



INFORMATION PACKAGE

The Company Analysis Platform

for HR, leadership and corporate management

Mood, mental health, leadership, customer feedback and your own topics: one place where your company learns how it really stands. Assembled in minutes, module by module. Developed and hosted in Germany.

Kiwimo ist Mitglied von:



Kiwimo unterstützt u.a. diese starken Partner:



Why Kiwimo: prevent instead of react

Whoever knows mood, workload and loyalty at all times can act **before resignations and sick leave land on the table**. That is exactly what Kiwimo is built for: modern corporate management, preventive instead of reactive.

For the management

Spot attrition and sick leave early, before they get expensive. Decisions based on real numbers and a genuine edge in employer attractiveness amid the skills shortage.

For HR

A continuous picture of the workforce instead of a yearly survey that quickly goes stale. Legal duties such as the psychological risk assessment run alongside, and arguments for management and works council are always at hand.

For leaders

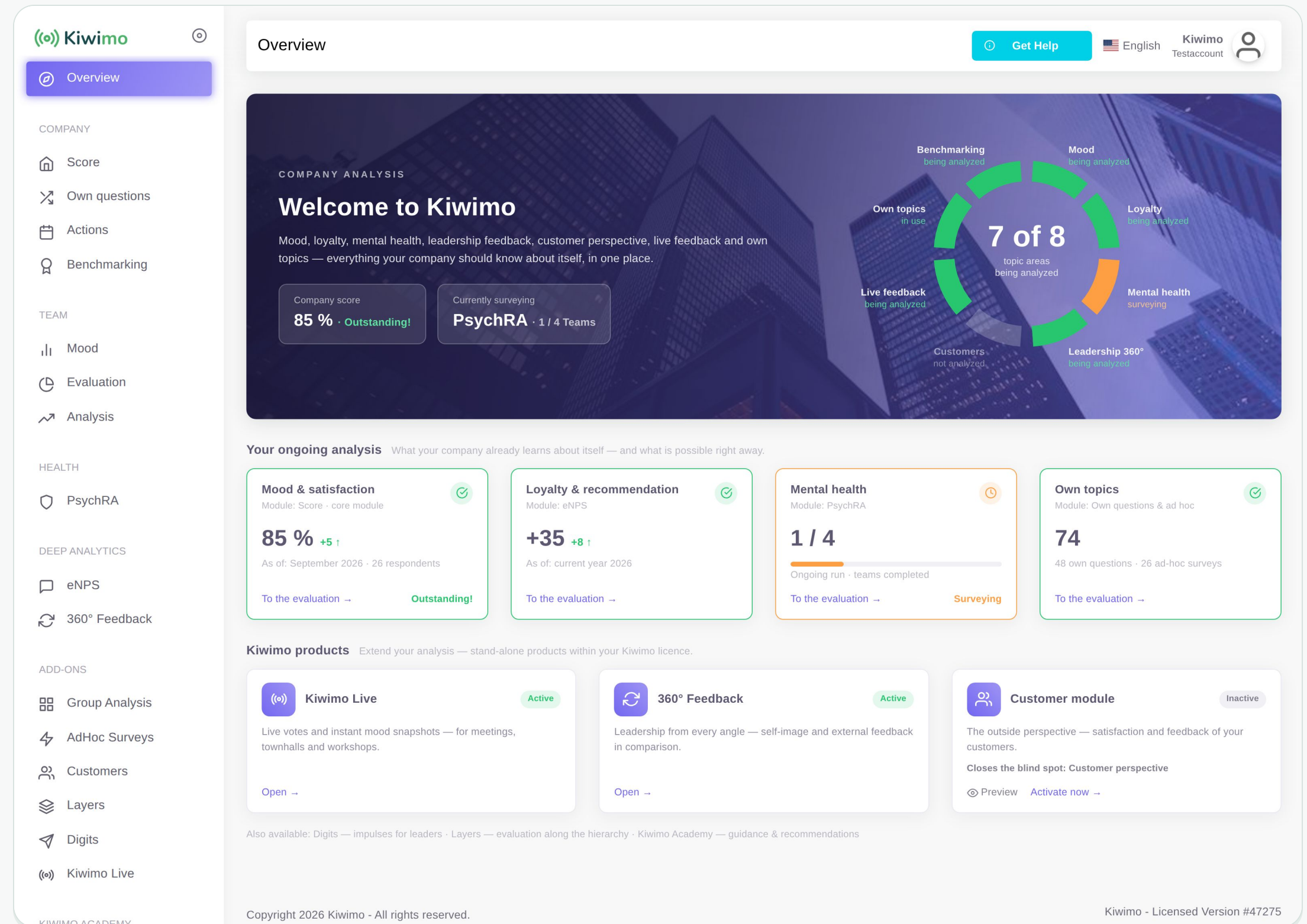
The own team in view, with zero extra effort: early-warning signals, ready-made reports and concrete recommendations before moods become problems.

Measure, understand, act: in one system that runs in the background.

One login – everything in view

The Kiwimo overview shows at a glance **which topic areas your company is already analyzing**, what is currently being surveyed and where blind spots remain.

- **The analysis ring** shows live how many topic areas are active, with a direct jump into every module.
- **Real key figures** from the running surveys: score, eNPS, PsychRA progress, own topics.
- **Extend with one click:** new modules are requested and activated right from the overview.



You decide what Kiwimo answers for you

Eight topic areas, **each one can be activated individually**. You start with what you need and expand when the time is right. **You only pay for what you use.**

Mood & satisfaction

The core module: automatic company and team score, collected continuously.

Loyalty & recommendation

eNPS with promoter analysis and year-on-year comparison.

Mental health

The psychological risk assessment as a guided run: team by team, documented.

Leadership 360°

Self-image and external image of every leader, up to the company matrix.

Customer perspective

Feedback from outside, via the same channels as your workforce.

Live feedback

Votes and instant mood snapshots, for meetings and townhalls.

Own topics

Any question of your own, in the regular rhythm or as a one-off survey.

Benchmarking

Anonymous comparison with other companies: in an alliance, your region or your industry.

+ More fields to come

The platform keeps growing, e.g. with topics like sustainability.

Ready to go – no rollout project

- **Everything prepared:** question sets and templates from tens of thousands of completed surveys, from onboarding to meeting culture. Customizable down to the detail.
- **Activated today, results this week:** create teams, pick a rhythm, done. A moderated concept phase, no rollout marathon.
- **Runs in the background:** Kiwimo sends invitations, reminders and reports automatically. You look at results instead of to-dos.

approx. 2 minutes per participation, on any device

Wie oft konnten Sie sich in den letzten 7 Tagen für die Dinge, die Sie derzeit auf der Arbeit tun, begeistern?

Nie 50 % Immer

Wie geht es Ihnen nach dieser Arbeitswoche?

Bewerten Sie jetzt anonym Ihre Stimmung und helfen Sie mit, Ihren Arbeitsplatz nachhaltig zu verbessern.

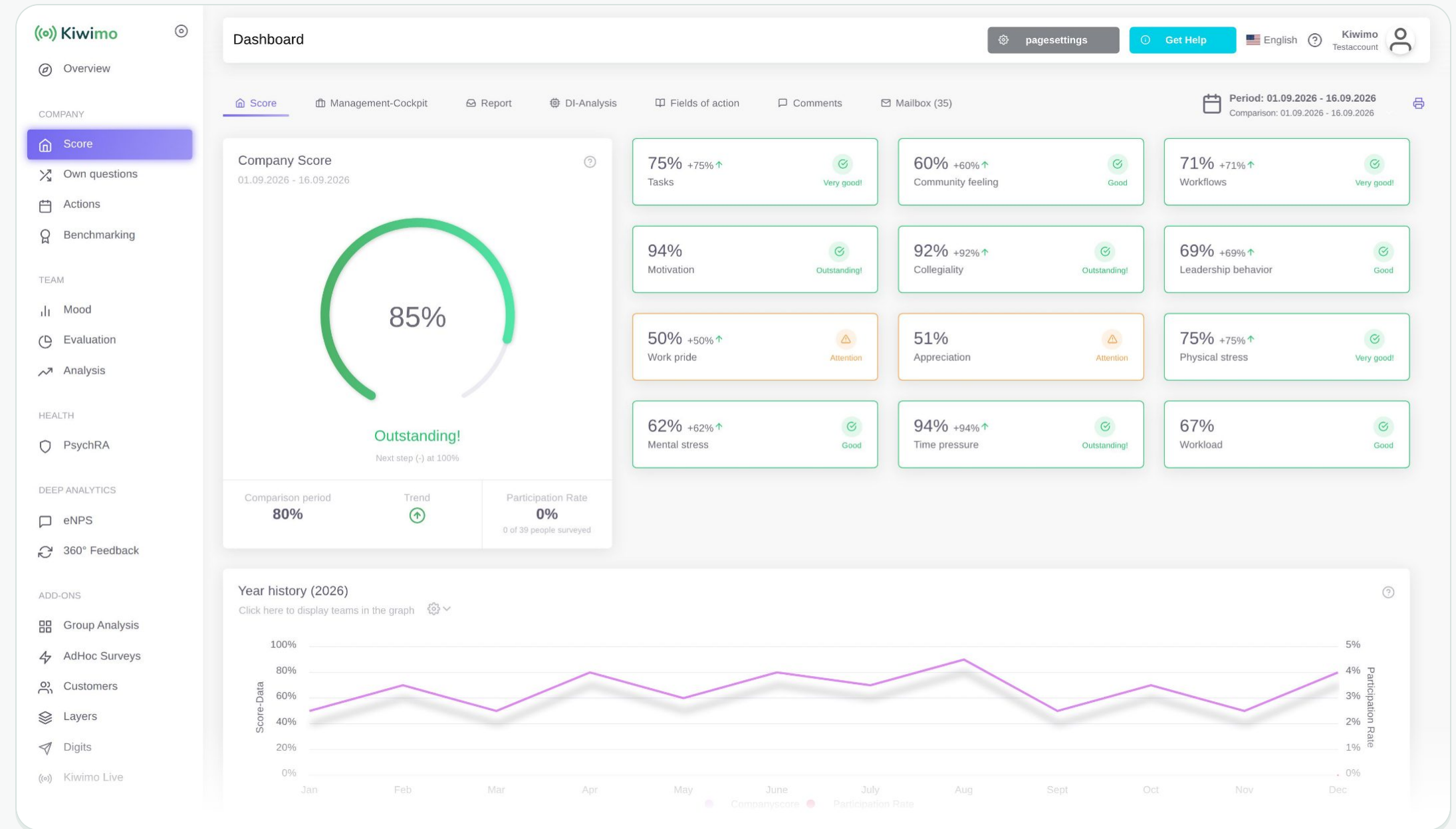
JETZT STIMMUNG BEWERTEN

Wir laden Sie im Auftrag Ihres Arbeitgebers und im Rahmen einer kontinuierlichen Mitarbeiterbefragung ein. Kiwimo garantiert für die Anonymität und Sicherheit Ihrer Daten.

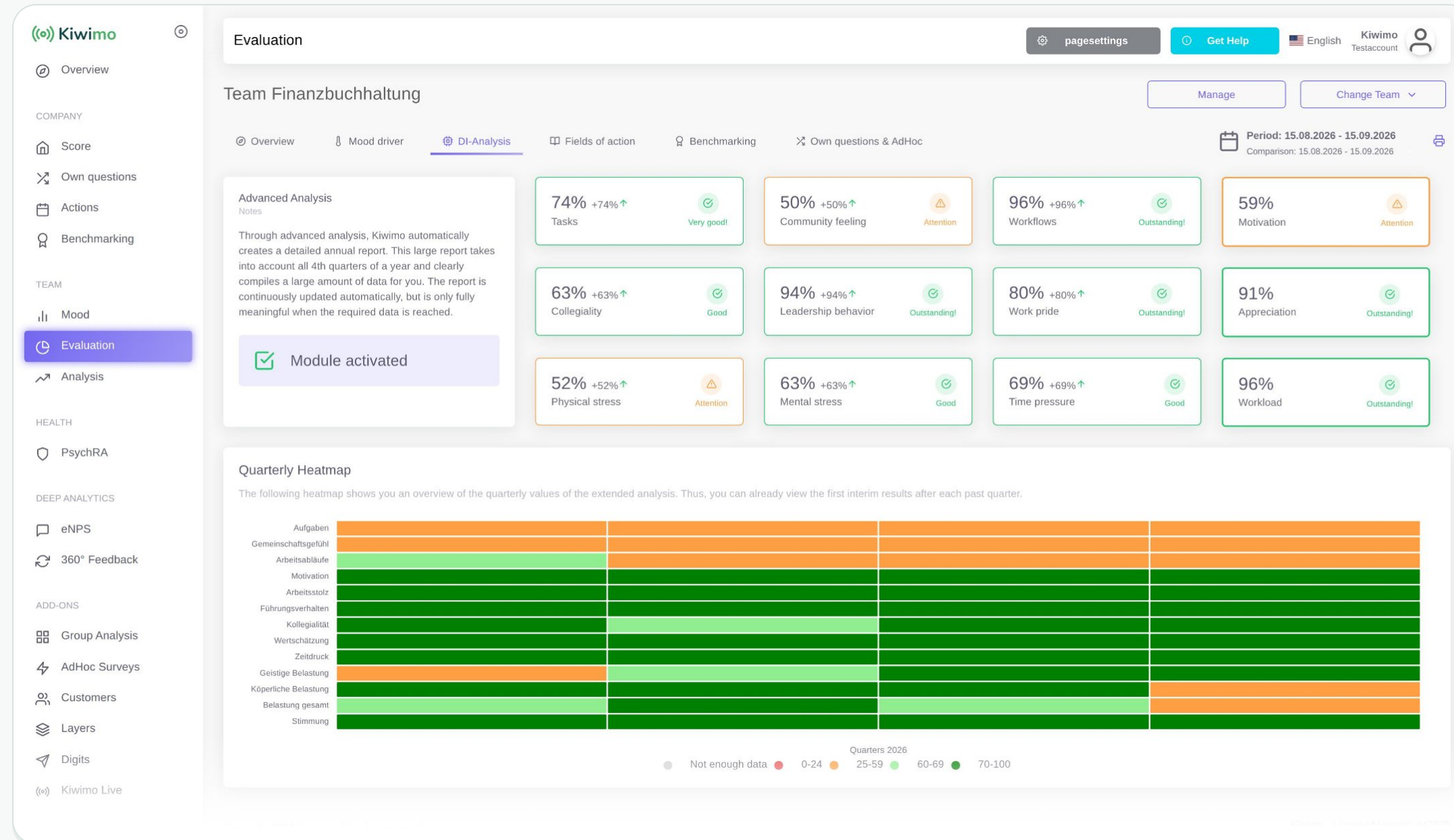
The proven core: mood as a score

Short, anonymous surveys condense into **one score** for the company and every team, broken down by dimensions such as **motivation, appreciation and workload**.

- Rhythm of your choice: monthly, quarterly or as an annual survey.
- Comparison by team, site and period: trends become visible immediately.
- Traffic-light logic instead of a graveyard of numbers: you see at once where it pinches.



From the number to the cause



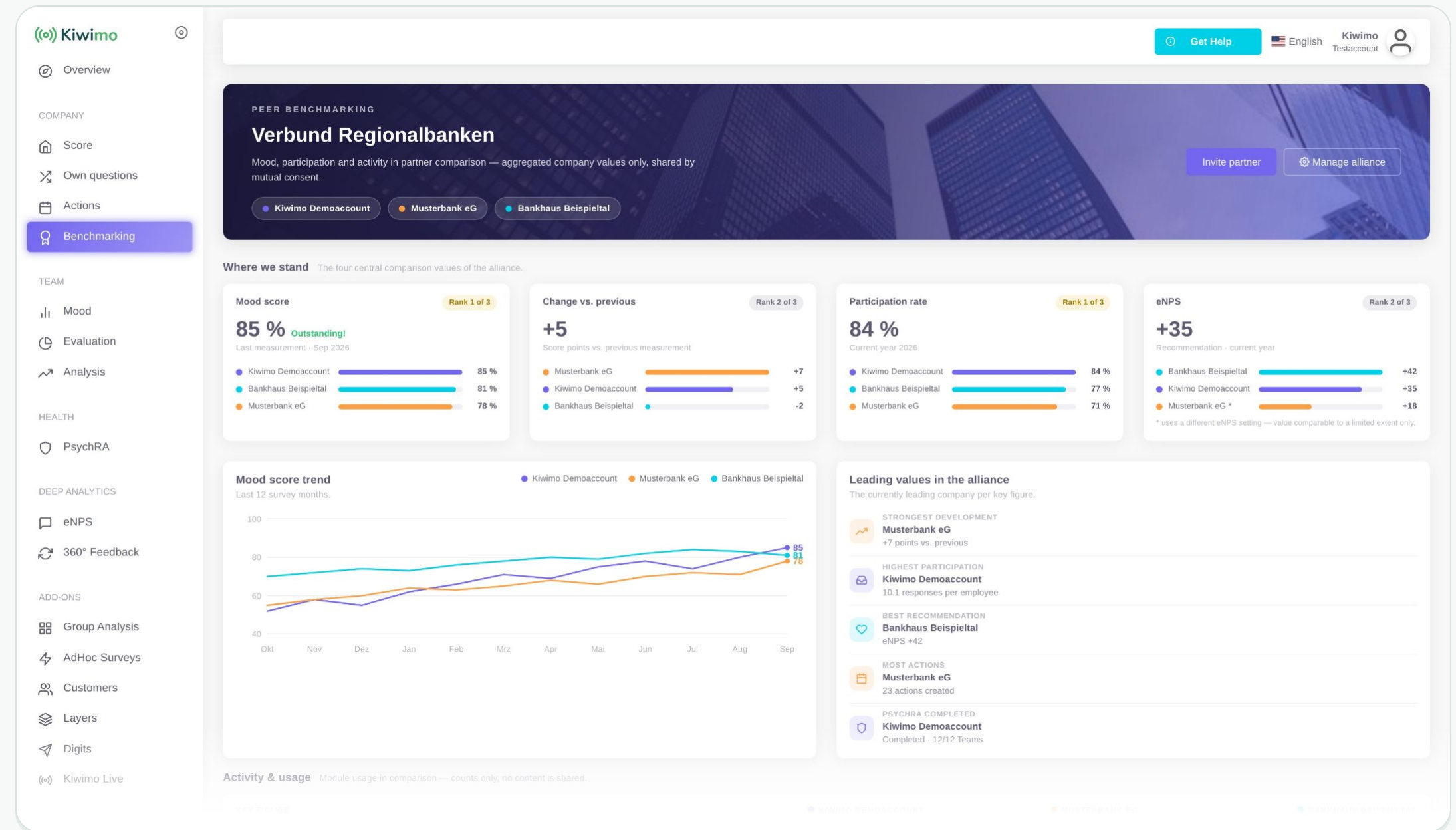
Behind every score Kiwimo shows the driving factors: **what lifts the value and what drags it down**, per team and over time.

- **Fields of action per team:** positive and negative influences at a glance.
- Development comparable across periods, sites and groups.
- And from there straight on to matching recommendations and actions.

Benchmarking: where do we stand?

Good numbers are nice, numbers in context are better. Benchmarking shows you **where your company stands in comparison**.

- **Voluntary peer groups:** team up with other companies at any time, within an alliance, your region or your industry.
- **Anonymous and aggregated:** only aggregated company values are shared, with mutual consent, never individual answers.
- **Spot learning potential:** ranking and trend show per key area who is strong where and where you can pick something up.



Actions: create, assign, measure impact

Measuring is half the job. In the actions area you keep track of **what you do and what it achieves**.

- **Everything in one place:** all actions across the company, with status, teams and responsible persons.
- **Cleanly assigned:** every action belongs to a field of action and a team.
- **Impact measured automatically:** the next survey period shows on the score what worked.



Overview

COMPANY

Score

Own questions

Actions

Benchmarking

TEAM

Mood

Evaluation

Analysis

HEALTH

PsychRA

DEEP ANALYTICS

eNPS

360° Feedback

ADD-ONS

Group Analysis

AdHoc Surveys

Customers

Layers

Digits

Kiwimo Live

Psychological hazard analysis

pagesettingsGet HelpEnglishKiwimo Testaccount

DashboardCurrent runDevelopmentMeasures protocolTrainingAccess management

Add measure

Remind all overdue

Stored measures (all runs)

Reporting for the entire mental risk assessment: responsible persons, deadlines, status and effectiveness of all measures.

MEASURE	RUN	TEAM	MARKING	RESPONSIBLE	DEADLINE	STATUS	EFFECTIVENESS	ACTIONS
Workshop "Priorisierung im Tagesgeschäft" Validation-ID: #4831172947 · 17.07.2026	Durchlauf 2026 (laufend)	Marktfolge Kredit	Flagged: Individual	Sabine Krüger s.krueger@demo-bank.de	03.09.2026	Erledigt am 30.08.2026	Positive Wirkung Improvement: +7	  
Vertretungsregelung Kundenservice einführen Validation-ID: #7194028563 · 01.08.2026	Durchlauf 2026 (laufend)	Kundenservice & KSC	Flagged: Screening	Daniel Hoffmann d.hoffmann@demo-bank.de	10.09.2026	Überfällig	Neutrale Wirkung Improvement: +1	  
Coaching für Führungskraft (Einzelbegleitung) Validation-ID: #3620574819 · 15.08.2026	Durchlauf 2026 (laufend)	Wertpapierabwicklung	Flagged: Individual	Martina Schneider m.schneider@demo-bank.de	08.10.2026	Offen	Warte auf Ergebnisse	  
Lärmschutz im Großraumbüro verbessern Validation-ID: #8402917365 · 20.08.2026	Durchlauf 2026 (laufend)	Zahlungsverkehr	Flagged: Screening	Tobias Brandt t.brandt@demo-bank.de	22.10.2026	Offen	Warte auf Ergebnisse	  
Team-Dialog "Zusammenarbeit Filiale Nord" Validation-ID: #5738164290 · 19.06.2026	Durchlauf 2026 (laufend)	Filiale Nord	Flagged: Screening	Sabine Krüger s.krueger@demo-bank.de	08.08.2026	Erledigt am 04.08.2026	Positive Wirkung Improvement: +7	  
Transparente Zielvereinbarungen im Vertrieb Validation-ID: #9999999999 · 01.01.2026	Durchlauf 2026 (laufend)	Firmenkundenberatung	Inconspicuous	Not assigned	-	Offen	Warte auf Ergebnisse	  

Recommendations: don't start from zero



Welcome to the Kiwimo Academy!

The Academy is your toolbox for leadership work: for each focus area of your Kiwimo survey you will find selected recommendations, each with concrete steps, suggested wording and a learning sheet as a PDF. In addition, under 'User guide' you will find instructions on how to use Kiwimo in everyday life.

[To the focal points](#) [User guide](#)

My toolbox

You have not saved any recommendations yet. On every recommendation page you can use 'Save for me' to build your personal toolbox.

The focal points

Choose the value you want to work on. Each focus page shows how your team currently stands and which recommendations fit.

 Motivation	 Appreciation	 Workload	 Tasks
 Community feeling	 Workflows	 Collegiality	 Leadership behavior
			

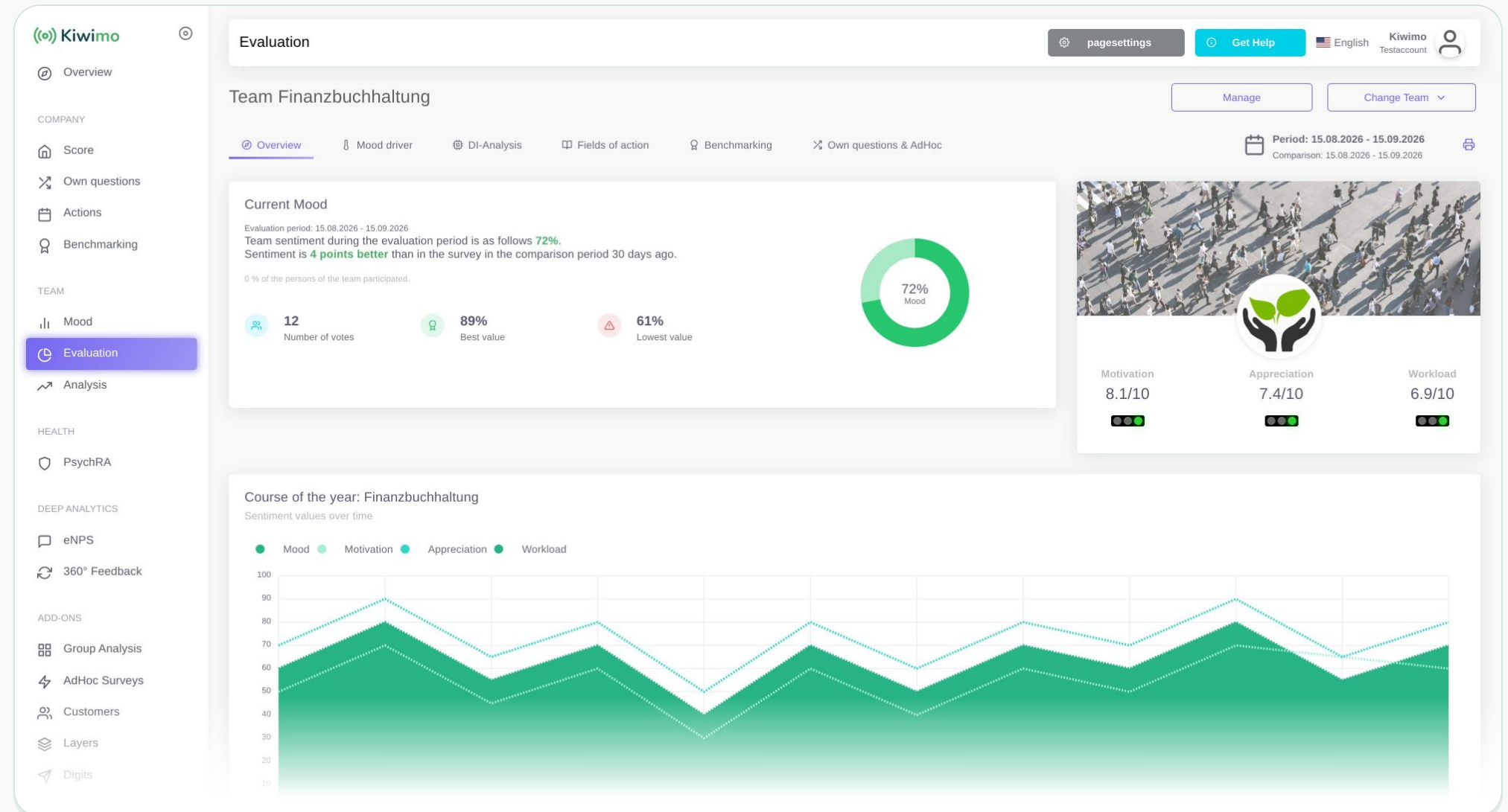
For every focus area Kiwimo delivers **proven recommendations**: concrete steps, suggested wording and one-page guides from practice.

- Sorted by situation and focus, from motivation to time pressure.
- The toolbox for leaders, right next to the evaluation.
- Extendable with your own content: your best practice flows in.

Every leader: own dashboard, own report

Kiwimo is not a tool for HR alone: **every leader gets their own mini dashboard**, filled automatically, ready to read.

- **Read access to the own area only:** the teams and groups the company defines.
- **Group analysis:** teams bundled into units, with an own report from score to fields of action.
- **Kept informed automatically:** reminders and summaries by e-mail, plus Digits impulses.
- **Kiwimo Live:** own live polls for meetings, right from the dashboard.



You reach everyone: office, production, on the go

E-mail invitation

Sent and reminded automatically, without any work for HR.

QR code & link

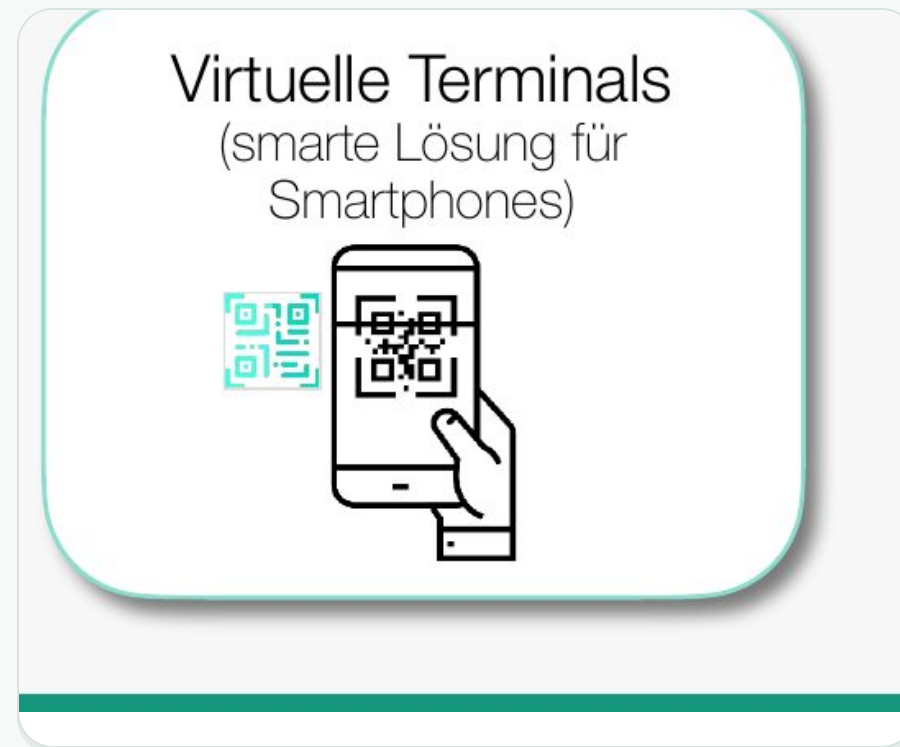
Noticeboard, intranet or canteen: participation straight from the smartphone.

Kiwimo terminals

Stationary on site, for production, logistics and care without a desk job.

Virtual terminals

The smart terminal solution for any smartphone, no hardware at all.



All channels come together in **one dashboard** and are evaluated automatically.

Right where your people already are



E-mail



Calendar



Intranet



Poster



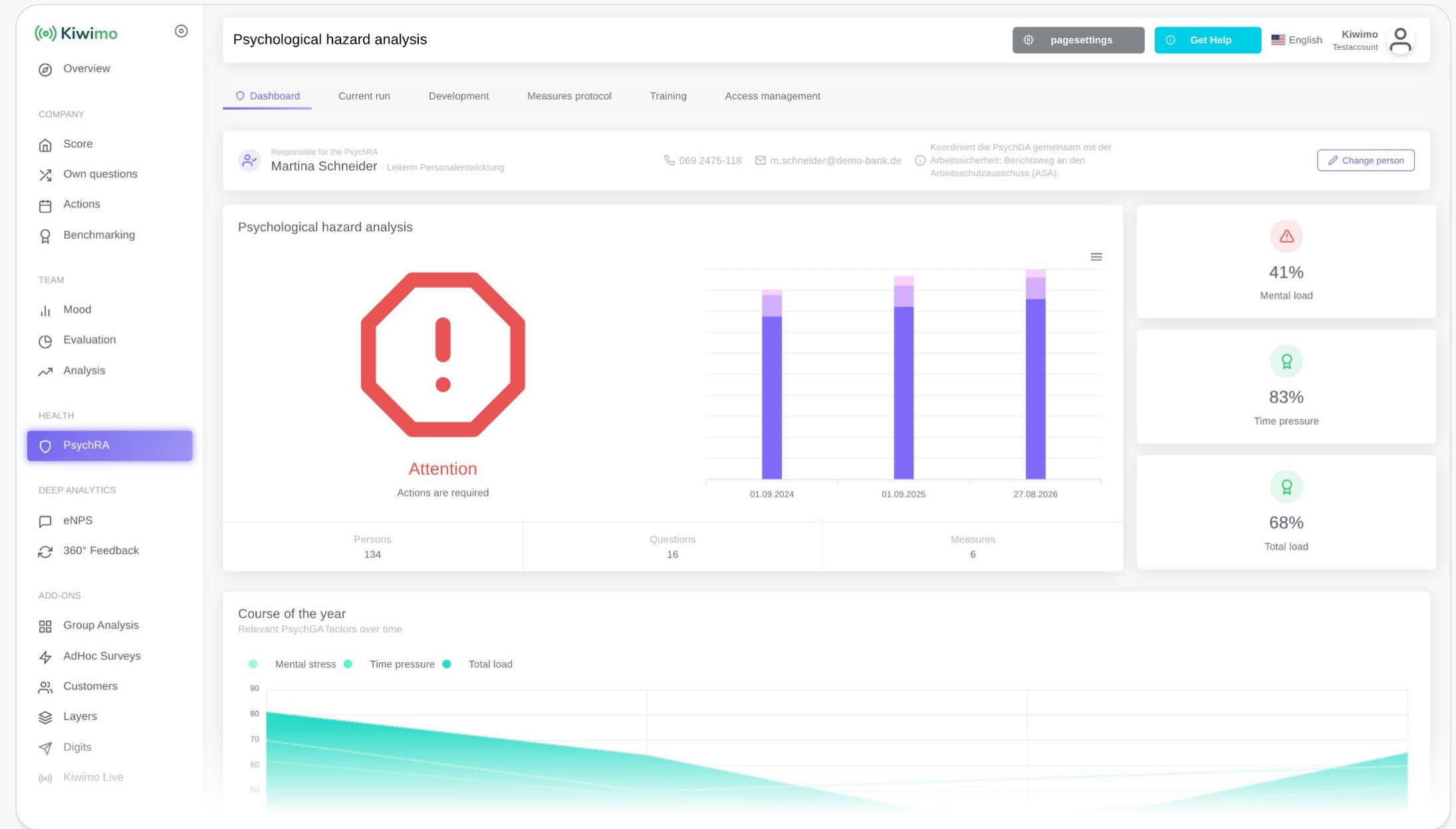
Meeting

Multilingual: participants switch the language right in the questionnaire

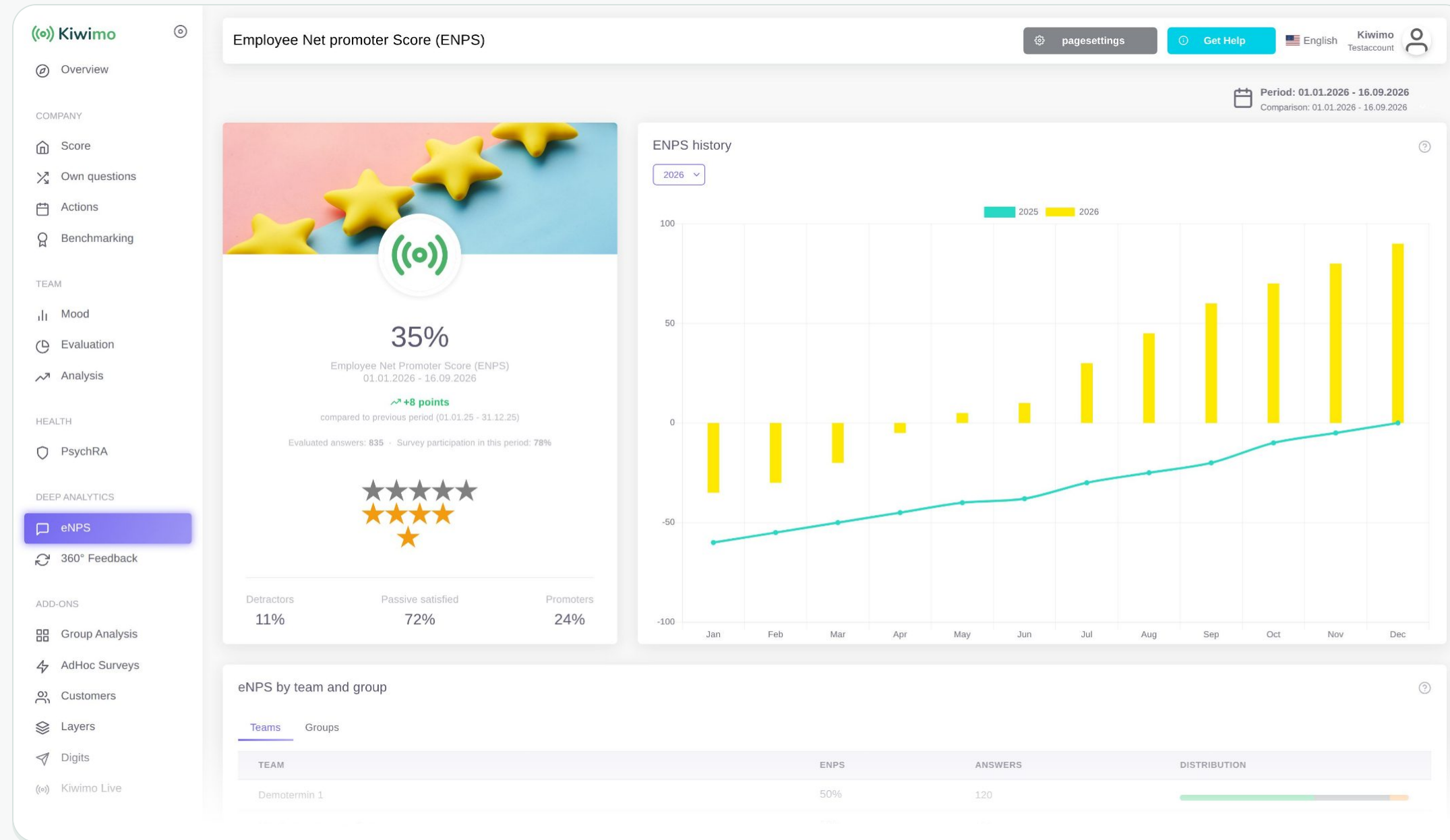
PsychRA: the legal duty, minus the project

The psychological risk assessment is **required by German law**. With Kiwimo it becomes a **guided run** instead of a consulting project.

- Team by team through the process: survey, assessment, actions.
- Status per team at a glance, from "inconspicuous" to "actions active".
- Documented without gaps and verifiable at any time.



Making loyalty measurable: the eNPS



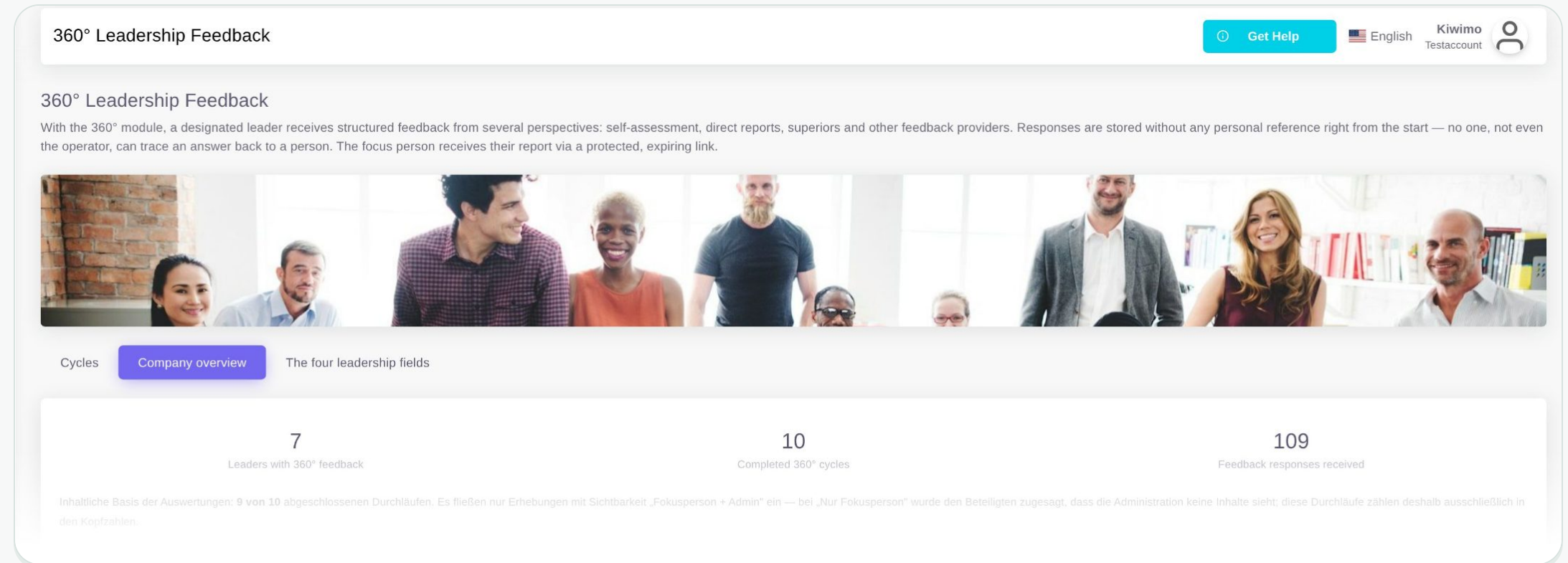
Would your employees **recommend you as an employer**? The eNPS answers that question with a figure every board understands.

- Promoters, passives and detractors, per team and over time.
- Seamlessly integrated into the regular survey, no extra effort.
- The levers included: Kiwimo shows what drives the recommendation.

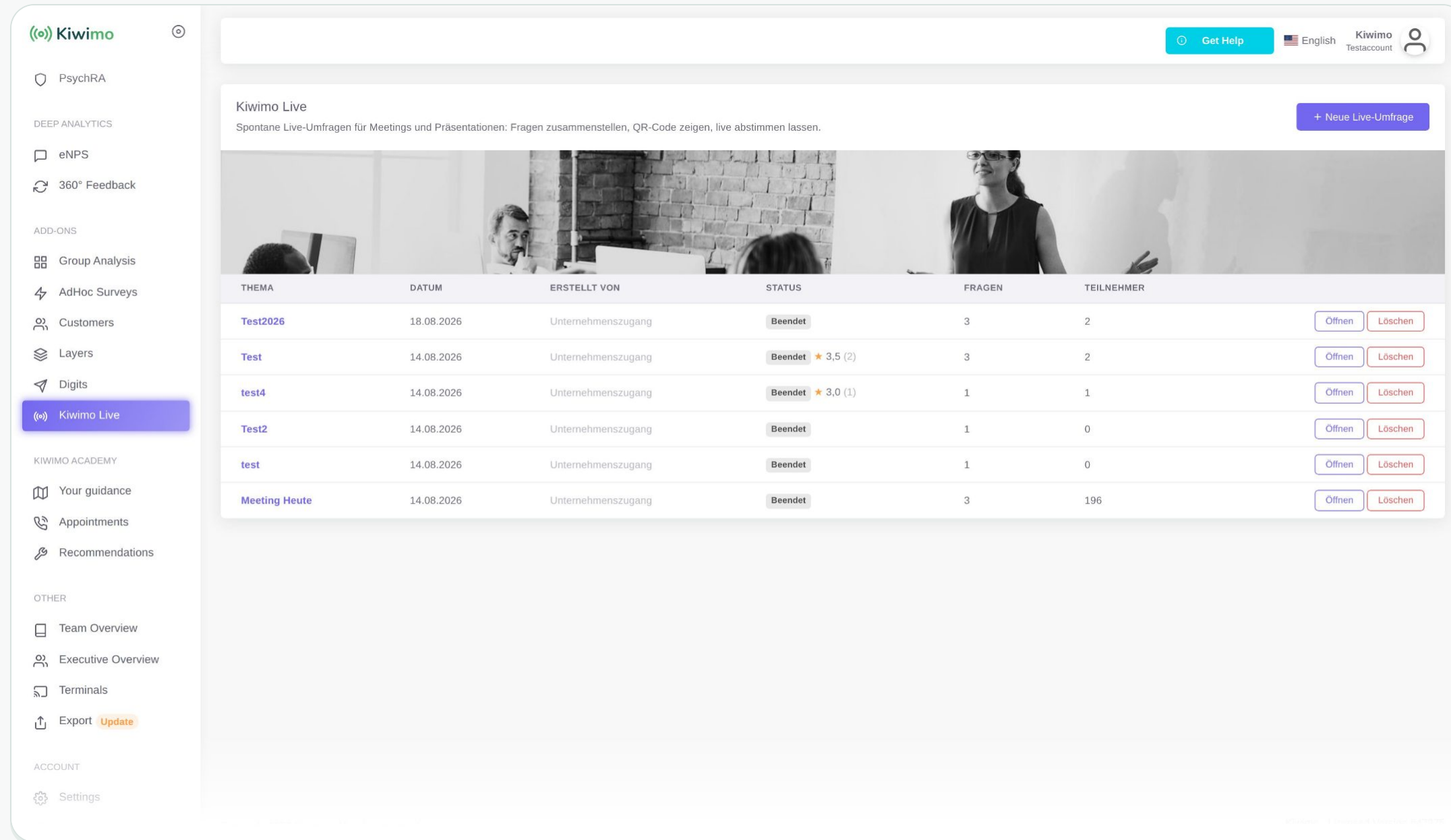
Leadership 360°: self-image meets external image

Every leader receives structured feedback from several perspectives: **anonymous from the very first answer**, with a protected results report.

- Self-image, team, peers and superiors in comparison.
- The **leadership fields matrix** condenses all measurements into the company's leadership picture.
- Repeated measurements show development instead of a snapshot.



Kiwimo Live: your real-time pulse



The screenshot displays the Kiwimo Live dashboard. On the left is a sidebar with navigation options: PsychRA, DEEP ANALYTICS (eNPS, 360° Feedback), ADD-ONS (Group Analysis, AdHoc Surveys, Customers, Layers, Digits, Kiwimo Live), KIWIMO ACADEMY (Your guidance, Appointments, Recommendations), OTHER (Team Overview, Executive Overview, Terminals, Export), and ACCOUNT (Settings). The main content area is titled 'Kiwimo Live' with a subtitle 'Spontane Live-Umfragen für Meetings und Präsentationen: Fragen zusammenstellen, QR-Code zeigen, live abstimmen lassen.' and a '+ Neue Live-Umfrage' button. Below this is a table of live surveys.

THEMA	DATUM	ERSTELLT VON	STATUS	FRAGEN	TEILNEHMER	
Test2026	18.08.2026	Unternehmenszugang	Beendet	3	2	<button>Öffnen</button> <button>Löschen</button>
Test	14.08.2026	Unternehmenszugang	Beendet ⭐ 3,5 (2)	3	2	<button>Öffnen</button> <button>Löschen</button>
test4	14.08.2026	Unternehmenszugang	Beendet ⭐ 3,0 (1)	1	1	<button>Öffnen</button> <button>Löschen</button>
Test2	14.08.2026	Unternehmenszugang	Beendet	1	0	<button>Öffnen</button> <button>Löschen</button>
test	14.08.2026	Unternehmenszugang	Beendet	1	0	<button>Öffnen</button> <button>Löschen</button>
Meeting Heute	14.08.2026	Unternehmenszugang	Beendet	3	196	<button>Öffnen</button> <button>Löschen</button>

Townhall, workshop, leadership round:
participants vote via QR code and the results
appear **live on the presentation screen**.

- Votes, mood snapshots and open questions, created in seconds.
- For events of any size, no app installation.
- Results flow straight into your Kiwimo dashboard, nothing gets lost.

The outside view: customer feedback on board

New module

Same platform, same channels, only the direction changes: **your customers** give feedback wherever they meet you.

- QR code at the point of service, link in the invoice, terminal in the branch.
- Satisfaction, recommendation and open feedback in a dedicated evaluation.
- Inside and outside view finally comparable in one system.



Own topics: every question that matters to you

Mood

Evaluation

Analysis

HEALTH

PsychRA

DEEP ANALYTICS

eNPS

360° Feedback

ADD-ONS

Group Analysis

AdHoc Surveys

Customers

Layers

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Kiwimo Live

KIWIMO ACADEMY

Your guidance

Appointments

Recommendations

OTHER

Team Overview

Executive Overview

Terminals

pagesettings

Get Help

English Kiwimo Testaccount

AdHoc Questions

AdHoc surveys

In addition to the regular and automatic survey, you can also conduct AdHoc surveys. You can fully customize the questionnaire and run the survey across several teams. AdHoc surveys run in addition to the ongoing sentiment survey and are evaluated separately. In the recipient step you decide how participation works: one-time by mail invitation to teams, or permanently via a shared link or QR code.

Overview

+ **5**
Running

✎ **19**
Drafts

⏹ **2**
Closed

💬 **8**
Feedbacks

Create new survey

Start with an empty survey or use a ready-made template from the template library — your own saved templates are also available there.

[Create new AdHoc survey](#)

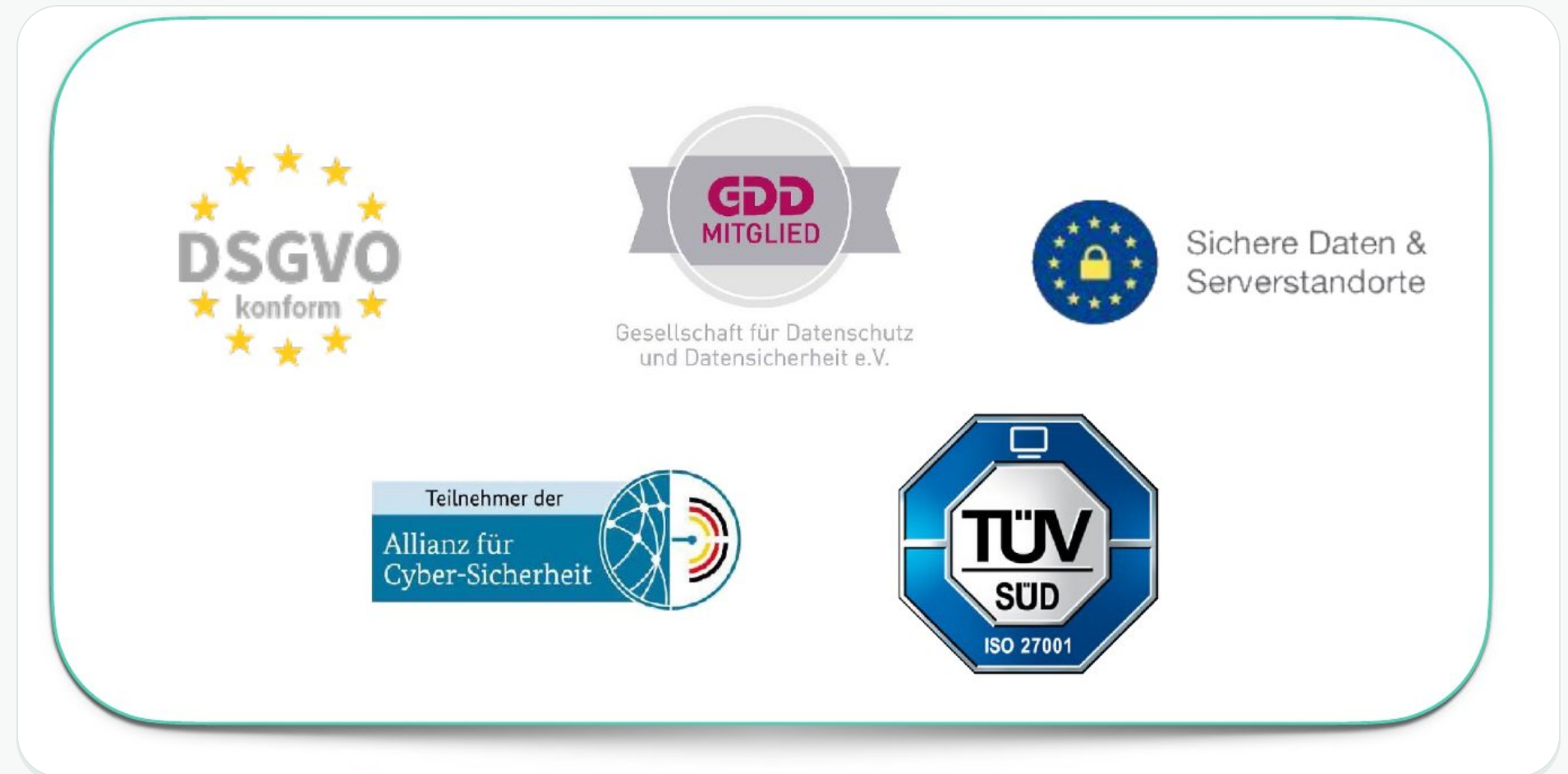
SURVEY	PERSONS	QUESTIONS	FEEDBACKS	STATE	ACTIONS
Testbefragung Permanent Created: 09.09.2026	via link	0	0	Draft	Manage 📄 📌 🗑
Weiterbildung & Entwicklung Created: 07.09.2026	0	8	0	Draft	Manage 📄 📌 🗑
Meeting-Kultur & Effizienz Created: 18.08.2026	0	8	0	Draft	Manage 📄 📌 🗑
Offboarding: Feedback zum Abschied Created: 18.08.2026	0	10	0	Draft	Manage 📄 📌 🗑
Unsere Firma als Marke Created: 13.08.2026	0	9	0	Draft	Manage 📄 📌 🗑
Onboarding-Erfahrung Created: 13.08.2026	0	12	0	Draft	Manage 📄 📌 🗑
BGM Created: 16.04.2026	0	0	0	Draft	Manage 📄 📌 🗑
Wie zufrieden sind Sie mit unserer Social-Media-Betreuung? Created: 16.01.2026	3	6	0	Draft	Manage
Test Created: 20.10.2025	7	4	0	Draft	Manage 📄 📌 🗑
TESTBEFRAGUNG Created: 05.04.2024	0	1	0	Draft	Manage 📄 📌 🗑
Psychische Gefährdungsanalyse Created: 11.09.2025	0	1	0	Draft	Manage 📄 📌 🗑

Sustainability, canteen, change projects,
mandatory training: **you ask, Kiwimo
surveys**. Regularly or as a one-off.

- Your own questions simply run along in the regular rhythm.
- Ad-hoc surveys built from templates in a few minutes.
- Multilingual, with follow-up questions, scales and free text, fully customizable.

GDPR-compliant. German servers. Anonymous.

- **100 % Germany:** developed in Cologne, hosted exclusively on German servers.
- **ISO 27001 certified data centers** with TÜV seal, re-audited every year.
- **256-bit encryption** at banking standard for all connections.
- **Anonymity by architecture:** answers are technically untraceable to any person – not even by us.
- **Co-determination in mind:** evaluations only appear above a minimum number of answers per team – a clear basis for the works council.



More on data protection: www.kiwimo.com/data-security

In daily use across all industries

550_k

real-time responses per month

are already collected with Kiwimo, at banks, municipalities, industry, retail and care.



Awarded the **HR Management Award** of the German Association of HR Managers (BPM).



Onboarding and pricing

Productive in two weeks

- **Kick-off & setup by Kiwimo:** we set up teams, structures and surveys together, on site or remotely.
- **Templates instead of a concept phase:** proven question sets, ready to use.
- **Then it runs in the background.** If needed, the Kiwimo Academy supports you with training and sparring, as much or as little as you like.

Modules such as Leadership 360°, Kiwimo Live or the customer module can be **booked individually**. Special conditions for non-profit organisations and selected sectors.

Basic package

from €1,200 / month

350 employees included · unlimited surveys

Company package

from €2,400 / month

1,000 employees included · incl. action recommendations

Enterprise package

On request

from 1,000 employees · HR master data API · personal contact person

Current offers at www.kiwimo.com/preise



Reliable. Secure. Ready to go.

Kiwimo is a platform that runs today: once activated, it surveys in the background, and you keep mood, health, leadership and customer feedback permanently on the radar.

Website

www.kiwimo.com

Consultation & demo

www.kiwimo.com/demoversion

E-mail & phone

info@kiwimo.com · +49 2226 8839783