



Attālināto darbinieku privātās dzīves-
darba balansā iedzīvināšana
uzņēmuma kultūrā

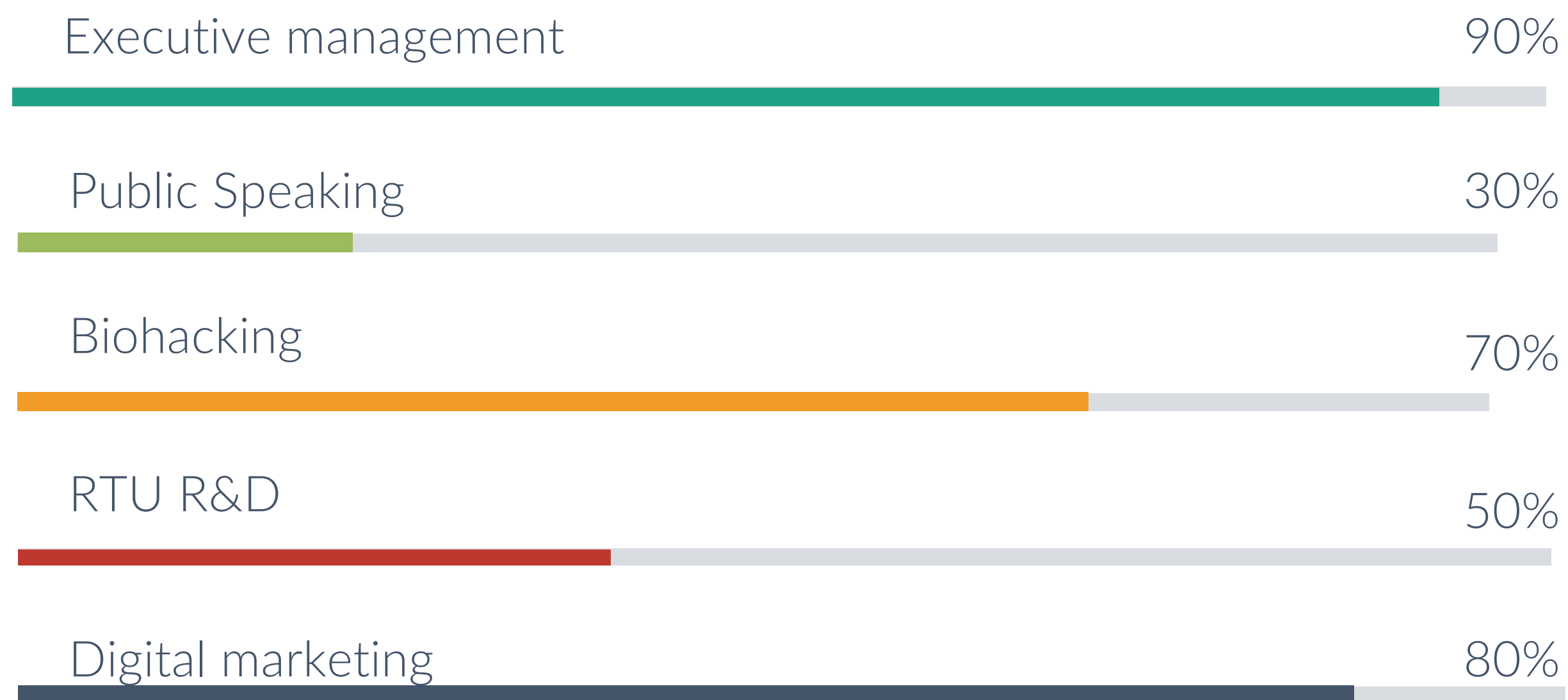


“Work today for health, so tomorrow, there is no need to work for drugs”



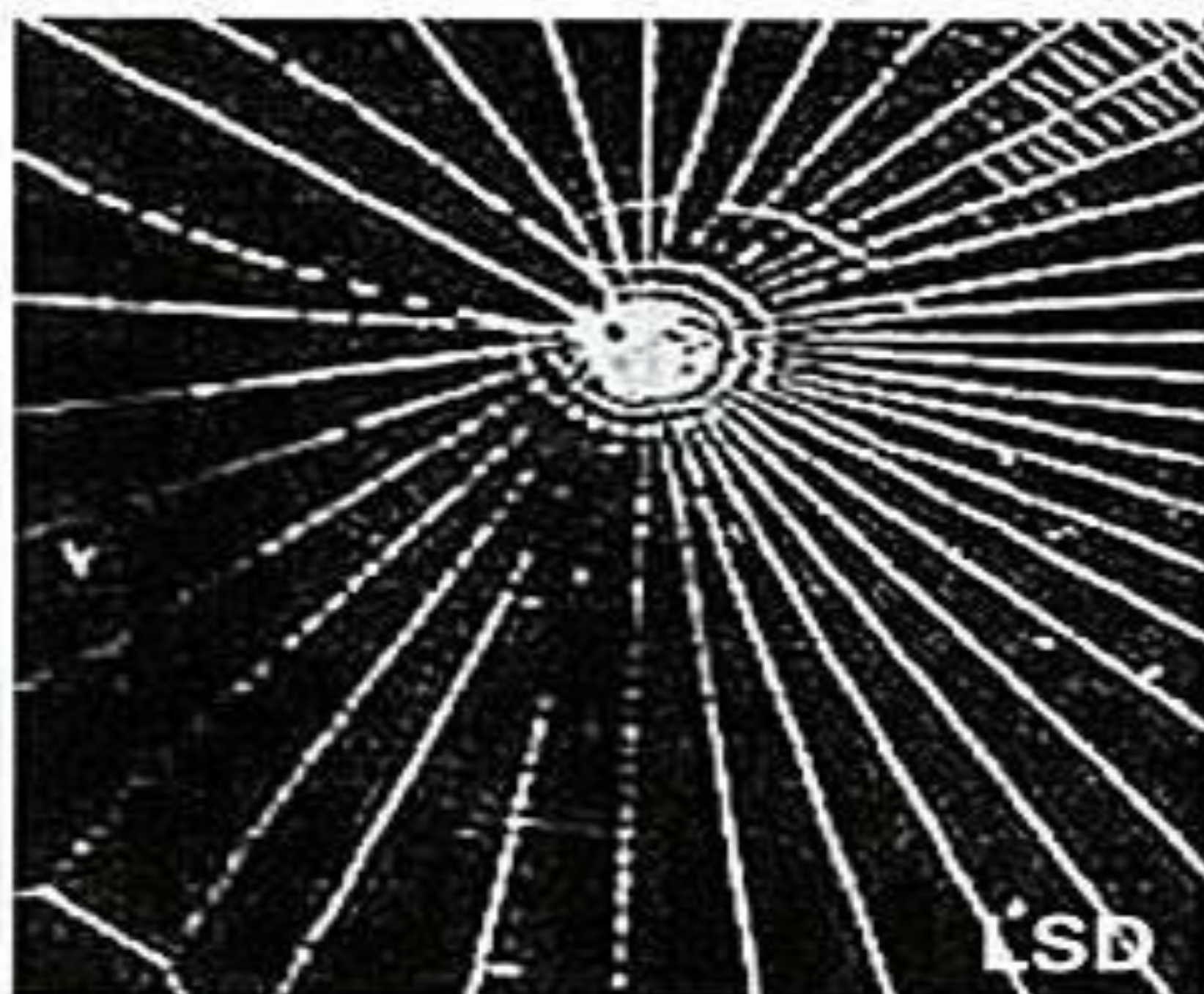
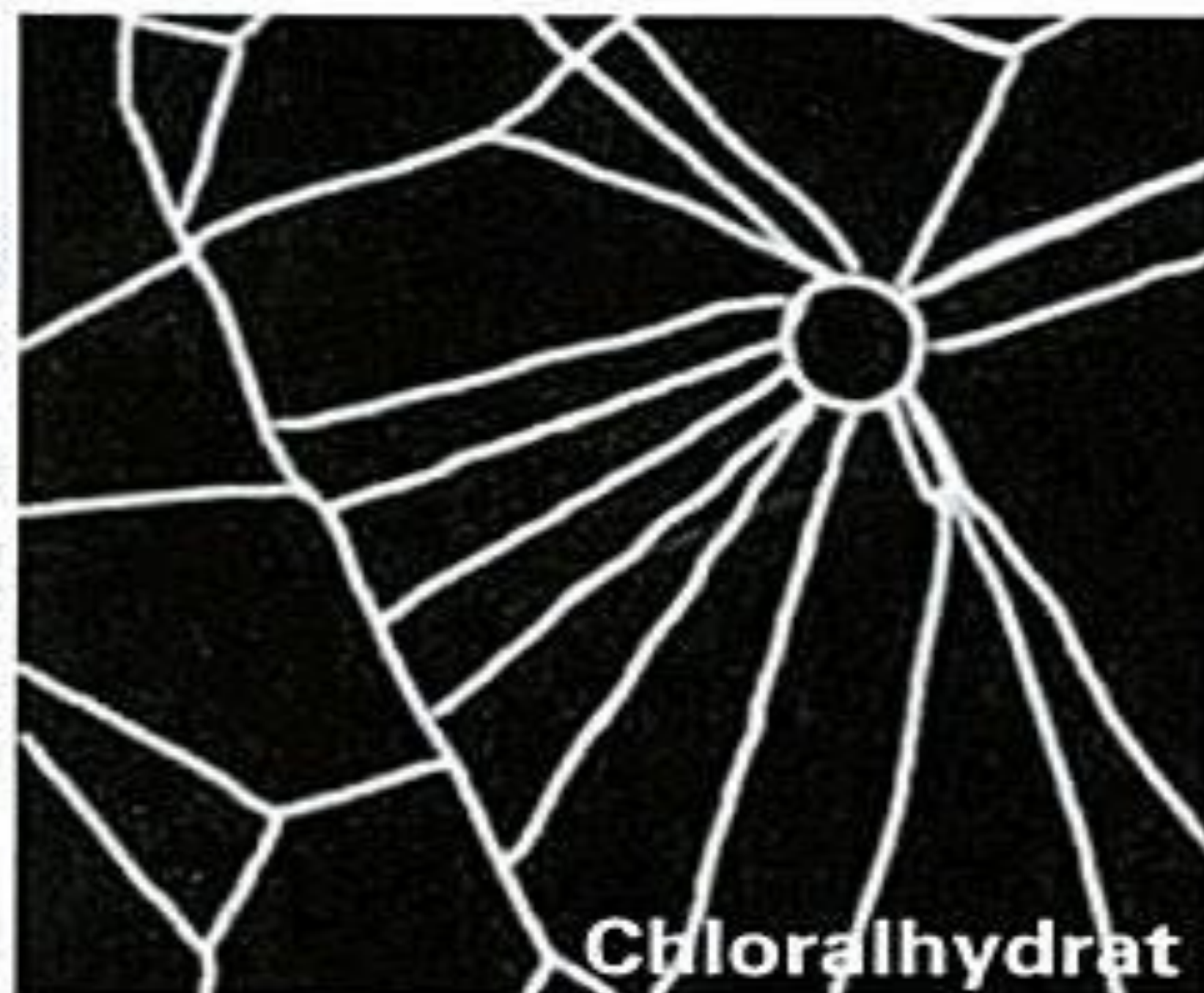
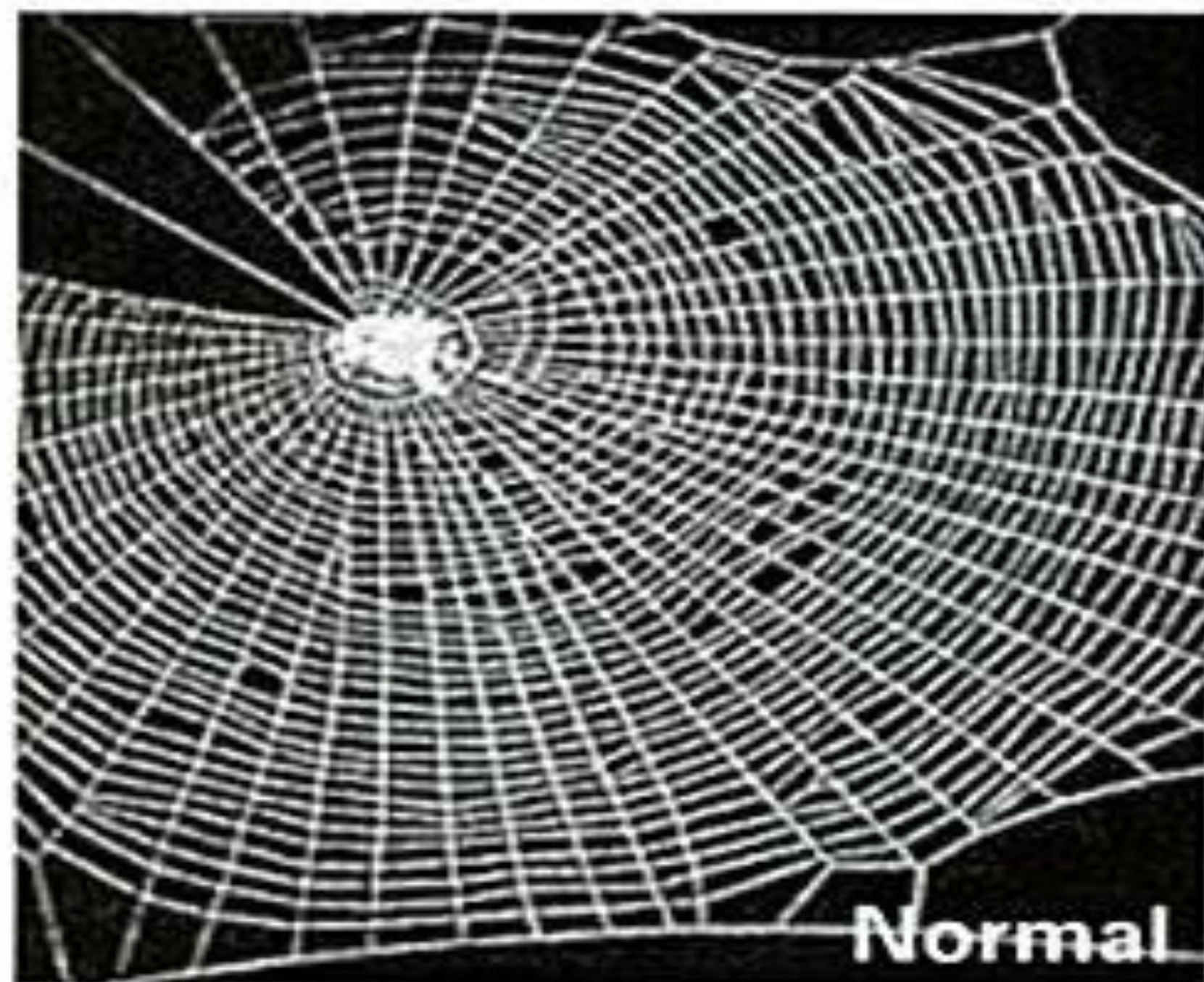
Arturs Bernovskis

CEO & Founder







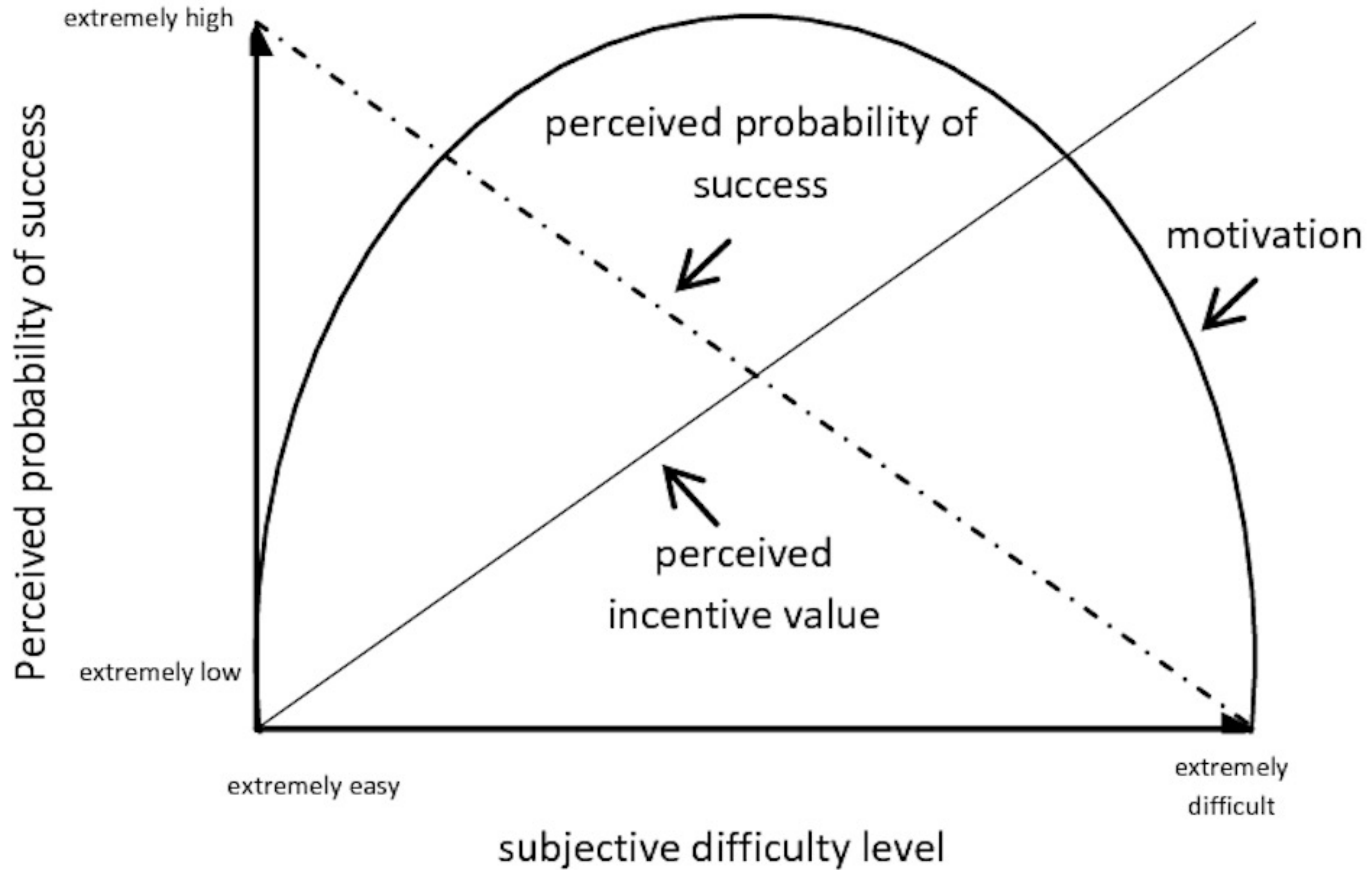


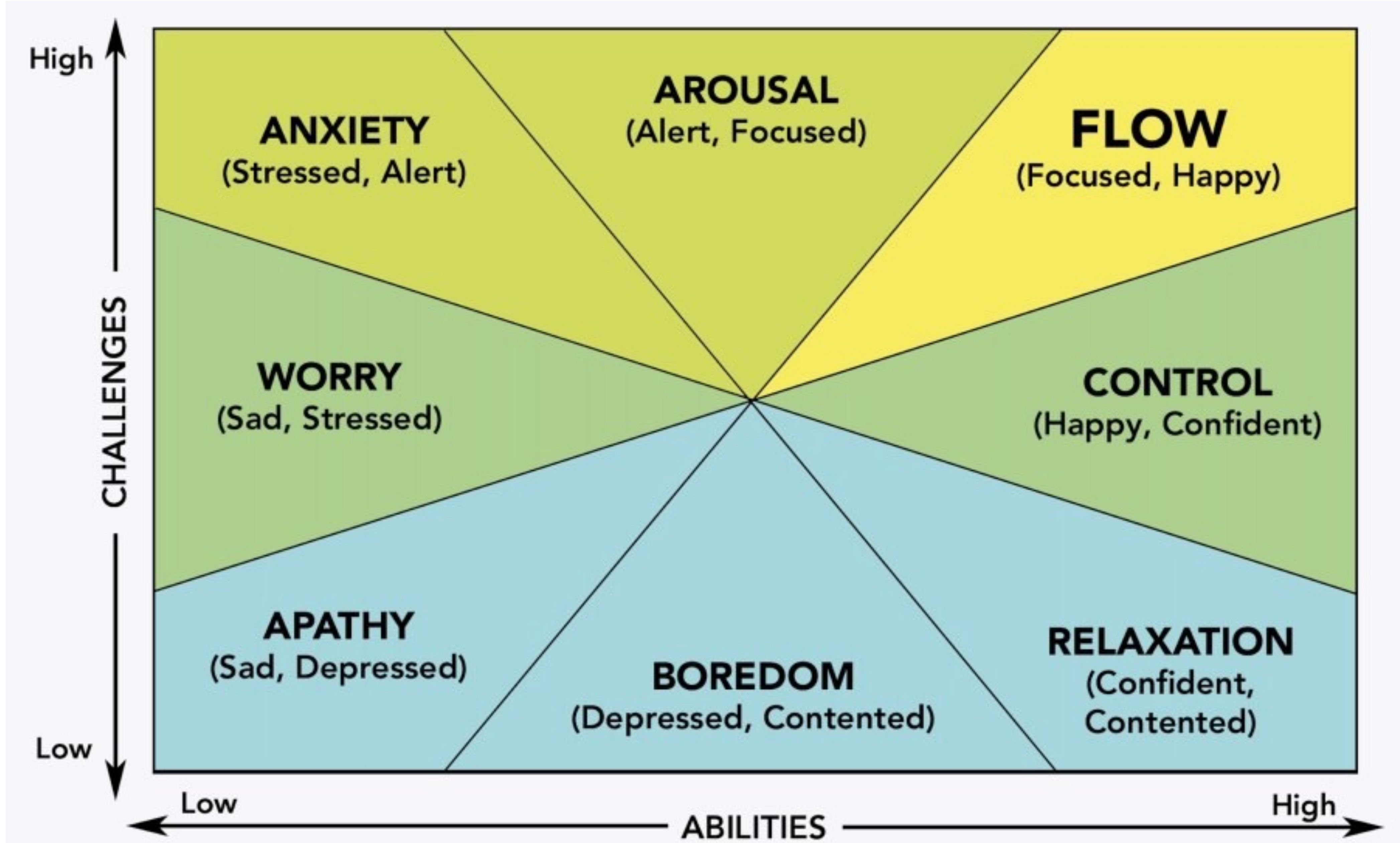




Motivation

What are you going to use, a carrot or a stick?









“Clients do not come first.
Employees come first.
If you take care of your
employees, they will take
care of the clients.”

Richard Branson





"Engaging employees seems easy, but it's not simple. Learn what it takes to build RESPECT in your organization with Paul Marciano's *Carrots and Sticks Don't Work!*"

—Marshall Goldsmith, author of *Mojo* and *What Got You Here Won't Get You There*

Carrots and Sticks Don't Work

Build a Culture of Employee
Engagement with the
Principles of **RESPECT™**



The
latest research
on what really
gets people to
go the extra
mile

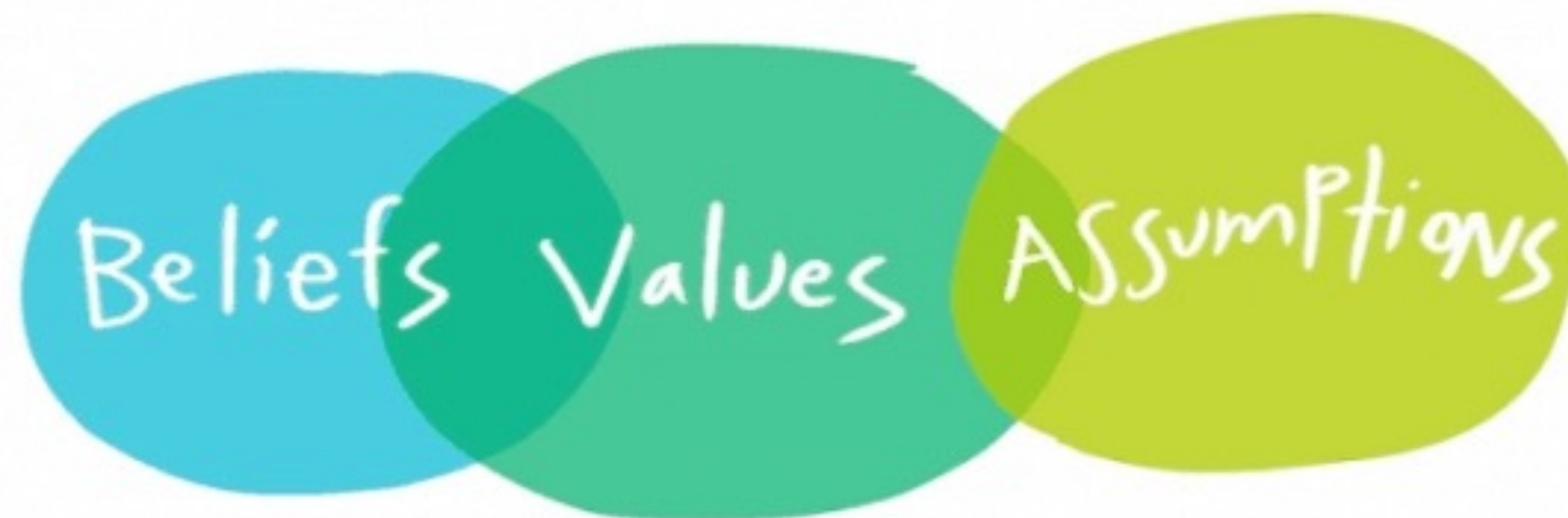
**Paul L.
Marciano, Ph.D.**



CULTURE



easier
to
change



harder
to
change





GAMIFICATION for Creating Company Culture



SCORING

Participant receives points in 4 engagement fields when interacting on the Efectio platform



REWARDS, PRIZES

Points transform into coins and can be exchanged for motivating gifts and rewards



BADGES

Based on achievement type, employee can receive a badge



LEADERBOARDS

Each team and individual can see their score vs. the score of other participants



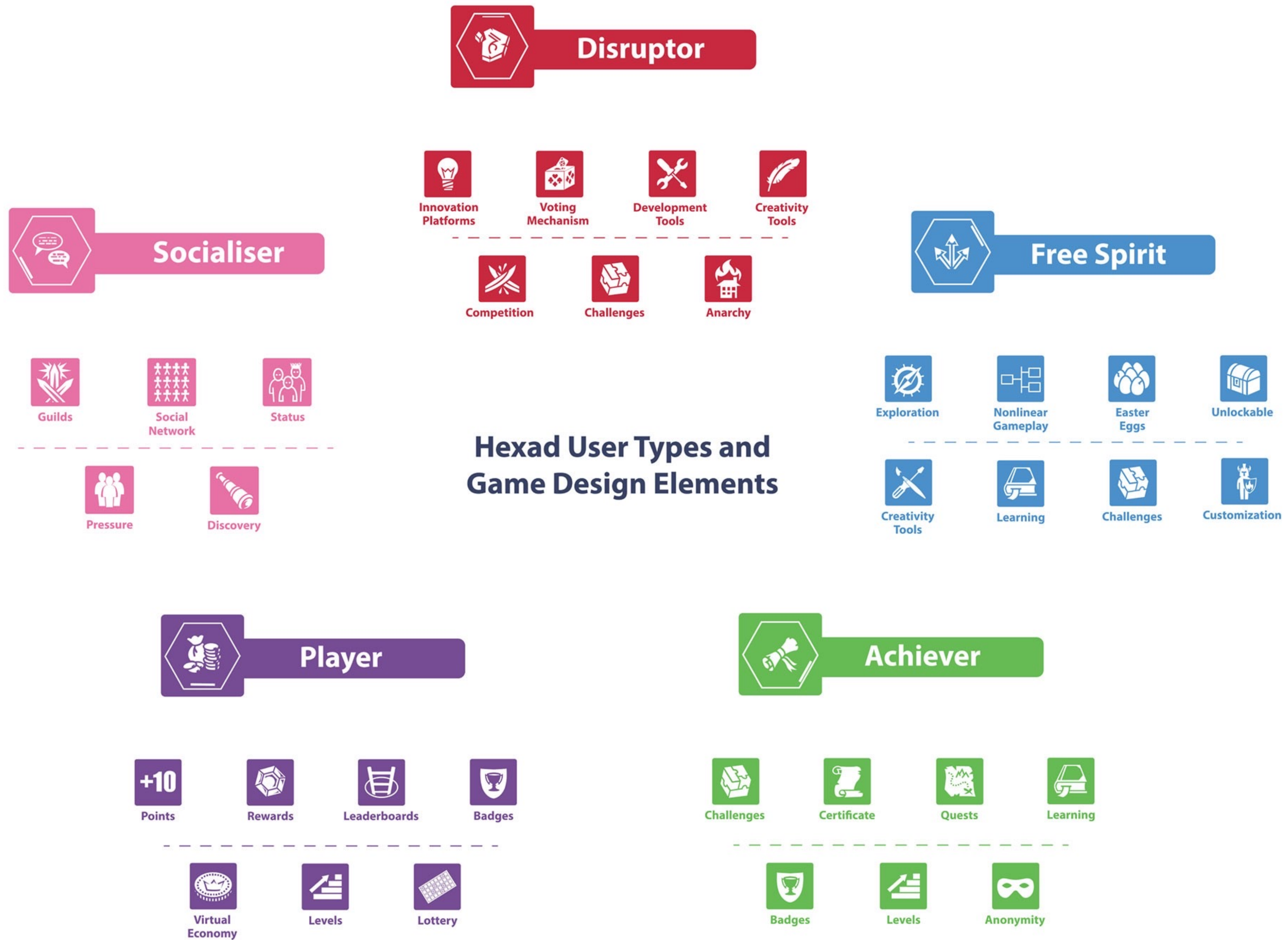
PROGRESS BAR

Every day there is a new progress bar of available tasks



VIRTUAL COINS

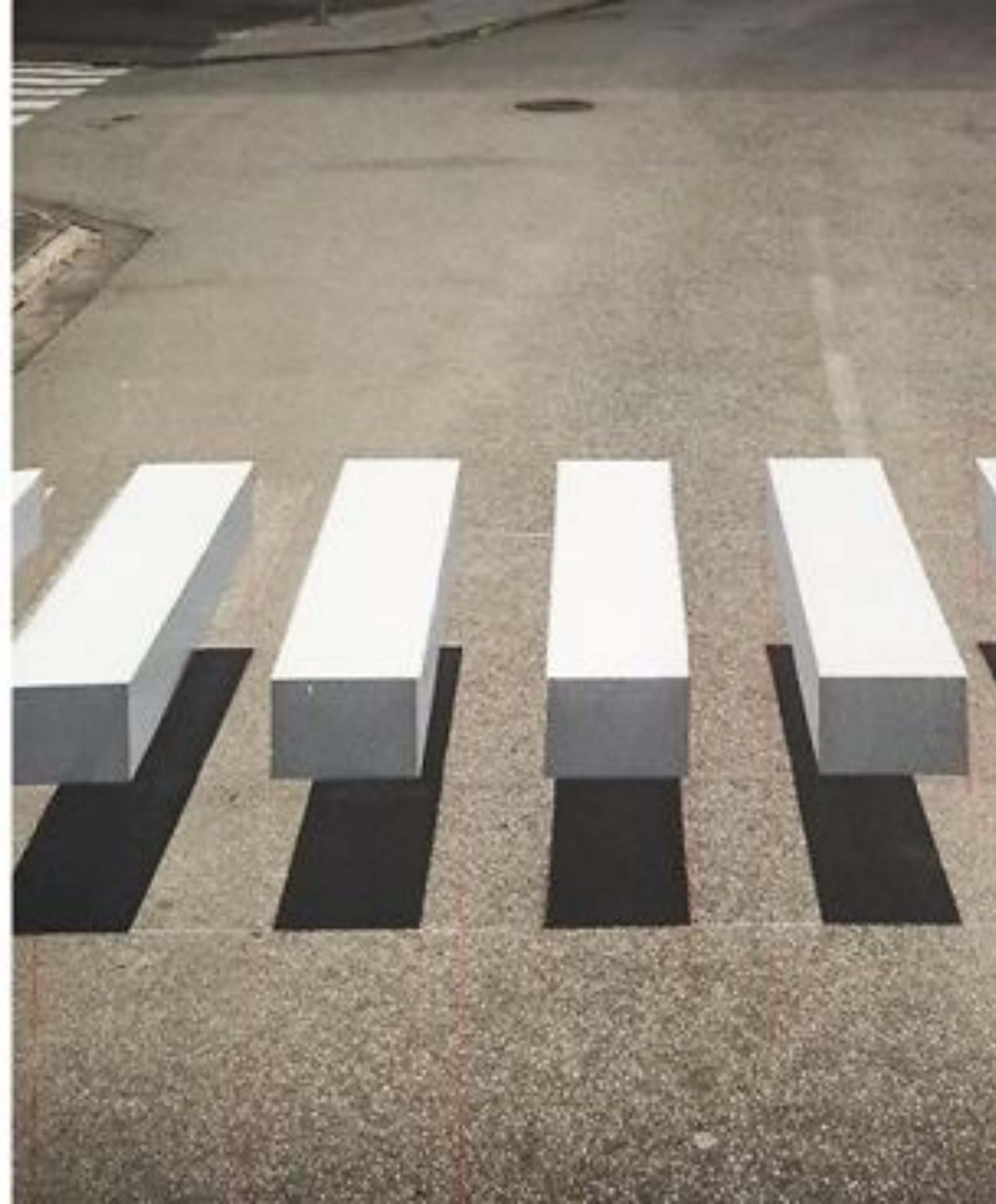
Points are transferred to coins which can then be spent in Efectio marketplace



***JŪSU
ĀTRUMS***

125







The Speed Camera Lottery.

A part of **Thefuntheory**com

The challenge

Continue to create interest in Volkswagen's BlueMotion technologies and innovations that reduce environmental impact without compromising on performance.

Insight & idea

We continued to use the insight behind BlueMotion technologies and the theory that the easiest way to change human behaviour for the better is by making it fun to do. Otherwise known as the fun theory.

The next phase of the fun theory project was to actually realise the idea. The idea came from Kevin Rieck, a winner of the fun theory award. The idea was based around using the fines from those who speed to reward those who don't, through a lottery.

Results

- ▶ The fun theory drove debate around how to use fun to change behaviour on the roads, both locally in Sweden, but also around the world.
- ▶ We reduced the average speed by 21.6% – equivalent to 6.8 km/h.
- ▶ Volkswagen's share of the eco car grew by 84%. (source: bil.se)
- ▶ We continued to reinforce the thinking behind BlueMotion.

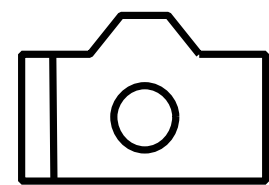


Solution - **EFFECTIO** PLATFORM



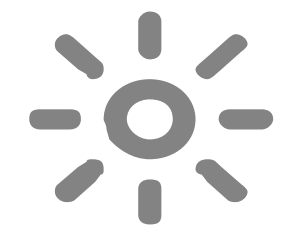
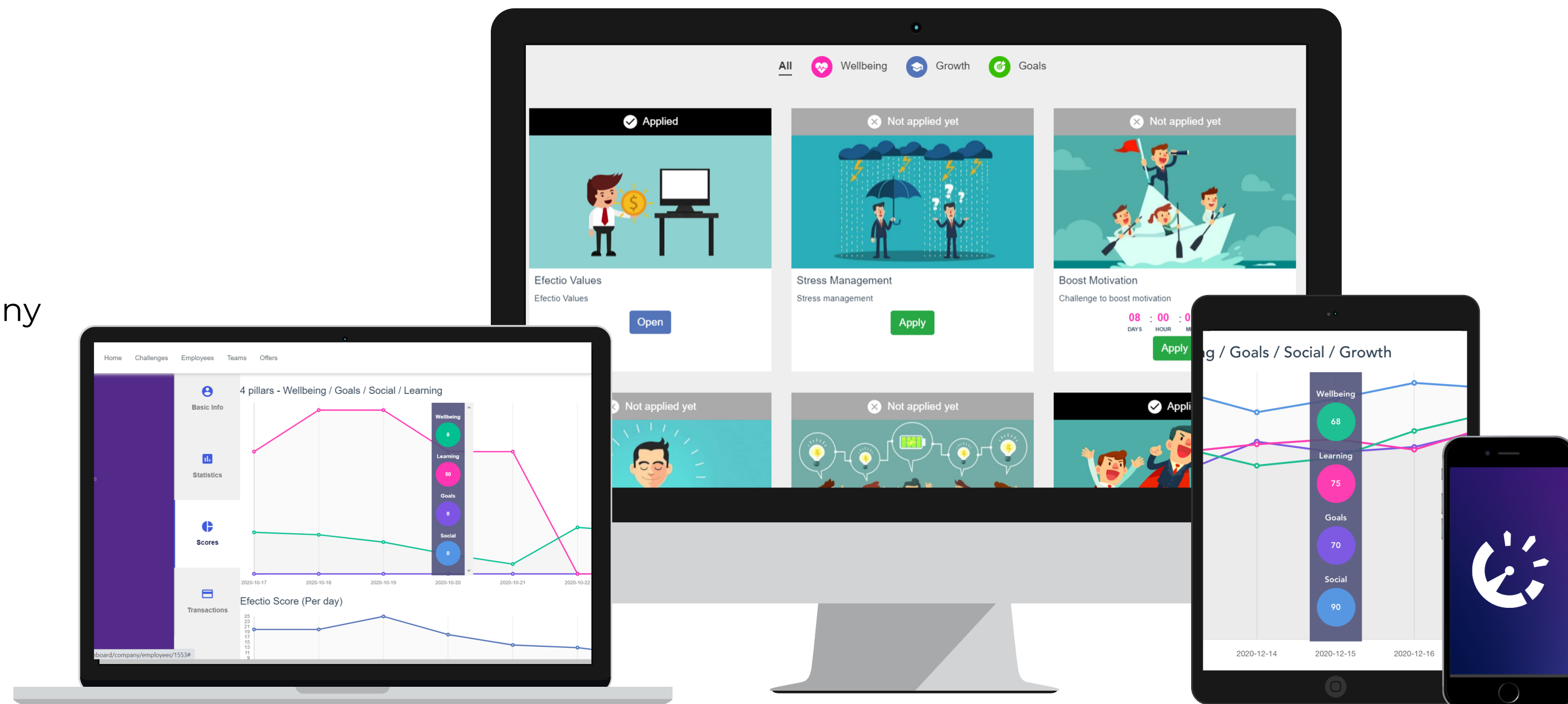
IMPROVED PRODUCTIVITY

Engagement motivates employees to achieve company goals with full efficiency



INTERACTIVITY

Combining virtual tasks with real experiences by using modern technology and science



POSITIVE WORK ENVIRONMENT

Support and feedback from the team makes employees more happy and successful



ENGAGEMENT DATA

An insight into which areas of engagement employees are performing best



Solution - **EFFECTIO SCORE**

22

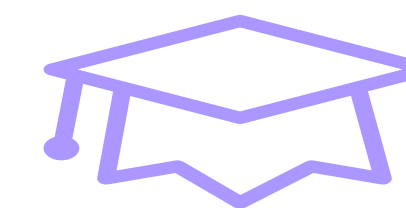
A company is an association or collection of individuals, whether natural persons, legal persons, or a mixture of both.

Company members share a common purpose and unite in order to focus.



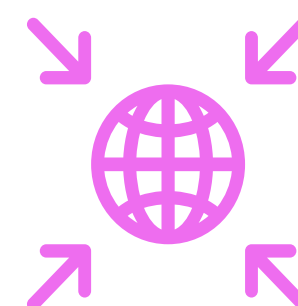
WELL-BEING

Physical, social, mental health awareness and activities



GROWTH

Personal and professional progress. Involves microlearning, education



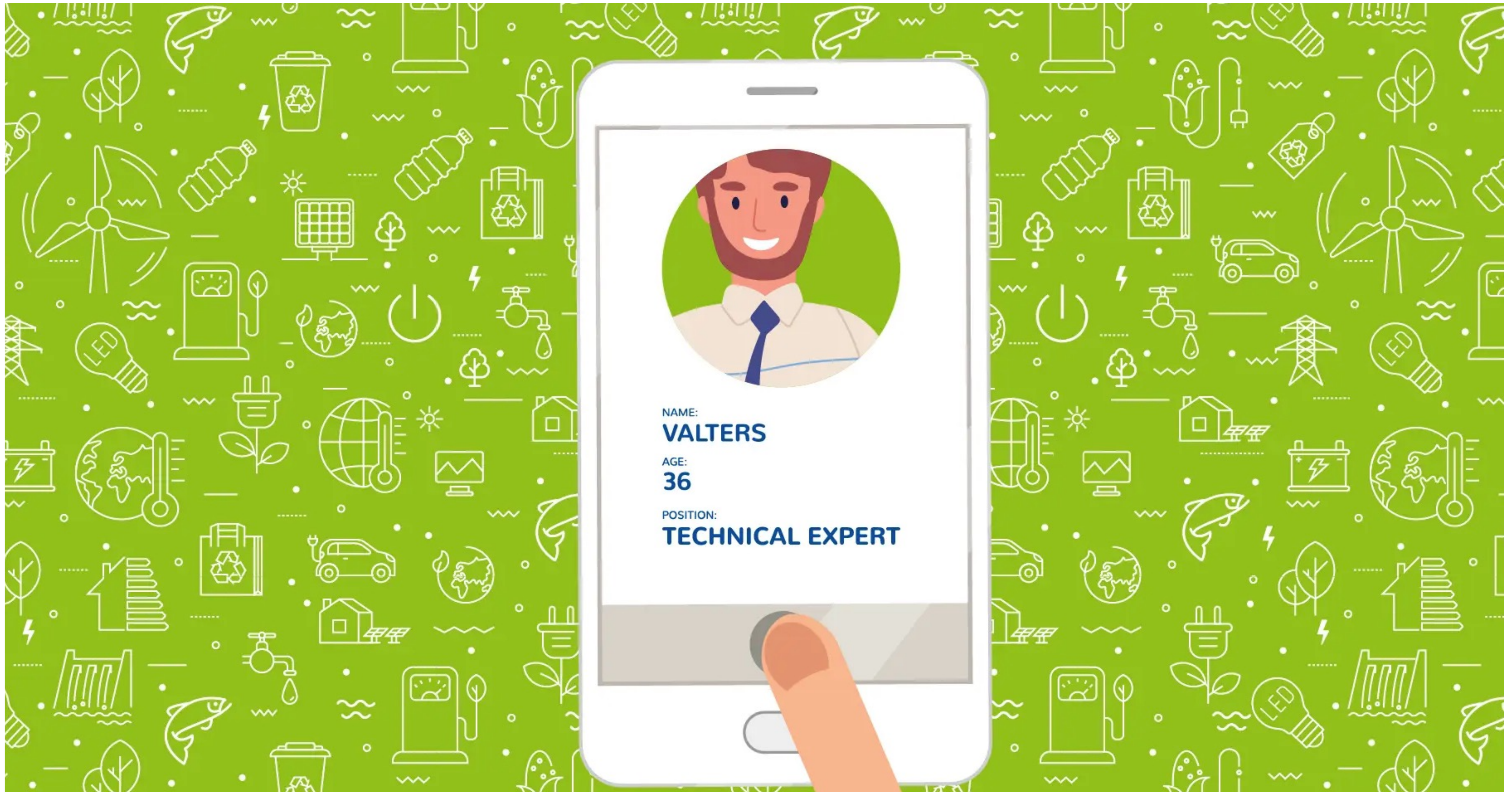
SOCIAL ENGAGEMENT

Communication is the key for creativity and social well-being



PERFORMANCE

Combines company KPIs with other scores to see how happiness improves performance.



Neesi pieteicies

1



Onboardings

Laipni lūgts komandā

Pieteikties

Esi pieteicies

53



Pārdevēju motivācija

Vairo savu ikdienas motivāciju - slepeno sastāvdaļu, kas uzmundrina, uztur un uzlabo darba sniegumu!

Atvērt

Esi pieteicies

8



Efectio saliedēšanās izaicinājums

Šis izaicinājums ir paredzēts, lai labāk iepazītu viens otru mūsu uzņēmumā - Efectio! :)

Atvērt

Esi pieteicies

11



Komandas saliedēšanas izaicinājums

Stiprini komandu ar virtuālu komandas saliedēšanas spēli!

Atvērt

Esi pieteicies

18



Mērķu sasniegšana

Šajā izaicinājumā katras nedēļas pirmdienā tu padaliesies ar saviem tās nedēļas mērķiem un katru piektdienu saviem kolēģiem pastāstīsi, kā tev veicās ar šo mērķu sasniegšanu.

Atvērt

Esi pieteicies

7



Iepazīsties ar Efectio!

Iepazīsties ar Efectio platformas uzdevuma izpildīšanas funkcijām!

Atvērt

Esi pieteicies



Efectio vērtības

Efectio Values

Atvērt

Esi pieteicies



Stress Management

Stress management

Atvērt

Esi pieteicies

5



Efectio Goals

Efectio Goals challenge.

Atvērt

Onboardings

Paslēpt senākas dienas

Sākums >	1	Nodokļu grāmatiņa	✓ Uzdevumi: 1	\$ 0 / 20 ↓ (-80.00%)	★ Esi pirmais!
	2	Iepazīstini ar sevi!	✓ Uzdevumi: 1	\$ 0 / 20 ↓ (-80.00%)	★ Esi pirmais!
	3	BRĪVDIENA			
	4	BRĪVDIENA			
	5	Efectiobuks	✓ Uzdevumi: 1	\$ 0 / 20 ↓ (-80.00%)	★ Esi pirmais!
	6	Ugunsdrošība	✓ Uzdevumi: 1	\$ 0 / 20 ↓ (-80.00%)	★ Esi pirmais!
	7	Efectio + labumi	✓ Uzdevumi: 1	\$ 0 / 20 ↓ (-80.00%)	★ Esi pirmais!
	8	Našķu diena	✓ Uzdevumi: 1	\$ 0 / 20 ↓ (-80.00%)	★ Esi pirmais!
	9	Logo selfijs	✓ Uzdevumi: 1	\$ 0 / 20 ↓ (-80.00%)	★ Esi pirmais!
	10	BRĪVDIENA			
	11	BRĪVDIENA			
	12	Valdes "noslēpumi"	✓ Uzdevumi: 1	\$ 0 / 20 ↓ (-80.00%)	★ Esi pirmais!
	13	Vieta, kur Tevi vienmēr atradīsim!	✓ Uzdevumi: 1	\$ 0 / 20 ↓ (-80.00%)	★ Esi pirmais!
	14	"Atpakaļ uz sākumu"	✓ Uzdevumi: 1	\$ 0 / 20 ↓ (-80.00%)	★ Esi pirmais!





Rezultāti

[Individuāli](#) [Pa komandām](#)

..	# 1 ..	★ 40
AM	# 2 Aleks Markavs	★ 10
AŪ	# 3 Augusts Ūbelis	★ 5
Ab	# 3 Arturs bernovskis	★ 5
defin	# 5 {{deleted_user}}	★ 0
defin	# 5 {{deleted_user}}	★ 0
MS	# 5 Maija Saule	★ 0
	# 5 Finley Khan	★ 0
PK	# 5 Peteris Kelle	★ 0
SB	# 5 Santa Birģele	★ 0

Professionalism



Task of the Day Your task today is to watch the video and maintain professionalism in your daily work and incorporate these things into your daily work.

Professionalism is a person's actions, behavior, and attitude. Professionalism leads to success, creates a strong reputation, and helps you stand out in a highly competitive environment, professionalize your customer relations and in promoting the market.

[← ATPAKAL](#)

Noskaties video

Tev jānoskatās vismaz **01 minūtes**, lai izaicinājuma pabeikšana tiktu ieskaitīta.



8

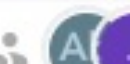
Company Dashboard



Pabeikti: 1 / 3 uzdevumiem



\$ 5 / 10 (0.00%)



9

User account



Uzdevumi: 1



\$ 0 / 5 (0.00%)



10

Participation in a challenge




Uzdevumi: 2



\$ 0 / 10 (0.00%)









MājasIzaicinājumiVeikalsŽetoniAktivitātes


Izvēlēties komandu





Ab


Nedēļas rezultāti


# 1 Doris Reid★ 936


# 2 Hanna Smith★ 932


# 3 Thomas Dunn★ 931


# 4 James Watson★ 930


VN# 5 Viktorija Neištadte★ 900

# 6 Jill Cruz★ 830

AM# 7 Aleks Markavs★ 210

EB# 8 Egils Boitmanis★ 100

AG# 9 Agnese Gaidelione★ 100

..# 10 ..★ 40

<

1

2

>

← [ATPAKĀJ](#)

Komandas

Izvēlies savu komandu!

Komanda 1 (10 / 10 👤)

Izvēlēties

Komanda 2 (12 / 20 👤)

Izvēlēties

komanda 3 (2 / 20 👤)

Izvēlēties

Team-building

Building strong connections with fun, interesting and creative tasks.

Health month

Let's all work together and push ourselves to become healthier and more active!

Company values

How much do you know about our company? This challenge will give you a chance to learn something new and strengthen your existing knowledge.

Atvērt

Team-building

Building strong connections with fun, interesting and creative tasks.

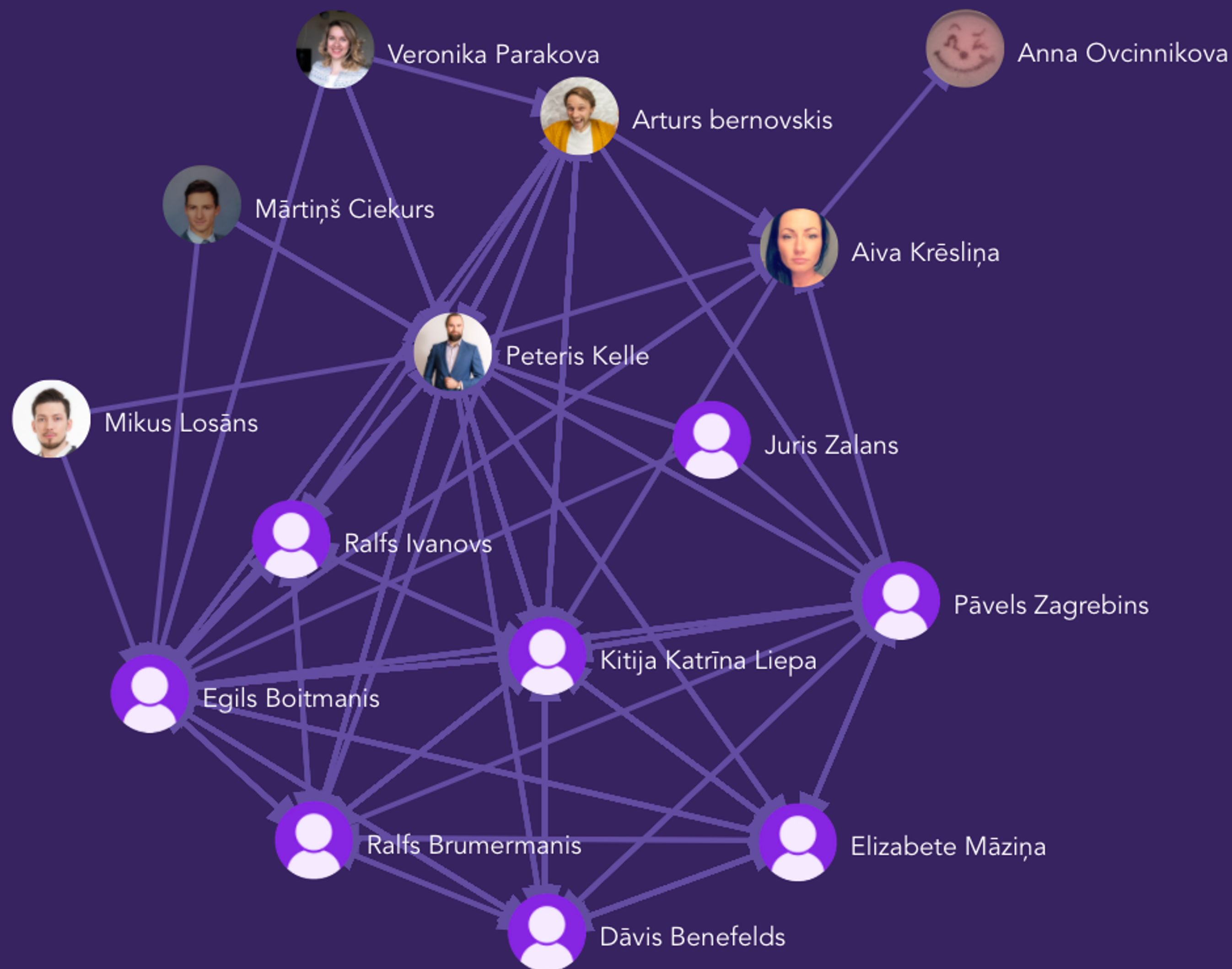
Health month

Let's all work together and push ourselves to become healthier and more active!



Centrālās personas attālinātā darbā

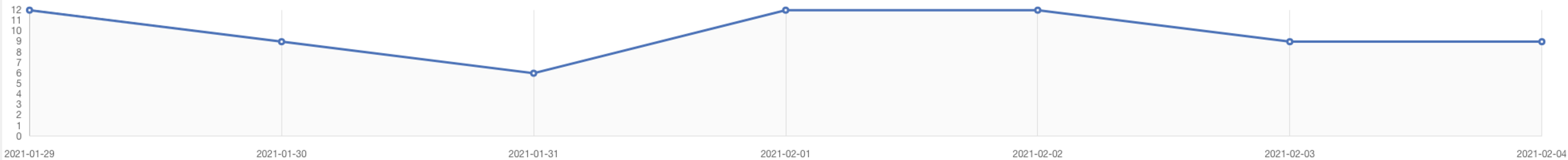
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AI powered employee data

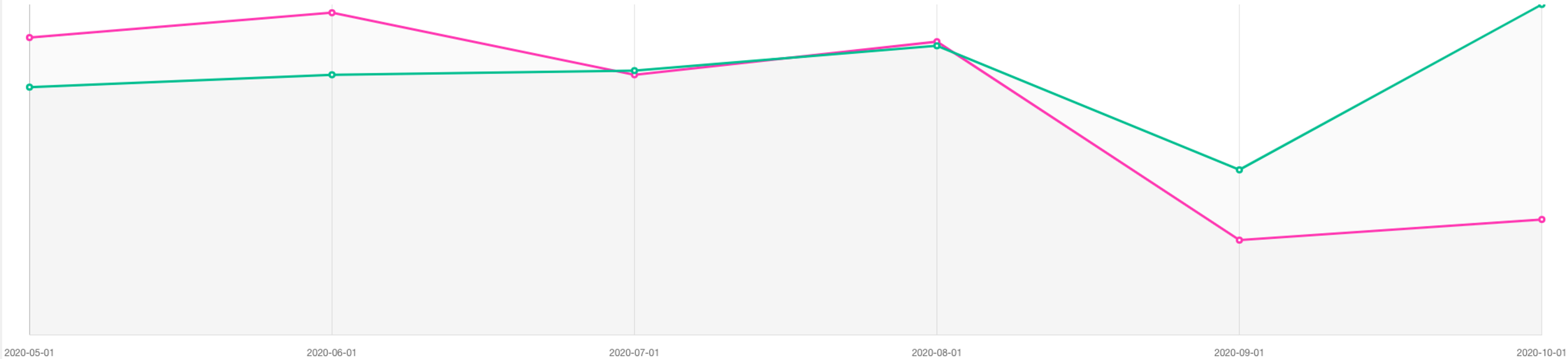
Efectio Score (Per day)



Productivity



Efectio Score average / Productivity





AI powered employee data

31



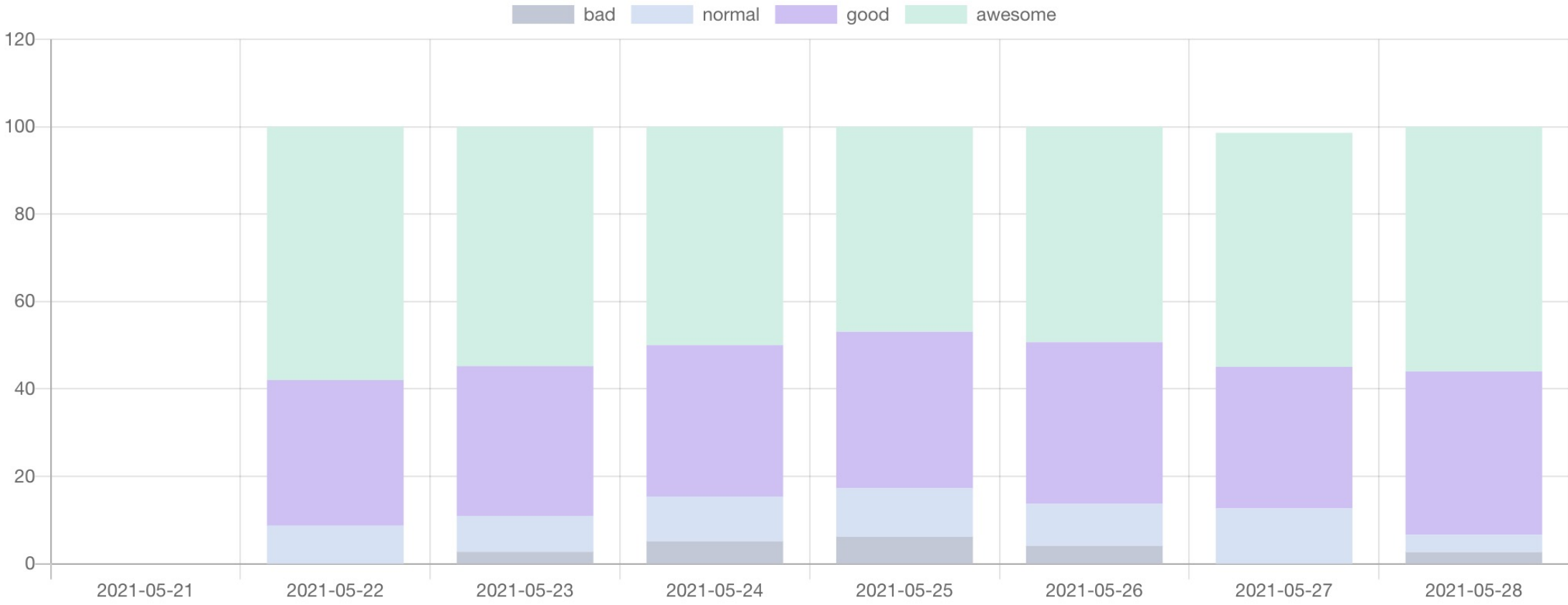
Your to-do list for today. Good luck!

✓ Give 3 likes

💬 Post 3 comments

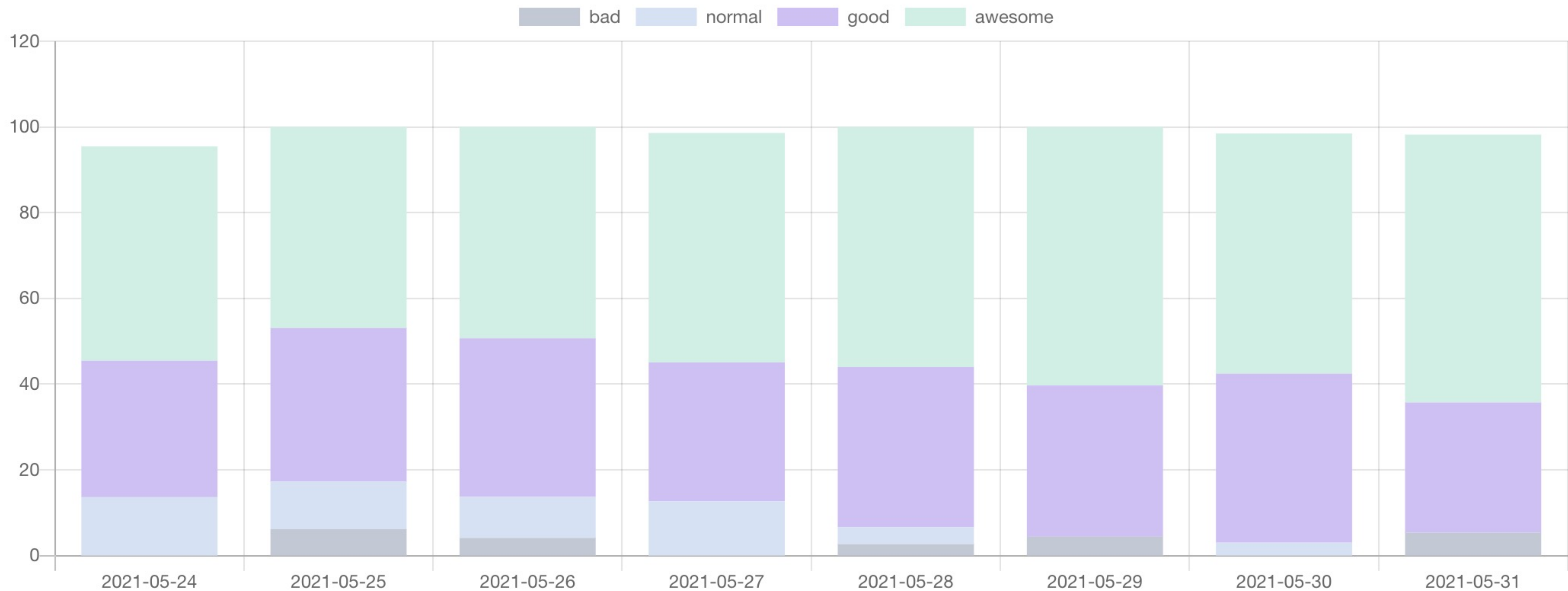
😊 Your mood? (Extra +1 point)







Garastāvoklis procentuāli (Dienā)





CONTACTS



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