

## ...for Wellness

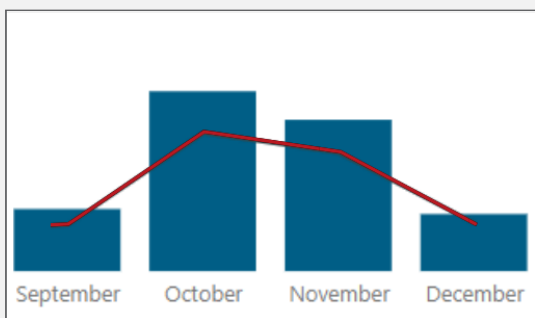
The well-being of individuals within organisations is inextricably linked to the organisations' overall success. An engaged workforce is proven to be the most effective method of driving personal and organisational achievement.

Traditional methods for assessing wellness, such as face-to-face interviews and online surveys, are slow, have a high potential for bias and the results rarely reflect reality. The communication data flowing through an organisation is a more useful and reliable resource and can be used to extract powerful insights, without analysing the content of the communications themselves.

Using unsupervised machine learning (ML) and Artificial Intelligence (AI) algorithms, FACT360 can analyse millions of communications circulating within an organisation predicting behaviour based on historical norms and providing an invaluable tool for promoting well-being throughout an organisation.

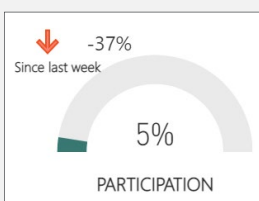
Analyses operate strictly at the communication network level with insights displayed by organisation, department or team. Results are not linked to named individuals and no emails, instant messages or any other type of conversational data are read or understood by the FACT360 wellness algorithms. To put it another way, looking at how people naturally communicate provides more useful intelligence than asking how they feel.

FACT360 uses this insight to provide the empirical data required to predict and monitor the key wellness factors affecting an organisation: Participation, Efficiency, Work-Life Balance and Collaboration.



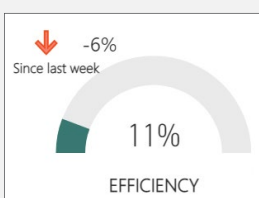
### Predictive analytics

FACT360's leading-edge statistical analysis examines historical activity to predict expected levels of behaviour in the past or future. It automatically identifies events that differ significantly from expected behaviour ensuring corrective measures can be implemented.



### Participation

Analysing communication patterns - who is communicating with whom and how often - is an effective way to assess how active teams are within an organisation. Identifying any fluctuations in participation levels helps organisations provide support to ensure there is no negative impact on the organisation as a whole.



### Efficiency

Inefficiency stifles productivity but it is never simply a result of a 'lazy workforce'. There are often hidden factors involved and monitoring efficiency allows organisations to ensure teams have appropriate support to help individuals do the best job possible.

## KEY BENEFITS



Objective analysis of organisational wellness



Predictive Analytics - Proprietary

statistical analysis predicts behaviour enabling corrective measures to be implemented where significant discrepancies exist between actual and expected levels of conduct



Improve understanding of workforce's

behaviour providing opportunities to maintain and develop occupational health



Generate wellness insights using

communication flows without the need to read or understand messages

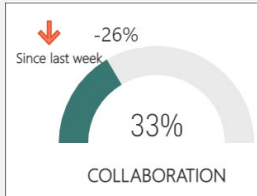


Highlight the impact of internal and external events on the workforce



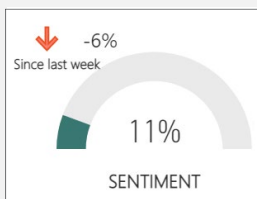
## Work-life balance

With so many organisations spread across multiple time zones and working from home becoming the norm, it can be difficult for team members to 'switch off' out of core work hours. FACT360 analyses the communication traffic flows highlighting areas for concern when teams are consistently working outside their contracted hours.



## Collaboration

Collaboration between individuals and teams strengthens an organisation and promotes efficient communication. FACT360's research has shown poor collaboration can be a pre-cursor of a failing company and monitoring collaboration is essential to ensure a cohesive and effective organisation.



## Sentiment

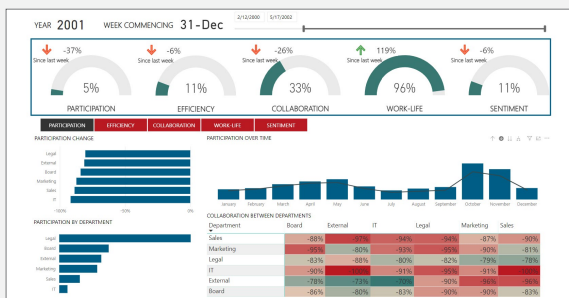
FACT360 generates wellness insights without the need to read or understand messages, but sometimes it can be helpful for organisations to assess more nuanced aspects of communication. In these situations FACT360 can provide optional analysis to understand the 'feeling' of a workforce. This analysis assesses the sentiment of

communications providing organisations with a metric of the positive or negative mood that is present within the organisation.

## Fact-based organisation modelling

In addition to measuring wellness, FACT360's analysis can also provide a fact-based organisational model identifying the most operationally critical teams and individuals within your organisation.

By objectively analysing the communication flows, FACT360 removes bias when assessing the organisational network creating a dynamic organisational model showing the key individuals and teams at all levels.



## Intuitive interface

Customisable dashboards make information accessible and allow strategic action to be taken to mitigate any risks and exploit previously hidden opportunities.

“THE LEVELS OF INSIGHT WE HAVE BEEN ABLE TO GENERATE JUST BY LOOKING AT MESSAGE TRAFFIC HAS BEEN VITAL FOR US TO ENSURE OUR TEAMS’ WELLBEING.”

*HR and Wellness Manager*

Get in touch to see how FACT360 can help manage the well-being of your organisation, teams and team members.

## ABOUT FACT360

FACT360 is a UK company pioneering the use of AI and unsupervised Machine Learning to help organisations find critical information that exists within their communication flows.

Established in 2017, FACT360 is underpinned by leading edge academic research and its practical solutions generate results that are impossible to achieve in other ways providing businesses with fact-based rationale on which to take strategic decisions.

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