

Winningtemp 

# Introduction to managers

Welcome to Winningtemp



# Introduction

Soon you will start using Winningtemp - a team success platform that monitors your employees' work situation and well-being in real time.

With Winningtemp, you will be able to track your team's temperature and get notifications if any category drops or rises, sharply. For example, if someone is experiencing bullying, abusive treatment, or harassment.

The reason is for you to be step ahead in supporting your team and to validate your gut feeling with data:

- What do employees really think about the company?
- Do they enjoy their job?
- Do you enjoy it?

In this guide, we'll provide you with the tools to act proactively instead of being reactive - and since every action is automated and supported by AI, your life as a manager will be easier!

Let's create the Winning Difference!



# Expectations of you as a manager

Log in and get acquainted with the system. Check under the tab "My co-workers" to see your team.

## **Inform your employees about Winningtemp**

Tell them why you have chosen the platform, the purpose behind and what your plans are – how you will raise the temperature and how you will communicate that to the team. We recommend discussing the team temperature at least once a month.

## **Focus on your team's strengths**

We recommend a strength-based approach where you spend 70% of your time on the team's strengths and the remaining 30% on challenges / development areas.

## **Dare to act!**

Get support from HR if you get insights about bullying, abusive treatment, or harassment – or anything else that you feel you can't handle on your own. Also take the support of your executive colleagues and share successes and challenges. Learn from each other!



### **Chat Conversion**

**Do you think we have a positive stance towards diversity, equality & inclusion?**



### **Anonymous**

**I think we could be doing more to create a diverse workforce.**

The employees, and you as the manager, will be able to answer some simple questions like these. It is also possible to leave comments after each answer\*



## Remember this

Winningtemp drives improvement to create a Winning Difference for teams. It's a tool that promotes dialogue, contributes to positive development and an improved working environment. A tool where employees are given an opportunity to make their voices heard.

Ask employees how they want to work on these issues. Listen, ask, be interested, learn, take action, make agendas, and follow up.

# How to get started

- You will receive an activation email where you will create your own password. Use your email address as the username.
- You can always log in via [app.winningtemp.com](https://app.winningtemp.com) or through our application, which you can find on [Google Play](#) or the [App Store](#). At the first login, you will receive an alert asking about push notification. It is important that you click 'yes' to be able to receive notifications in the system in the future.



# Privacy policy

Please note that all answers and data regarding work situation are anonymous and can't be seen by anyone in Winningtemp. Presentation of the organisation's temperature is made only at the group level and cannot be traced to an individual.

Read more: [winningtemp.com/privacy-policy](https://winningtemp.com/privacy-policy)

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