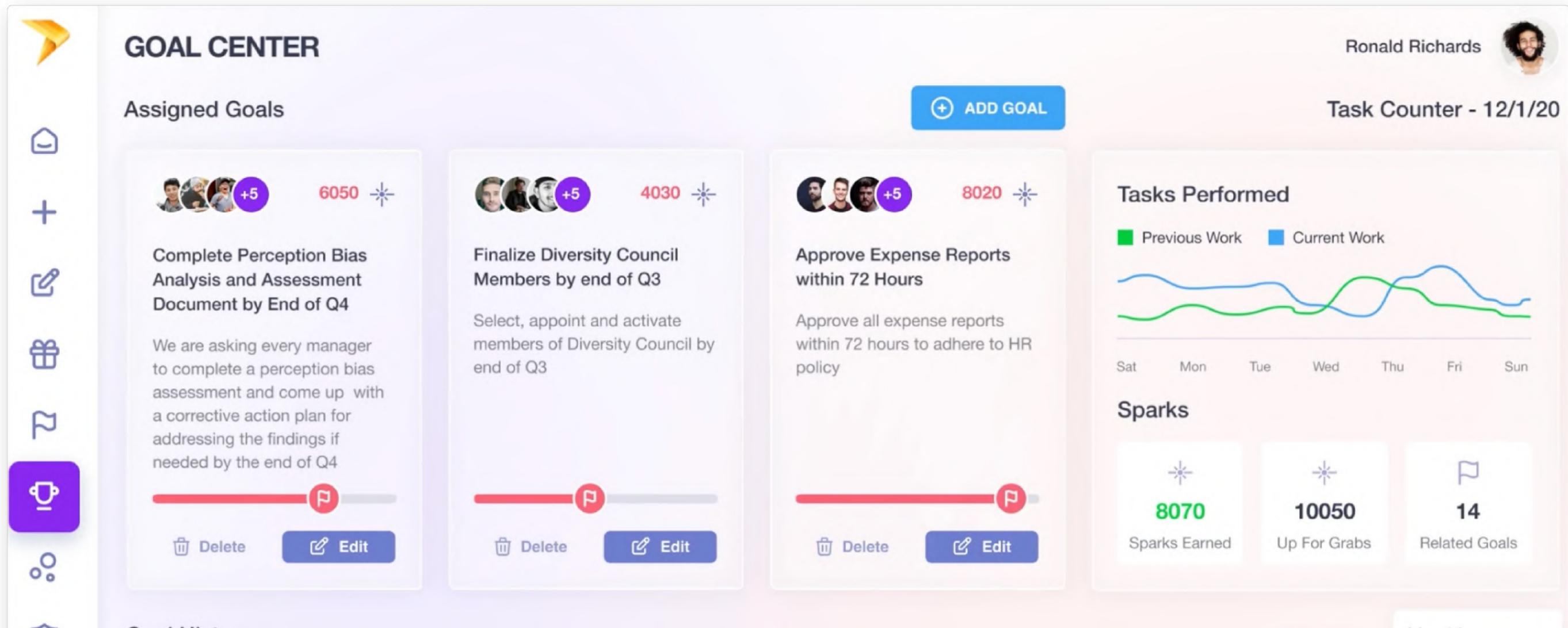
Reduce attrition by providing a more inclusive and rewarding work environment.

## Eliminate Inequality

Eliminate performance ambiguity in the review process through OKR based employee analytics.

## Improve Quality

Take customer experience to new heights with realtime sentiment monitoring and measurement.



**GOAL CENTER** Ronald Richards 

Assigned Goals + ADD GOAL Task Counter - 12/1/20

 +5 6050 ✨

**Complete Perception Bias Analysis and Assessment Document by End of Q4**

We are asking every manager to complete a perception bias assessment and come up with a corrective action plan for addressing the findings if needed by the end of Q4



🗑️ Delete ✎ Edit

 +5 4030 ✨

**Finalize Diversity Council Members by end of Q3**

Select, appoint and activate members of Diversity Council by end of Q3



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 +5 8020 ✨

**Approve Expense Reports within 72 Hours**

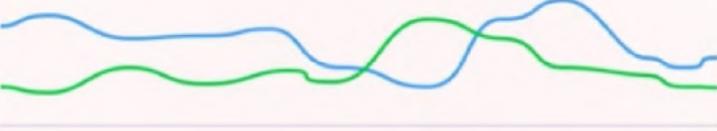
Approve all expense reports within 72 hours to adhere to HR policy



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**Tasks Performed**

■ Previous Work ■ Current Work



Sat Mon Tue Wed Thu Fri Sun

**Sparks**

✨

8070

Sparks Earned

✨

10050

Up For Grabs

🚩

14

Related Goals

# Incentivize & Reward Employees for Progress Toward Company Objectives.

## Build a Fair and Equitable Workplace

### Equitable Workplace

Reward employees in real-time for their workplace performance.

### Real-time Recognition

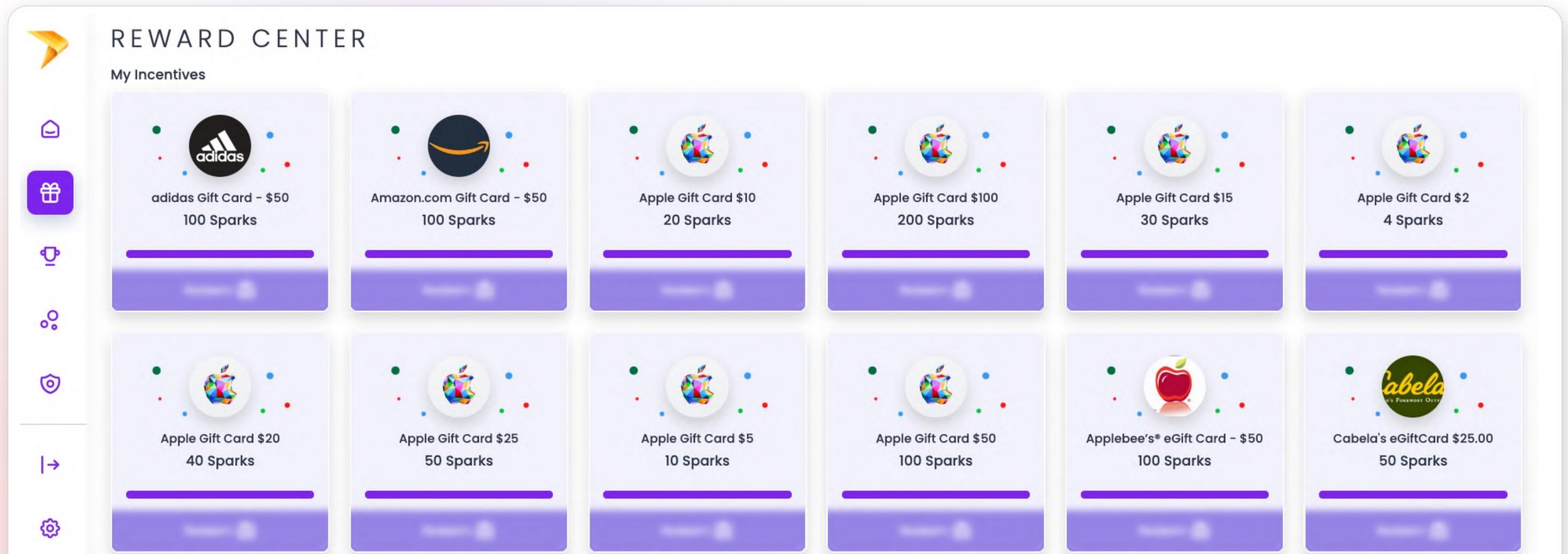
Drive better performance and workplace sentiment *through* real-time recognition.

### Equal Pay

Provide an environment of equal earning opportunity.

### Better Engagement

Realize a competitive advantage through highly engaged and inspired employees.



**REWARD CENTER**

My Incentives

| Gift Card              | Value   | Sparks     |
|------------------------|---------|------------|
| adidas Gift Card       | \$50    | 100 Sparks |
| Amazon.com Gift Card   | \$50    | 100 Sparks |
| Apple Gift Card        | \$10    | 20 Sparks  |
| Apple Gift Card        | \$100   | 200 Sparks |
| Apple Gift Card        | \$15    | 30 Sparks  |
| Apple Gift Card        | \$2     | 4 Sparks   |
| Apple Gift Card        | \$20    | 40 Sparks  |
| Apple Gift Card        | \$25    | 50 Sparks  |
| Apple Gift Card        | \$5     | 10 Sparks  |
| Apple Gift Card        | \$50    | 100 Sparks |
| Applebee's® eGift Card | \$50    | 100 Sparks |
| Cabela's eGiftCard     | \$25.00 | 50 Sparks  |

# Positive Culture, Inclusive Culture, Driven by Rich Analytics.

## Employee Wellness

Show your employees you care by identifying those at risk of burnout and fatigue.

## Hybrid Workforce

Gain access to a timeline of all work completed by a team across every enterprise system.

## Measure Performance

See real-time work analytics and measure the performance of employees against company OKRs.

## Drive Inclusion

Help managers gain insight in how inclusive they are being with their teams.

**MANAGER DASHBOARD**

Ronald Richards

Search for... EXPORT

**Customer Support** 10 Tasks 47/230

Goals 2/4

Current Planning 5/5

**Team Performance and Communication**

|                 |     |
|-----------------|-----|
| Marvin McKinney | 5/5 |
| Devon Lane      | 4/5 |
| Floyd Miles     | 2/5 |

**Timeline:**

- Card created: Demo Dry Run - Telia Meeting Prep at 03/09/2021 20:00 (Stephen Costigan)
- Card removed: Internal Discussion - BFP Phase I - Check Point at 03/08/2021 18:30 (Stephen Costigan)
- Card removed: Internal Discussion - BFP Phase I - Check Point at 03/08/2021 18:30 (Stephen Costigan)
- Card removed: Internal Discussion - BFP Phase I - Check Point at 03/08/2021 18:30 (Stephen Costigan)
- Card created: MetaSpark Standup - Sprint Alignment at 03/08/2021 21:30 (Patrick Worthington)
- Card created: Meta Spark Demo at 03/08/2021 22:30



 **MetaSpark** | Team efficiency, outcomes, wellness and insights.

