Macorva

EMPLOYEE
EXPERIENCE

PLATFORM OVERVIEW

Macorva

THE MACORVA DIFFERENCE

Macorva goes beyond data collection and analysis. Our platform empowers businesses to realize the full value of their employee experience data by closing the loop with AI-driven action planning and manager enablement. Take a look at this overview and see what your data can do for you with **Radiant AI**
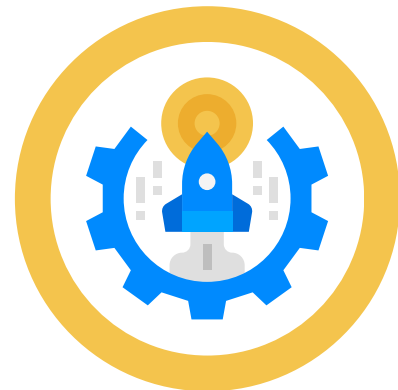
EMPLOYEE EXPERIENCE

Get next-generation employee experience data. Our platform provides easy-to-setup surveys, scalable 360° feedback, automated lifecycle surveys, and sentiment analysis. Uncover standout performers and target high-impact areas to boost engagement.

ACTION PLANNING
POWERED BY RADIANT AI

Put your employee experience data to work. Radiant AI instantly analyzes results and provides personalized recommendations for employees and managers, enabling data-driven action to close the loop and achieve better outcomes.

MANAGER ENABLEMENT
POWERED BY RADIANT AI

Save managers over 100 hours per year. Radiant AI analyzes all your experience data, including employee survey results, manager notes, and 360 feedback, and instantly generates actionable performance management materials.
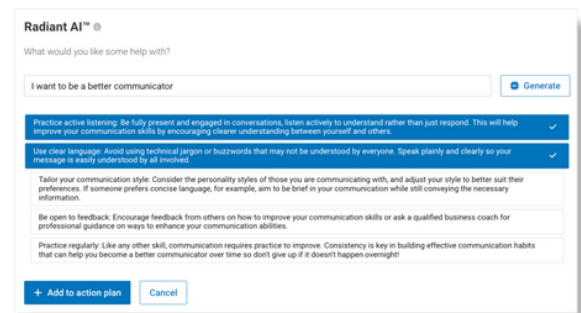
MANAGER ENABLEMENT

DEVELOP EACH MANAGER

Since management training is time-consuming and expensive, over half of managers receive no formal management training. Radiant AI provides every manager with self-service access to proven resources and guidance to help tackle their greatest challenges and improve their leadership skills.


MAKE MANAGING EASIER

Most managers are too overloaded to give personalized support to every person on their team. Radiant AI gives managers a simple, clear view of everyone they manage and provides a space to keep notes about their performance, feedback, and development. This gives managers one location to access all the data, notes, and plans in place for each employee.
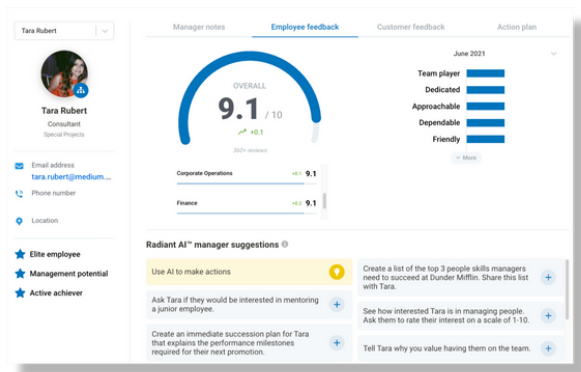
ENABLE COLLABORATION

Most workplace failures are caused by lack of effective collaboration and communication. Radiant AI provides a central location for managers and employees to communicate and collaborate on action plans, and share updates.
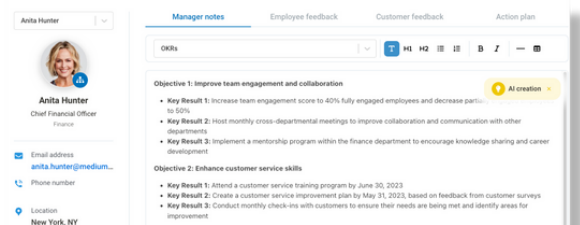
MANAGER ENABLEMENT

SAVE TIME WITH
RADIANT AI RESOURCES

Radiant AI can save your managers over 100 hours a year by using their freeform notes and employee performance data to generate key performance materials in seconds, including one-on-one meeting agendas, feedback summary tables, performance reviews, performance improvement plans, SMART goals, OKRs, professional development plans, 9-box assessments, and disciplinary meeting agendas.

AI creation ✕

Combine customer, peer, and manager feedback to create documents.

Performance review

Feedback table

1:1 agenda

OKRs

SMART goals

Development plan

9 box analysis

Disciplinary agenda

PIP

MANAGERS SPEND 210 HOURS PER YEAR ON PERFORMANCE MANAGEMENT ACTIVITIES

SAVE 100 HOURS PER YEAR FOR EACH MANAGER WITH RADIANT AI AUTOMATED RESOURCES

ACTION PLANNING

PERSONALIZED ACTIONS

Performance reviews, team surveys, 360° feedback, customer feedback, and manager notes all provide critical information that should be taken into account when preparing action plans to improve performance.

Radiant AI provides a central location to store and access all this data and saves time and resources by using this data to instantly generate personalized recommended actions.
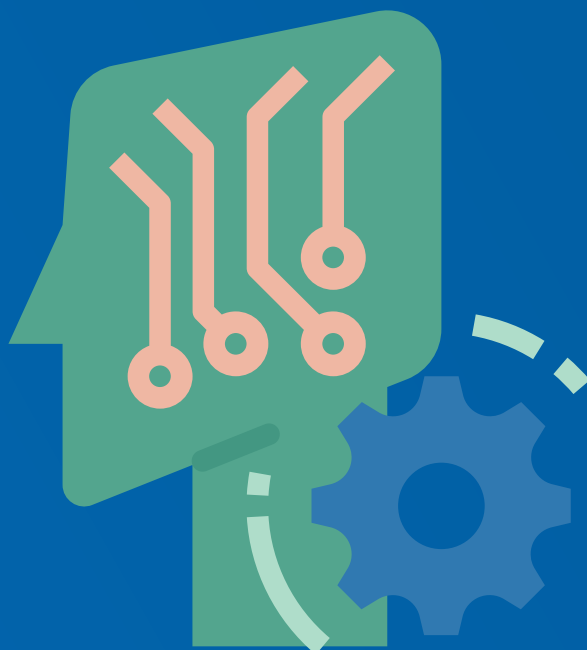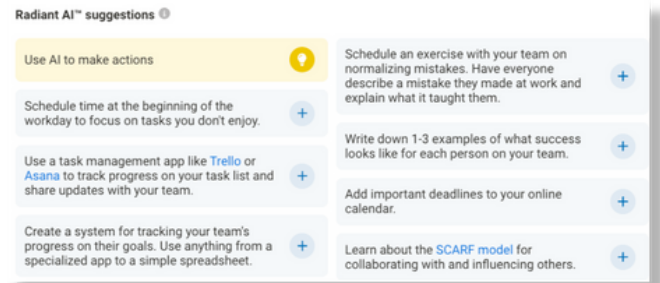
INTERACTIVE GUIDANCE

Radiant AI empowers every manager and employee to generate their own personalized recommendations using state-of-the-art artificial intelligence that references a vast library of proven research.

Any employee can simply type out (in their own words) what they're struggling with and receive instant, evidence-based suggested action items to select from.

ACTION PLANNING

MEASURE MANAGER SKILLS

Managers need more than technical skills to succeed in leadership. They also need soft skills, empathy, and emotional intelligence. They need to know how to confront problems, make difficult decisions, and motivate others.

Define these core leadership competencies and measure them for every manager in a simple, streamlined assessment.

Dennise Caldwell
Operator

Overall
9.6

Reviews
15+

Dependable	90%
Approachable	70%
Knowledgeable	70%

Friendly	60%
Team player	60%
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SIMPLIFY SUCCESSION

One of the biggest challenges leaders face is identifying employees who have the potential to fill future management roles.

Radiant AI flags employees with management potential to put them on leadership's radar, and gives leaders a summarized view of each employee's feedback, skills, and development.

Easily identify successors, instantly create development plans, and track progress in one central location.

EMPLOYEE SURVEYS

EASILY SET UP SURVEYS

Configure lightweight employee surveys around any goal or need for your business with templates for common areas of focus, including employee engagement, retention, culture, DEI, wellness, training, benefits, and more.
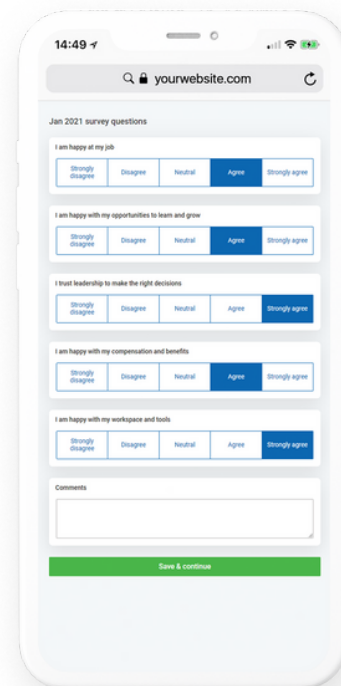
GET MAXIMUM RESPONSES

Make surveys quick and easy for employees. Maximize response rates with text notifications, one-click login links, and mobile-friendly design.

Empower employees to give secure, anonymous feedback from anywhere with a frictionless experience in just a few taps.

EMPLOYEE SURVEYS

GET ACTIONABLE RESULTS

Don't waste time formatting spreadsheets or building out reports. Macorva automatically returns all survey results in intuitive dashboards at every department and manager level.

Segment results by age, gender, race, seniority, manager level, and more. Use heatmap analysis to isolate key areas of focus so you can spend less time on analysis and more time taking action in the highest-impact areas.

Survey segments

Explain results

	Individual contributor 447 人	1–5 reports 92 人	6–15 reports 1 人	16–30 reports 30 人	31–99 reports 12 人	100+ reports 6 人
Learning	69	68	--	65	62	67
Role clarity	69	65	--	72	65	54
Recognition	67	64	--	61	69	83
Happiness	64	72	--	70	69	58
Tools	69	64	--	69	56	54
Average	68	67	--	67	64	63

CLOSE THE LOOP

Put your data to use. Radiant AI reviews all survey outcomes at every level and provides every employee and manager with immediate recommended next steps. Our algorithm is trained with a vast library of proven research and best practices, so your managers can take immediate, confident action without getting stuck in analysis paralysis.

360°
FEEDBACK

MORE RATINGS IN LESS TIME

Streamline the 360° feedback workflow by providing an automated list to reviewers and condensing feedback to a few simple taps.

With Macorva's workflow, reviews can provide over 20 360° ratings in just 10 minutes.

Elizabeth Patterson
EP ⚲ Sales Associate
🏷 Sales

How much do you like working with Elizabeth Patterson?

4

Not much   Pretty good   Love it!

I notice Elizabeth Patterson...

Work well with their coworkers	Show dedication to their job
Help others accomplish goals	Take extra time to make decisions
Be a little disorganized	Stay positive during tough times
Appreciate the work of their peers	Present creative solutions

🗑   ⊗ Close

GET CONSTRUCTIVE RESULTS

Pre-populate your 360° feedback experience with tappable descriptions, behaviors, or competencies you want to measure.

Macorva's results highlight frequently selected terms to help the recipient focus on meaningful trends in their feedback.
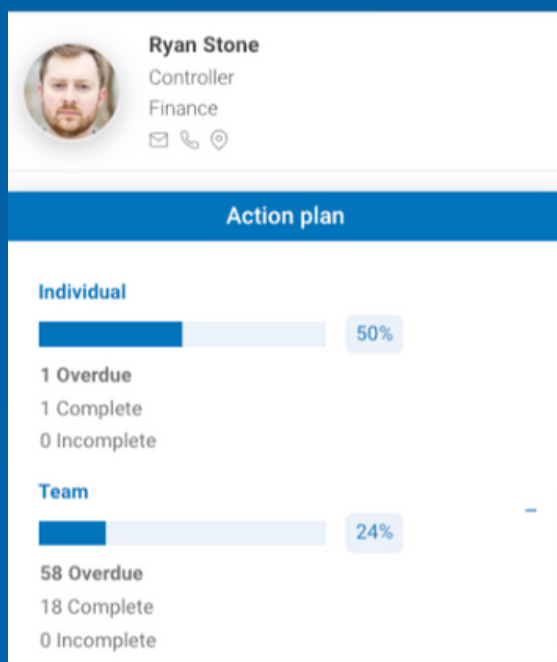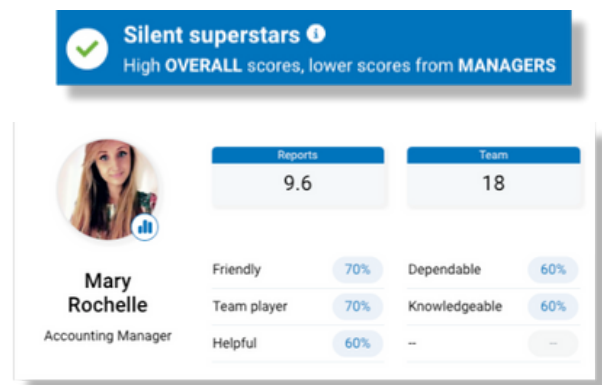
360°
FEEDBACK

UNCOVER STANDOUTS

Empower managers to use 360° feedback to make better decisions for their teams. Our Standouts dashboards give managers a clear indication of employees who should be recognized for their positive impact, high-potential management candidates, managers in need of support, and more.

Silent superstars ℹ
High **OVERALL** scores, lower scores from **MANAGERS**

	Reports		Team	
	9.6		18	
Mary Rochelle	Friendly	70%	Dependable	60%
Accounting Manager	Team player	70%	Knowledgeable	60%
	Helpful	60%	--	--

Ryan Stone
Controller
Finance

Action plan

Individual

50%

1 Overdue
1 Complete
0 Incomplete

Team

24%

58 Overdue
18 Complete
0 Incomplete

CONNECT TO NEXT STEPS

Put 360° feedback to use. Radiant AI reviews all 360° feedback outcomes and provides every recipient and their manager with immediate recommended next steps.

Radiant AI is trained with a vast library of proven research and training materials, so every recipient can take immediate, confident action to address their feedback and improve their professional development.

EMPLOYEE LIFECYCLE

AUTOMATED CHECKPOINTS

Save time and resources with our simple setup for automated onboarding, check-in, and exit surveys. Build your survey, define the point in time you want to send it, and watch results roll in over time.

Evaluate onboarding, training, and other ongoing high-impact programs with lightweight, responsive surveys employees can easily complete in seconds.
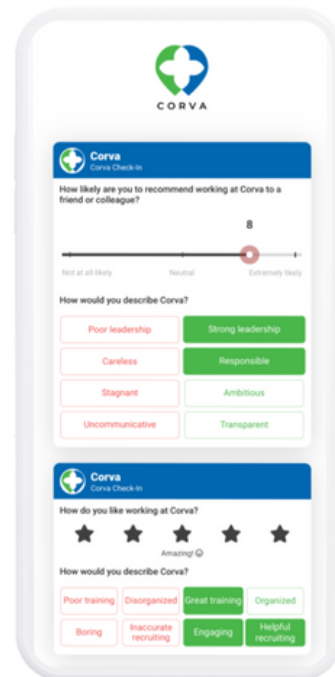
REAL-TIME RESULTS

Review survey results in simple, intuitive dashboards that update in real-time. Filter results by department, team, manager, and more. Learn from exiting employees' experiences by associating descriptive comments with quantifiable metrics.

SENTIMENT ANALYSIS

MAKE SENSE OF COMMENTS

Freeform feedback provides space for employees to bring attention and detail to issues that may not be on leadership's radar. But, reading and analyzing hundreds or even thousands of comments can quickly become an insurmountable task.

Radiant AI's sentiment analysis automatically reviews every comment from every survey and assigns a sentiment score, making it easy to immediately address high-impact comments.

+0%	Salary is competitive. However, there is a lot of pressure from management to work long hours.
-20%	It would be nice to have the ability to work from home at least a couple of days per week.
+90%	The people here are amazingly talented. It is a pleasure to work for this company.
+0%	My manager constantly micro-manages me. My team-mates are fun to work with, though.
-30%	My team lead is arrogant and never listens to what we have to say. Working here is demoralizing.

MAKE THE BIGGEST IMPACT

Ensure no valuable insights go unnoticed. Radiant AI subject analysis isolates common subjects from thousands of comments, measures the surrounding sentiment, and defines the positive or negative impact each subject has on the organization. See which subjects are most important to employees and make data-driven investments that will have the greatest impact on your organization.

DATA WITH DIRECTION
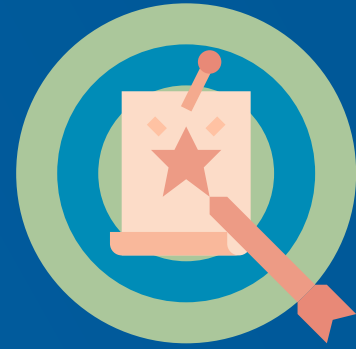
PUT YOUR DATA TO WORK

With Macorva and Radiant AI, you can move beyond collecting employee experience data and put that data into operation, enabling data-driven decisions that lead to better outcomes including higher engagement, lower turnover, higher performance, happier customers, and lower costs.

EMPOWER MANAGERS

Radiant AI manager enablement empowers your leaders to effectively address employee issues and drive improvements in their teams, resulting in higher employee satisfaction, better team performance, and increased overall organizational success.

MAXIMIZE VALUE WITH AI

By leveraging Radiant AI to provide personalized, actionable insights and resources, your teams can make more informed decisions, streamline performance management processes, and drive meaningful improvements at every level of the organization. This not only saves time and resources but also ensures that the actions taken are grounded in data-driven insights, leading to better outcomes for your employees and your business.

RETURN ON INVESTMENT

MANAGER RESPONSIBILITY	RADIANT AI ENABLEMENT	HOURS SAVED PER MANAGER
Performance reviews The average manager spends 210 hours per year on performance reviews (CEB)	Automates the composition of the first draft of performance reviews using all relevant data and manager notes	100
Employee development plans The average manager spends 100 hours per year on employee development plans (SHRM)	Automates the creation of employee development plans using all relevant feedback, metrics, and manager notes	50
1:1 meetings The average manager spends 120 hours per year on 1:1 meetings (Harvard Business Review)	Automates the creation of detailed 1:1 agendas using key insights from data and notes, targeting efficiency and impact	60
Management administration The average manager spends 150 hours per year on other administrative tasks related to performance management (SHRM)	Alleviates the mental burden for managers by providing a central location to access and annotate all relevant data, insights, resources, and progress for each employee	75