



Yva.ai – next generation feedback
that puts employees first.

Active. Passive. Continuous.

Elevate Employee Retention. Engagement. Leadership. Agility. Inclusion.

We help companies improve
employee retention.

We help companies develop
leadership, agility, and
inclusion.

20 years experience in AI and HR

Yva.AI, Inc.:

Spin-off from ABBYY

20 years experience in AI

20 years experience in HR analytics

ABBYY (on photo):

Leading AI company

1,300 full-time employees,

100,000 business in

200 countries use ABBYY AI technologies



Who is thinking
about **resigning** and
why? Wellbeing.

Who are your **detached
leaders**? Toxic managers?

Who are your **HiPos**?
Smart 360

Are your **corporate
transformation** plans on
track or are they at risk of
being sabotaged? ONA

Inclusion? Is your company
a good place to work—for all
kinds of people?

**Yva Retention
and Engagement**

**Yva Transformation
and Agility ONA**

**Yva Leadership
and 360**

**Yva
Inclusion**

Why Yva is Different?

It combines
Passive Feedback + Active Feedback

digital interactions
between employees

60-sec employee
micro-feedback

That makes Yva recommendations
real-time and objective

Yva doesn't analyze the content. Metadata only.



Yva analytics is highly secure and ethical.
It is based on **metadata only** and Yva **doesn't analyze the content** of the messages
(default installation).

Easy to install.

No maintenance.

Auto-pilot.



Yva

**Retention and
Engagement
Solution**

For your HR team and Executives:

Weekly auto-generated 40-page Heatmap with individualized recommendations on each employee.

The same number of HR-personnel will do much more by focusing on the most urgent issues.



Yva predicts resignations with up to 86% accuracy and identifies reasons for frustration.

It helps to retain key talent and saves \$2M/year per 1,000-employee team.



What Do Yva Clients Say:

*“Hey Guys! I wanna let you know that **Yva is really showing very accurate data for burnout**, I checked all trends with my friends and also my own. And we are almost sure that it is perfectly shows our emotions during certain periods of time. Great job, I’m sure this will be a very **huge success**.” -*

*Arto Yeritsyan
Executive Director, Technology
PicsArt Inc.*



Yva

360 Solution

For your employees:

real-time dashboards with
“prescriptions” and
recommendations.

- improve personal skills
- provide real-time feedback to the co-workers
- provide real-time feedback to the company.



Yva's 360 is very different.

Relationship analytics automatically identifies the informal cross-functional teams, constantly adjusting who provides micro-feedback about whom.

It makes 360 scalable. It makes your reports accurate and in real time.



Yva

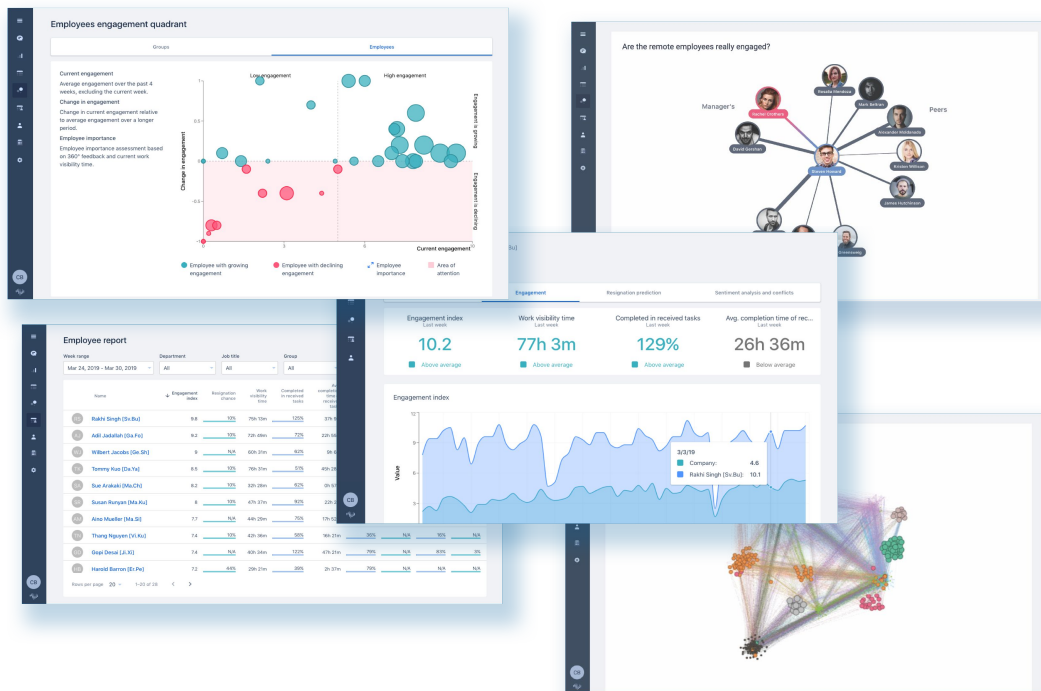
**Leadership
Solution**

For your managers:

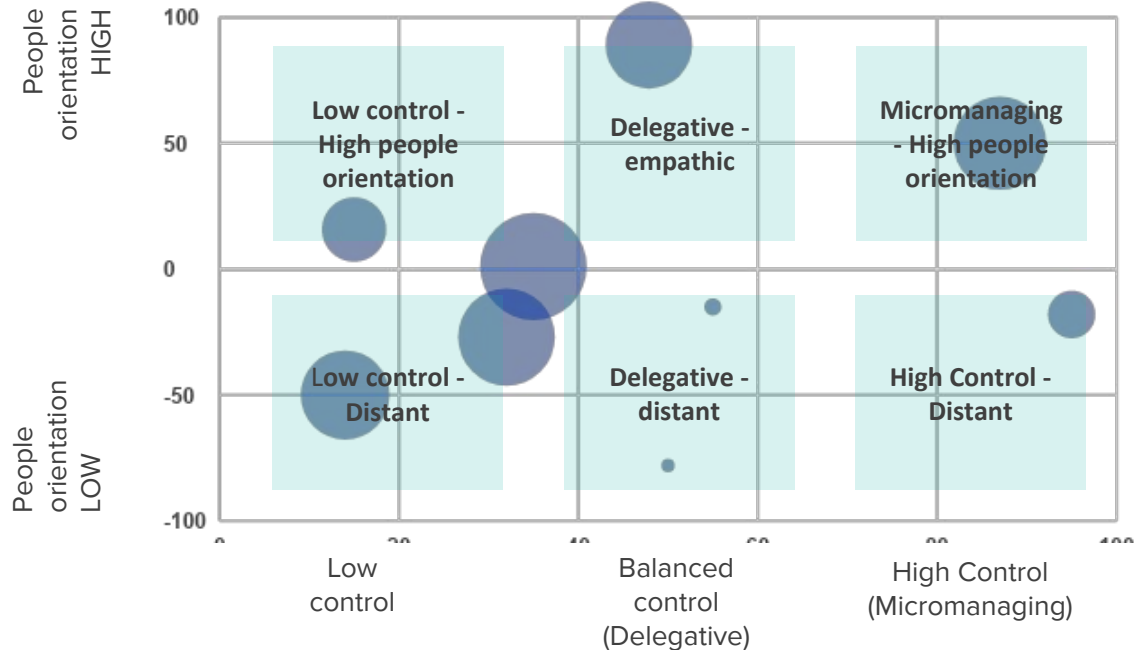
real-time dashboards with
“prescriptions” and
recommendations.

Improve

- personal leadership skills
- team performance
- culture.



Yva.ai Leadership Matrix



What Do I See?

- 1 Manager #01 is Detached -- low centrality and distant
- 2 Manager #02 is Democratic -- balanced control and empathic
- 3 Manager #03 is Dictatorial -- High control and distant

The diameter represents Yva Natural Leadership Index (YNLI)





Yva Social Capital descriptions

Opinion leaders

inspire people around them. Colleagues trust opinion leaders and listen to what they say about what's going on in the company.

Experts

are recognized professionals in their field. People in search for professional advice or a recommendation on a controversial work-related issue turn to experts in the first instance. Experts are always informed about new developments in their field.

Hands-on leaders

are natural leaders, who take the lead in situations of uncertainty and act as a role model of decisiveness and energy. They get things done and bring new ideas to life.

Innovators

are fearless adopters of new advancements. They are ready to experiment or find unusual solutions and approaches to work. Innovators connect people across physical, functional or business boundaries.



Yva

**Transformation
and Agility
Solution**



Ask any CEO who has overseen a corporate transformation **what should have been handled differently**, and you are likely to get this answer:

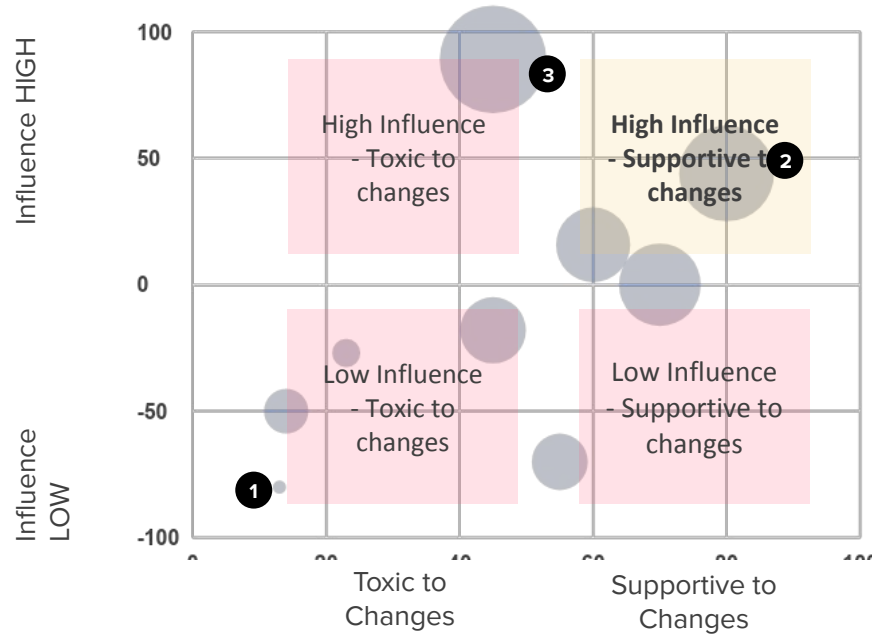
“We should have—and could have—moved faster.” Such executives have a long list of regrets: They wish they had unified the leadership team right away. They wish they had engaged employees sooner and quickly drummed up support for the new vision. They wish they hadn’t waited so long to test their assumptions and refine their key initiatives.

Are your corporate transformation plans on track or are they at risk of being sabotaged?

Who are your most active and innovative teams that can provide the basis for your corporate transformation processes?

Yva.ai Innovators Matrix

Stakeholder mapping: we distribute all managers and informal leaders across 4 quadrants. Upper right corner gives us change readiness and power. Based on Yva Innovation Index

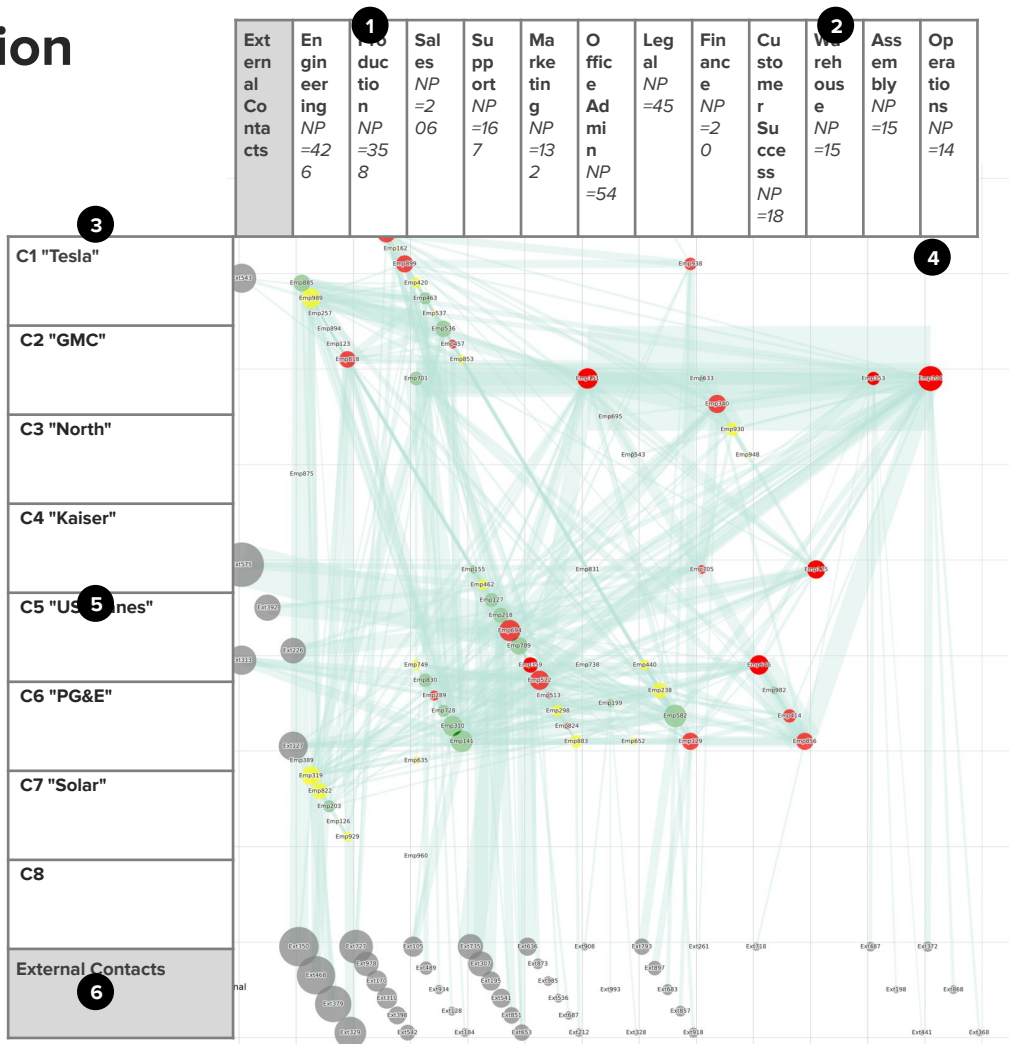


What Do I See?

- 1 Team #01 is not the best to start your Corporate Transformation Processes
Team #02 is the best to start your Corporate Transformation Processes
- 2 Team #03 has high influence but may be opposing the transformation processes
- 3



Collaboration profile and Agility Matrix



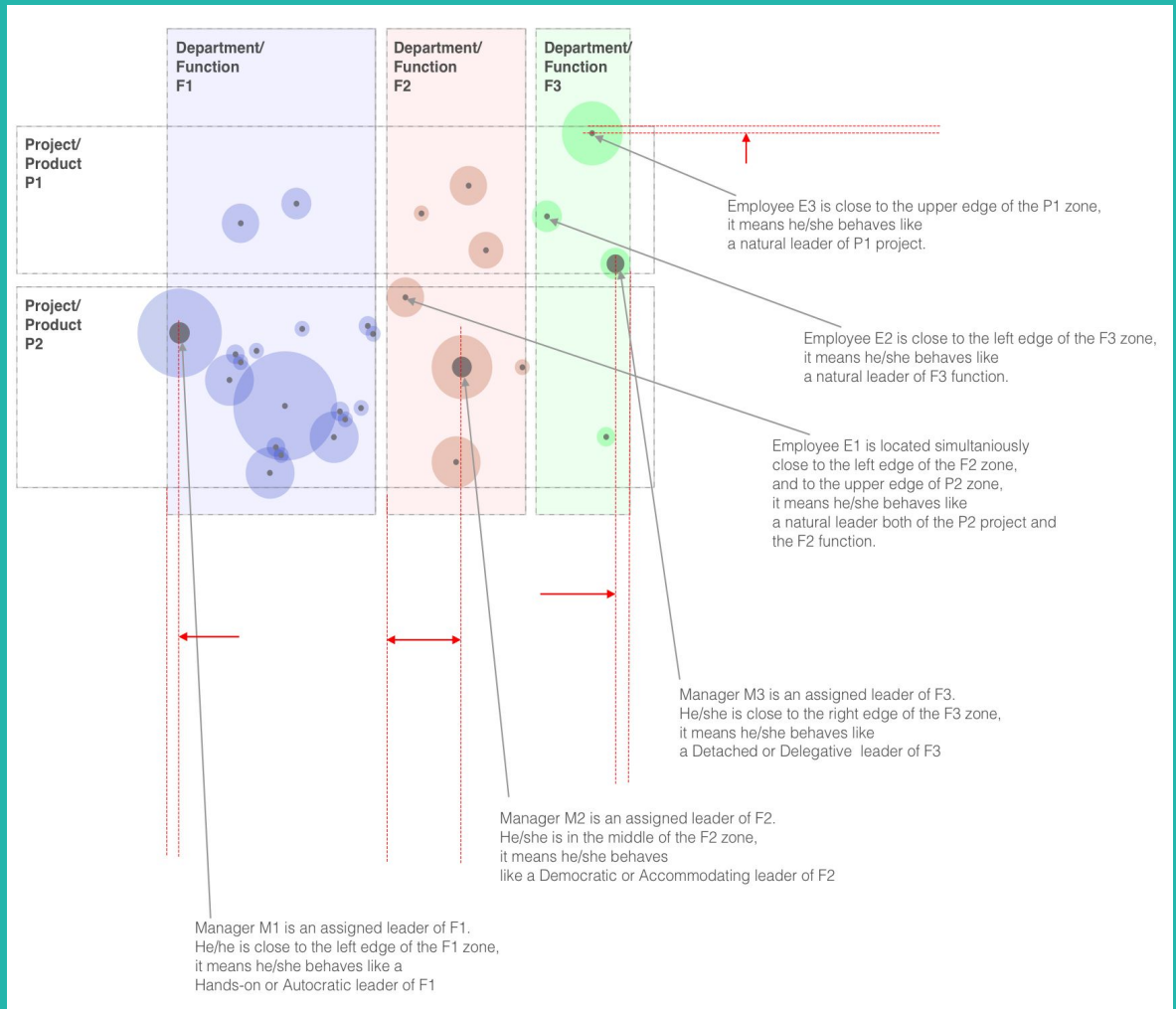
What Do I See?

- [Sales] is mostly involved with [C2 GMC] and [C6 PG&E], but not involved with [C4 Kaiser] as was requested.
- [Customer Success] is burned out and is not involved with the majority of the customers.
- [C1 Tesla] cluster must be Externally Oriented but is not. Are we listening to our customers?
- Warning! One of the most influential persons across the entire organization is in Red Zone.
- No one is involved with [C4 Kaiser].
- [C7 Solar] cluster should be Externally Oriented, but it is not. Are we listening to our customers?

So What Do I Do?

Analyze collaboration between groups within the Company to answer the question – does this collaboration profile fit our expectations about how our company cooperates? Are there missing connections? Are there any separated or distanced employee groups?

How to read the organizational network chart?



How to read the organizational network chart? (continued)

The chart represents a classic matrix organizational structure.

You can see the Departments/Functions in columns and cross-functional Projects/Products in horizontal zones. The Projects/Products are defined automatically by Yva based on unsupervised clusterisation of employees' interactions.

Each circle represents an individual employee. The color codes a specific Department/Function. If the person was mostly involved in a specific Projects/Products, he/she will be positioned within respective horizontal zone.

The diameter of the bubble represents the “Interaction based Degree Centrality” of an employee within the whole organization. Depending on the company context, employee role and other aspects. The “Interaction based Degree Centrality” can be referred to as “Importance”, “Impact of leaving”, “Visibility” and “Emotional Capital”.

Horizontal position of an employee within the respective department represents “the importance” of the person within his/her department. The closer the person is to the left border of the department/function, the more significant leadership authority he/she demonstrates within this department.

Similarly, the vertical position of an employee within the respective project represents “the importance” of the person within his/her project. The closer the person is to the upper border of the project, the more significant leadership authority he/she demonstrates within this project.



Yva helps the companies

**1. BEFORE the
transformation**

**2.DURING the
transformation**

**3. AFTER the
transformation**

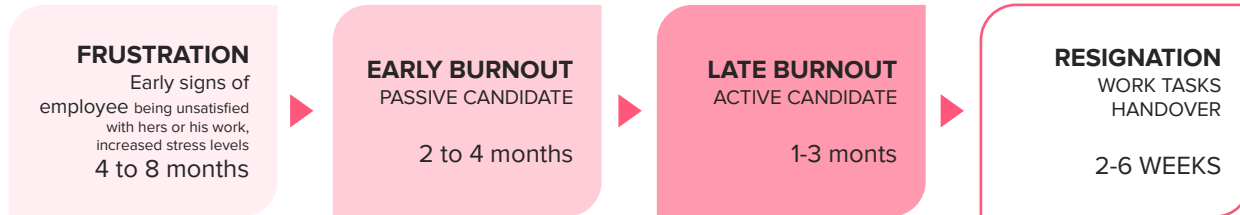


Science behind Yva

How Yva measures employee burnout

Yva measures, both in real-time and retrospectively, two important indexes: The Yva Activity Index, YAI (the blue line below) which reveals the employee's "Optimism" and "Pessimism/Frustration" and the Yva Burnout Index, YBI (the red line below). The Yva Burnout Index is one of the most significant predictors of resignation. It determines those employees whose risk of leaving is high. Of course, the connection between burnout and actual resignation is quite complex including individual circumstances such as family situation, mortgage, other job opportunities, and many other factors.

We distinguish 4 pre-resignation phases of burnout.



How Yva measures employee burnout (continued)



Case Study

Yva had detected the first signs of frustration 11 months before the resignation happened.

Yva had detected burnout 9 months before the resignation happened.

7/23/2018
NAC is declining and becomes negative.
Frustration period has started

10/02/2018
BI becomes negative & reaches min level. **Early burnout** period has started.
OPEN FOR OFFERS

01/10/2019
Late burnout period has started. SEARCHING FOR JOB

05/13/2019
the employee sends the
resignation letter. TURNING
OVER THE DUTIES

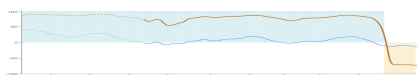
06/24/2019
the **employee leaves** the
company

Most visible Red Zone managers' burnout profiles

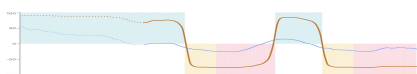
Manager 174



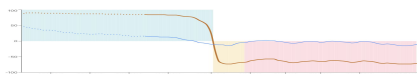
Manager 128



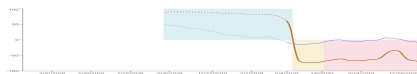
Manager 387



Manager 6



Manager 208



Manager 174

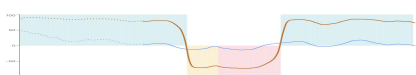


Most visible Green Zone managers' burnout profiles

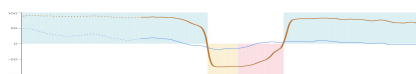
Manager 28



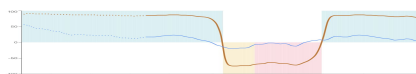
Manager 154



Manager 227



Manager 181



What Do I See?

WARNING! High centrality

Manager 6 went into Red Zone 03/19. CRITICAL FLIGHT RISK and SIGNIFICANT IMPACT OF LEAVING.

WARNING! High centrality

Manager 208 went into Red Zone 07/19. CRITICAL FLIGHT RISK and SIGNIFICANT IMPACT OF LEAVING.

WARNING! High centrality

Manager 387 went into Red Zone 09/19. CRITICAL FLIGHT RISK and SIGNIFICANT IMPACT OF LEAVING.



Security, Privacy, Ethical and Legal Questions



**All data resides in your company
perimeter** with self-hosted cloud or
on-premise installation.

No data is collected or stored by Yva.ai
company.



Yva is secure and ethical

- Yva is secure, ethical and 100% GDPR compliant.
- By default, Yva.ai neither stores nor analyzes the content of messages. Yva utilizes metadata only thereby protecting individual privacy. The system never gives access to the content of emails and messages to anyone.
- Yva never analyzes personal data sources like personal email, SMS, WhatsApp, Facebook, LinkedIn, Instagram, etc.
- With self-hosted cloud or on-premise installation all data resides within the client's network perimeter.



Start using Yva.ai today:
sales@yva.ai

For more details visit
<http://www.yva.ai/>

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