



Help your people grow!

Mirro improves relationships between organizations and their people



CONTEXT

Imagine what a culture of feedback would do for a company in terms of encouraging people to take control over their performance and continuous development.

There's a constant effort in building such culture, while keeping the following in check: making it company-wide, making it specific and giving it often.

ABOUT

Mirro is a SaaS solution for companies and their people, which focuses on individual and collective performance based on continuous feedback and collaborative patterns.

It features feedback components, soft-skills and job-specific skills evaluation, performance reviews, one-to-one check-ins, objectives and key results appraisal in order to facilitate a complete performance overview.

Furthermore, the solution also sets out to offer the most user friendly tools to cover the day-to-days related to people's relationship with their employer.

COMPANIES WHICH USE MIRRO

- Offer a sense of validation and safety to their people through continuous feedback and recognition
- Align people to company goals and measure progress of individual and shared objectives
- Understand how members complement each other, cultivate shared values and open communication
- Perform routine administrative tasks quickly and with no fuss, thus winning time and ensuring operational effectiveness.

CONTINUOUS PERFORMANCE APPRAISAL

- Open, context aware, immediate feedback between members
- Credit where credit is due: Kudos! Is an effective way of public praise
- Linking feedback with business outcome, company values and company-wide as well as job specific skills
- Combining open and scored performance appraisals leads to more precise results

KEEP EVERYONE ALIGNED TO SHARED GOALS

- Align everyone to company goals to clear the fog
- Create and update objectives and key results for workgroups
- Create and manage personal objectives and key results
- Get a clear overview on results and get a chance to praise performance

DAY-TO-DAYS THAT DON'T TRANSLATE INTO CHORES

- Manage personnel files, documents and contracts with self-generated template automation
- Easy overview and management of working time, including leave, hours off and working away
- Defining a clear and engaging overview on the company's structure
- Manage career paths, skills and company values

Mirro is designed to be easy to use for all users and that starts from the get-go

MIRRO SETUP

- Admin users login with their registration credentials to access Mirro and are guided through the setup process
- Adding new users can be done manually, or by importing users from file or integration with internal systems, in order to use a convenient Single-Sign-On
- Setting up company specific items such as structure, relationships shouldn't take more than a few hours.

USER ONBOARDING

- Inviting users to the app is the start of their journey in Mirro. The interface is user-centric and intuitive, no training is needed, other than a general awareness of internal HR specific coordinates
- Specific tasks and reminders may be added in order to make this a seamless process.
- Mirro ensures full GDPR compliance and personal data is safe from breach. It uses state-of-the art Microsoft technologies on a mission-specific architecture.

FIT TO MEASURE

- Mirro is role-based and de-cluttered, so every user will have access only to the information and actions that they require in order to fulfill own duties.
- Reporting is also following the same concept, being role-specific.

OUR PROMISE

Mirro is the solution to a set of problems that any company which invests in its people has:

- It integrates functionalities which cover performance and administrative tasks - one app to handle the human-company relationship
- It is cost bearing only when it brings value - no hello and goodbye fees, you only pay for active users.
- It's easy to use and it's going to be kept that way - Mirro will always add features not to clutter, but for showing different facets of each individual's journey.

A ZITEC SOLUTION

At the core of this solution, the team at ZITEC has used knowledge gathered in over 15 years of teamwork, developing more than 350 projects in 15 countries covering 3 continents. The company is now over 160 people strong and a trusted Microsoft Gold Partner.

Our values: Innovation, Authenticity, Courage, Performance, Commitment and Respect position us as a trusted partner to businesses across industry sectors.