



The Not-for-Profit Guide to Amplifying Your Employee Voice With Hive



The not-for-profit sector is full of passionate, dedicated and often unsung heroes, making a difference everyday. The kinds of people your organisation wouldn't want to lose.

In a world where **every penny matters towards your mission**, employee retention and recruitment, is not where you want to be overspending. We get that.

So what if we told you there is a platform that solves the challenges that not-for-profit organisations face when it comes to their employee experience?

Introducing Hive; the employee voice platform designed to give not-for-profit organisations access to the tools, strategy, insight, coaching, and confidence you need to tackle common challenges such as:

- **Recruitment and retention**
- **Limited resources to support employee wellbeing**
- **HR shortfalls.**

HIVE TRIVIA

Hive has also been proven to pay for itself in the benefits it reaps. Such as saving in costs of recruitment by lowering turnover. So you can enhance your employee experience without compromising on your mission-critical budget.

Don't just take our word for it - Hive is trusted and loved by others in your space.

Thousands of employees in the not-for-profit sector are already using Hive to amplify their voice and drive positive changes in their working world, and beyond. **Is it time to start listening to your employee voice?**



How does 25% off sound?

Hive is proud to partner with several UK charities that drive positive change. We are honoured to contribute to improving their work environment. And we want to continue giving that support.

Which is why we're giving our not-for-profit customers **25% off when you sign-up to the Hive platform.** Unlock your discount today, and start using the power of employee voice.

And there's plenty of room for you too. You're in good company.

Conquering Not-For-Profit challenges with Hive's all-In-One toolkit.

Empowering your employees to speak up ultimately, leads to organisational success. It's the only way you'll ever truly get to the crooks of where you need to focus. Why?

Because your frontline employees have a 360 view of daily operations, meaning they're well-placed to suggest changes to improve culture, processes, and more. Bypassing their insight will affect your success.

YOUR HIVE TOOLKIT

 hive fives

 hive surveying

 hive messenger

 hive open door

 hive people science

Meaningful insight, for meaningful change.

Allowing your teams to feedback their thoughts is key to a successful organisation. It's your secret weapon, **your superpower**.

Not-for-profit setups mean there are many touch points within the business; fundraisers, volunteers, some even have a workforce of trusty K9's. These **unique perspectives and experiences** can lead to major improvements and innovations.

That's where **Hive Surveying** comes in. With Hive's flexible employee survey platform you can ask what you want, when you want—with baseline, pulse, themed and targeted surveys—and collect meaningful insights to drive a great employee experience and even better organisational performance.

Some of Hive Surveying perks...

Extensive question bank and pre-built surveys, backed by science, and tailored to your organisation.

Bespoke surveys and support from our People Science team.

Survey builder allows you to easily plan, write and run your own surveys from within the Hive platform.

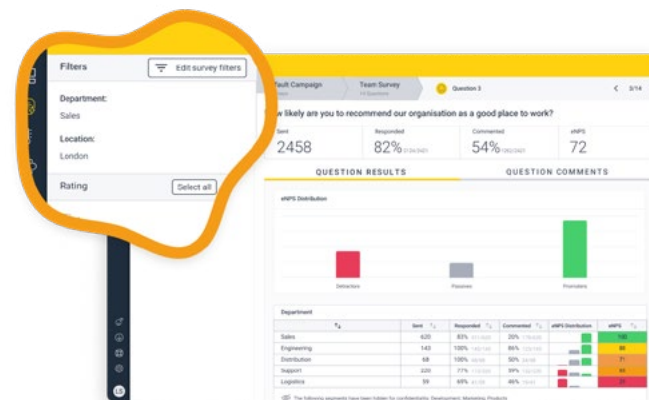
Intuitive reporting dashboard with sentiment analysis and heatmaps.

Send SMS and customised email reminders to encourage participation.

Benchmark your key results against the average of Hive customers, those in your industry and your historic scores.

Follow up on responses through Hive Messenger—without compromising the employee's identity protection.

Identity-protection gives your people the freedom and confidence to be totally honest.



Always-on listening.

The world is constantly changing, and as people around the globe look for extra help to support their day to day wellbeing, with that comes added pressures and increased demand for not-for-profit organisations.

Provide a listening ear for your employees with Hive Open Door. The always-on listening tool that allows employees to anonymously talk about any concerns or what matters most to them. Any time, anywhere.

Ensuring your people feel understood, and supported leads to a happier, more motivated team will help you retain talent, improve your employee wellbeing and engagement and can boost your reputation to become an employer of choice.

172% Increase in employee usage of Hive Open Door in times of enforced change

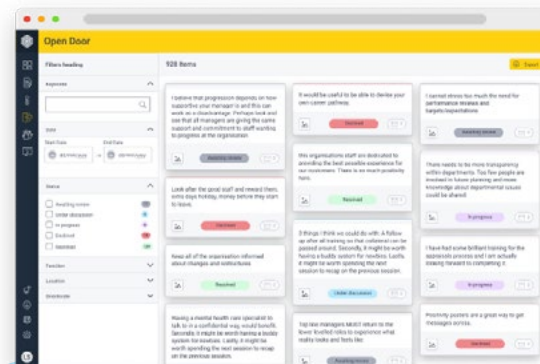
Real-time connection to your people, so you know what they're thinking and feeling right now.

Customise your Open Door with bespoke categories and text to capture theme-specific feedback and match your tone of voice.

Freedom to speak up about whatever is most important to your employees and organisation at any given time.

Send SMS and customised email reminders periodically or instantly at the push of a button to drive usage.

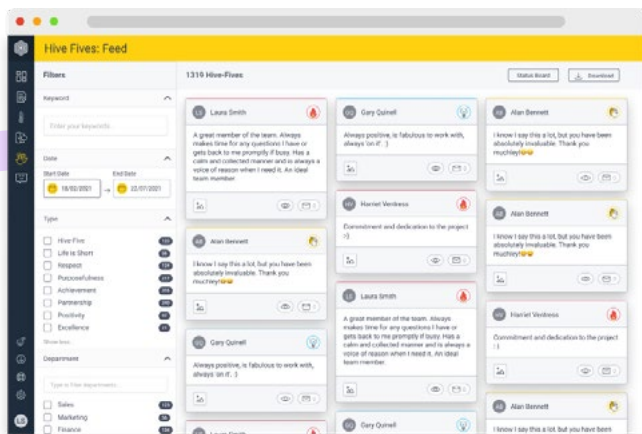
Follow up on submissions through Hive Messenger—without compromising the employee's identity protection.



You deserve a Hive Five!

Turn your unsung heroes into acknowledged ones with our recognition tool, **Hive Fives**. Your employees want to feel valued and appreciated, and so they should - especially in non-profit organisations.

Hive Fives allows peers to easily show appreciation for a job well done, boosting morale, protecting wellbeing, and enhancing culture all at once. By fostering a culture of recognition and appreciation, your employees will feel valued and more likely to stay with your organisation for a longer period of time.



Organisations with highly effective recognition strategies had a...

31% Lower voluntary turnover than those without*

Boost wellbeing and motivation in both the recipient and the sender.

An online feed gives everyone the chance to read through all the great messages that have been sent.

Customisable categories allow you to align Hive fives to your organisation's values.

Send SMS and customised email reminders periodically or instantly at the push of a button to drive usage.

“The way people have used Hive Fives (Hive’s Peer Recognition feature) has really made me smile. We are a caring bunch at Community Integrated Care, so I expected people would embrace the chance to give those little electronic well-dones, but never like this! At the end of week one of the surveys we had 550 Hives Fives!”

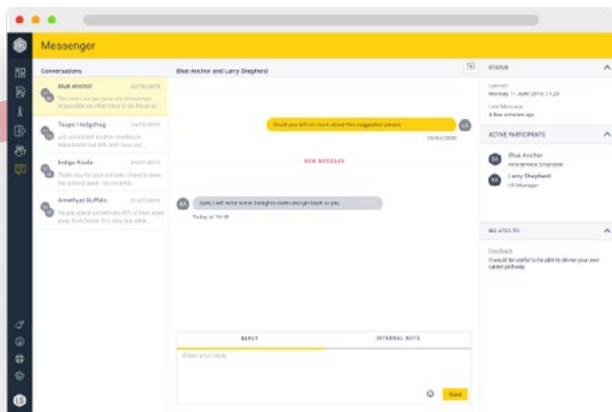
Danielle Chan
Head of Communications & Engagement



Communicate. Respond. Action change.

For leaders, not being able to respond to the feedback you receive can be frustrating. Some things could just be a misunderstanding or lack of communication. So having the ability to address any concerns can close the feedback loop and help your teams feel supported.

Using [Hive Messenger](#) allows you to do just that. It does what it says on the tin, and is a great way to facilitate two way discussions between leaders and employees.



Employees who
feel their voice is
heard are...

4.6x

more likely to feel empowered
to perform their best work*

Instantly respond to feedback from a survey, a Hive Open Door submission or a Hive Five.

Randomly generated aliases (such as “Purple Bear”) protect the sender’s identity when chatting.

Start a two-way conversation with the sender.

Escalate submissions to the right people by getting others involved in the conversation.

“Since Hive Messenger is confidential, people feel more comfortable opening up about how they’re feeling and engaging in a conversation with our mental health advocates; that’s been invaluable for us.”

Kelly Gaston
Senior Organisational Development Business Partner

thirteen

Who helps you make your decisions? A People Scientist?

It's not always easy to understand exactly what to do once you've collated information around your employee experience, engagement, wellbeing and culture. For many not-for-profit organisations, budget restraints can mean that the HR function may not be as established as you'd like. Which is where Hive can help.

Hive has People Scientists, specialised in occupational psychology, at the ready to help you **turn information into insight**, and make actionable data-driven recommendations to improve your organisation.



For us, that boils down to four key stages...

1. Defining a clear strategy to achieve employee voice goals with buy-in from all levels.
2. Crafting custom surveys to uncover what matters most to your organisation and people.
3. Turning data into impactful stories, identifying wins and challenges, and finding solutions.
4. Taking action based on data and collaborate with all staff at all levels to make lasting positive changes.

“[Hive’s Head of People Science] has been so supportive and engaging from the get-go, it’s been a real collaboration. There’s nothing prescriptive about Hive’s approach; it’s about what we want to achieve and how Hive can help us do that. The insight we’ve received has been phenomenal.”

Carmel Roberts
Learning and Development Manager





Every voice has the power to change the working world.

HIVE'S PURPOSE



Empower your people to mould your culture around your values



Take a modern, considered approach to employee voice



Employ innovative & unique features to amplify employee voice



Draw on expert People Science knowledge & support



Create a working environment that your people don't want to leave



Make better-informed, data-driven decisions

John Ryder,
Hive Founder & CEO

Why you should embrace employee voice.

Employee voice has a huge impact on engagement and experience. According to Forbes...



3x of highly engaged employees are more likely to say they feel heard at their workplace than their disengaged peers...



3 in 4 say they are more effective at their job when they feel heard

And there's also a clear link between employee voice and business performance. Josh Bersin found that organisations who listen to their people and act accordingly are...

6.6x

more likely to adapt well to change

3.6x

more likely to innovate effectively

8.5x

more likely to satisfy and retain customers

12x

more likely to engage and retain employees

8.4x

more likely to inspire a sense of belonging

Josh Bersin, Elevating Equity, 2020

More than just your Employee Voice platform, your people partner.

Hive is dedicated to providing the support you need through our in-house experts - Passionate about people, and experts in using employee voice to drive experience, engagement and culture.

“Hive has been an absolute dream to work with - so supportive, so flexible, so responsive and a proper extension of our team”

Danielle Chan
Head of Communications & Engagement



When you sign up to Hive, you'll have access to:

- the Hive+, our community hub for customers to ask questions, share knowledge and learn more about the power of employee voice through premium Hive content
- A sector specialist guides you through your buying journey—tailoring their advice and proposal to your unique needs and goals.
- Our Customer Success team, your first port of call, offering tactical coaching and guidance to help you create amazing working experiences.
- Our customer support desk, designed to support your Hive project team and manage our dedicated customer Service Desk.

Hive becomes an extension of your team in order to build a lasting partnership that brings around lasting change, here to help whenever you need us.

Ready to start using the power of your employee voice?



Book a demo today
and see Hive in action.

[Book a demo](#)



www.hive.hr