Steerio

Steerio – Comparison

Collective intelligence for team excellence

BearingPoint.

General tools – Steerio focuses on teamwork and performance

Steerio is not to organize and manage projects nor a mood survey

	Typical PMO toolkit	**Steerio**	**Employee engagement tools**
Reason to be	Structuring, monitoring and **steering project delivery** while reducing execution risk	**Maximizing project- and teamwork effectiveness** though better alignment, openness and ways of working	**Minimizing staff turnover** by monitoring employee happiness and engagement towards the company
Optimize for	**Project milestones** delivery and **progress** monitoring	**Project team performance** and work **experience**	**Talent retention** and **employer branding**
Approach	PMO/Project **meetings**, inputs **consolidation** and **status updates**	Leveraging **collective intelligence** (feedbacks, insights and ideas within & across teams) to augment teamwork	**Crossing employee feedbacks with HR data** to improve organizational satisfaction
Methods	**Status report** with traffic light system (PowerPoint and mails), Gantt chart and risk backlog (Excel files)	Automated and regular **team pulse surveys and analytics** (automated summaries, benchmarks...)	Automated and regular **mood surveys** across the organisation and HR analytics (population segmentation, churn...)
Type of feedback	**Indirect & exclusive process***	**Direct & inclusive process***	**Direct & exclusive process***
Digital maturity	**Low** (not automated)	**High** (automated and data-driven)	**High** (automated and data-driven)
Indicators	**Lagging** indicators	**Leading** indicators	**Leading** indicators
Use cases	**Project and program management**, consulting engagements	**Transformation programs, change management** initiatives, **complex and/or classical team** setups	**High employee turnover**, improvement of employee overall satisfaction in the workplace and external attractiveness
Target group	**PMOs** and project managers	**All team members** and managers	**HR** and managers

* Indirect feedback means that the inputs are gathered and interpreted by a third-party (typically a PMO) before being aggregated and shared. An exclusive process means that results are not automatically shared with everyone (people can be easily excluded) by opposition to an inclusive process (where at least high-level results are shared with all)

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Steerio – Other survey tools

Steerio is a turnkey solution optimizing for continuous team engagement

	Steerio (turnkey team pulse check solution)	**Other survey tools (e.g., SurveyMonkey)**
Tool introduction	Creating a Teamspace takes in 5mn User registration to the teamspace upon invitation	Ad hoc setup for each survey No registration required (survey sent per email) 👍
Data collection	Continuous process (pulse check cycles) 👍 Via email with no login required (individual access link) Fully automated collection (including reminders)	Discrete process (ad hoc survey to be send on a regular basis) Via email (individual link) Manual (human triggered) collection (no reminders)
Configuration of the survey	Customizable question pool based on best-practices 0-10 scale assessment (with optional comments and suggestions) Adjustable pulse check frequency (survey date, responding periods)	Question and content defined by user (ad-hoc) 👍 Fully customizable scales / type of questions Ad hoc frequency
Analyze results and follow-through	Analyses (overview and deep dives) and score evolution 👍 Key takeaways automatically in your mailbox (team/individual results) Population segmentation (enabling matricial project organisations) Search / filter functions to explore team feedback	User to conduct the analysis from A to Z (incl. score evolution) No automated reports No segmentation (except if several survey) Survey response data can not be accessed through flow
Information transparence	Bilateral process (give feedback → receive a report systematically) 👍 Integrated access right management (respondent, observer, manager)	Unilateral process (give feedback → no systematic next steps) Process and governance to be defined and implemented
Anonymity	Anonymized feedback and anonymity safeguard (min. feedback req.)	Anonymized feedback
Monitoring engagement	User activation and teamspace participation rate (incl. evolution) 👍	Number of survey submitted
Support & languages	Steerio support during onboarding and results analysis (coaching) 👍 Platform available in EN, DE, FR	FAQ and customer support One language per survey (no international versions)