Culture Amp

Engagement Pricing Document

Engagement Pricing
Includes:

Platform Functionality and Features	Core Platform	Playbooks Skills Coach 1-on-1 Conversations
	Engagement Product	Engagement Survey Templates: COVID-19 Response | COVID-19 Pulse | COVID-19 Wellbeing | Remote Work Question Set | Prepare for Returning to the Workplace | Quick Engagement | Broad Engagement | Values | Inclusion | Benefits | Wellbeing | Performance Diagnostic | Change Readiness - Pre-Change | Change Success - During / Post-Change | Emergency Response | Leading Through Change | Experience Survey Templates: Remote Onboard | Single Point Onboard | Phased Week 1 Onboard | Phased Week 5 Onboard | Candidate | Intern | Exit |
	Self-Service Surveys	Unlimited
	Administrators	Unlimited for contracted users
	Reporting Users Permissions	Unlimited for contracted users
	Employee Demographics and Organizational Structure Attributes	Up to 300 per account

	Automatic Email Invitations and Reminders	Included
	Manual Kiosk Code Invitations. Only available for snapshot surveys.	Included
	Slack Integration	Included
	Microsoft Teams Integration	Included
	Login With Google Authentication *This enables your staff to log into the Culture Amp platform with their Google Account details.*	Included

	Single Sign-On / SAML Integration *Involves connecting Culture Amp to your Single Sign-On provider of choice.* *Popular SSO/SAML providers include: Okta, OneLogin, Dashlane, Microsoft Azure Active Directory, IBM Tivoli*	Included

	Access Manager, Oracle Identity Manager. Typically, you'll need to involve your IT department in this work.	
	HRIS Integration *This will require work from your HRIS Administrator - with some guidance provided to them via a meeting with your Customer Success (CS) Coach.*	BambooHR | Namely | Workday | Fourth | Success Factors | Personio | More HRIS integrations to be provided as they are implemented.
	SFTP Integration *SFTP allows you to securely transfer data from one place (like your HRIS) to another (like Culture Amp). If your HRIS has a built-in SFTP client, SFTP will allow you to automatically sync your data and ensure Culture Amp is always up to date.* *Our customers have used SFTP to integrate with ADP, UltiPro, SAP SuccessFactors, Oracle PeopleSoft,*	Included

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	Cornerstone, HiBob, and Ceridian. Many other platforms also offer SFTP integration, so this is a great option to explore. Setting up an SFTP integration will likely require assistance from your IT Team. Your CS Coach will provide detailed technical instructions that you can provide to your IT Team.	
	Access to Benchmarking and Comparison Analysis	Included
	Branch Logic *Demographic-based branching: show or hide questions depending on the value of demographics set in the user level.* *Answer-based branching: show or hide questions depending on the answer to a previous question.*	Included

	Focus Agent *Simplifies and automates how companies and teams identify focus areas in their survey results - helping you / managers to quickly find those areas where action will most likely have the greatest impact on employee engagement (or your outcome of focus).* *NOTE: Focus Agent is available for all Engagement Surveys.*	Included
	Collaborative Action Framework *A set of tools to help leaders, managers, and employees take effective action in response to employee feedback.* *NOTE: Collaborative Action Framework is available for all Engagement Surveys.*	Included
	Inspiration Engine *Provides decision-makers with community-derived and real-world tested ideas for addressing specific focus areas related to employee experiences. The Inspiration Engine is a curated list of micro learnings and ideas for action- easy to digest ideas and actions that our customers and others in our community have used with their employees.* *NOTE: Inspiration Engine is available for all Engagement Surveys.*	Included

	Text Analytics *Automated thematic and sentiment analysis provides decision-makers with a bird's-eye view of what people are saying and how they're feeling about those topics.* *NOTE: Text Analytics is available for Engagement and Experience (onboarding/exit) surveys only. It is not available for Reviewer notes in Lifecycle surveys.*	Included

Education	Access to the Support Guide *Our help center has everything needed to administer our platform successfully - from articles on how to launch a survey to the science behind the platform.*	Included

	Access to Culture Amp Training (CAT)	Included
	Register for live training and explore many other resources to help guide you to get the most from the Culture Amp platform.	
	CAT also offers on-demand courses for Administrators - containing videos, tips, and resources created by CS Coaches and People Scientists - providing high-value learning and development opportunities to enable you to optimize your employee feedback strategy and inspire real change within your organisation. These on-demand courses cover the full range of relevant topics across Engagement and Performance.	
	CAT also offers on-demand courses to help managers and leaders make the most of our platform - for example: "The Engagement Survey for Managers", "Encourage Participation on Surveys", "Understand your Results", "Drive Development with LifeLabs", "The Performance Review Cycle", "Set Goals with Direct Reports", and "1:1 Conversations".	
	Finally, CAT offers on-demand courses for employees specifically: "Set Goals for Growth & Performance", and "Participate in a Performance Review".	

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| | Membership in the Culture First Community

The Culture First Community is a group of leaders and practitioners committed to amplifying what people are capable of being and achieving at work.

As both a customer and member - you will have access to our global and local communities-of-practice - where you can share, connect, learn and grow - through our in-person events and online community - to connect with other leaders around the world, further your career, and get answers to pressing questions about people/culture. | Included |
|---|---|---|

Support	Participant email support via support@cultureamp.com	Included - 24/5 (Except public holidays)
	Real time support - Access to chat support via yourdomain.cultureamp.com	Included - 24/5 (Except public holidays)
	Survey Configuration & Employee Data Pre-Launch Check via Email	Included
Training ("Coaching Packs")	Platform and Survey Launch Training

Hosted by a CS Coach, a session to walk through everything you need to know in the platform to make your first survey a success. This training covers everything in the platform from employee data configuration and account administration, all the way to survey design and launch. | Two one-on-one sessions per annual subscription period. |

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Feedback Strategy	Feedback Strategy Review *Dedicated session with your CS Coach, Account Manager (and People Scientist if required) to zoom out from your current survey project and understand what kind of feedback data you want to collect from across your organization. In this session, your CS Coach guides you through your expected cadence, reviews your culture maturity and plots a path for you to follow to attain the right kinds of data, at the right time, to help your employees, teams and leadership make the right decisions, fast.*	One-on-one session - one per annual subscription period
Project Strategy & Guidance	Partnership Meeting *Session with your full team (CS Coach, People Scientist, Account Manager) for design of the project plan to support delivery according to your milestones. Session will build upon core deliverables, and include planning for specific requirements such as listings of the resources, personnel, and timelines required for implementation and delivery. Specific outcomes include: identifying which modules are going to be implemented, the timing of those launches, and the personnel that are going to be involved.*	Dedicated session - one per annual subscription period.

	Project Planning Sessions *Sessions with CS Coach to update project plan supporting delivery of your key milestones. Session will include updates to planning for specific requirements such as resources, personnel, and timelines, as well as preparing for action guidance.*	Dedicated session - two per annual subscription period.

	Survey Design Review	Dedicated session - two per annual subscription period.
	Guidance from our People Scientists on how to best design your survey, including advice on how to work within and around our templates. Our People Scientists will be available to answer questions regarding whether changes to questions will allow them to be compared to our industry benchmarks and to provide feedback on survey configuration ahead of the launch of your survey. As part of this process the People Science team will conduct a full and detailed review of the design of your survey - offering expert advice and guidance on all items, factors, and the overall survey experience, helping to ensure alignment with the objectives of the current survey as well as your overall feedback strategy.	
	Report Navigation Training	Two one-on-one sessions per annual subscription period.
	Session with a CS Coach to walk through the survey results in the context of our platform, enable you to use the Action Framework tools, and guide you on how to share out reports.	
	Results Interpretation Training	Two one-on-one sessions per annual subscription period.
	Session with a People Scientist to support you in interpreting your platform data. The People Scientist will review your survey results independently, focusing on 2 priority demographics chosen by you. They will then conduct an in-platform walkthrough of the survey results with you, highlighting key insights, and helping you to find the narrative in your own platform data.	

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	Project Review and Debrief Meeting *Opportunity to debrief the project with your Account Manager.*	Dedicated session - two per annual subscription period.

	Weekly Project Status Meetings with Your CS Coach *Option for weekly meetings during periods of high survey activity. CS Coach led working sessions to ensure key elements of the platform are configured correctly for launch. Sessions to cover: Employee data, data mapping, as well as guidance on communications, change management, and various training materials.*	Included
Exclusive Leaders Training	HRBP (Train-the-Trainer) Results Training Session: Guiding Your ManagersThrough Their Results and Actions *A session with your CS Coach includes an overview of working through the platform to understand employee feedback at the broader organizational level, diving deeper into understanding differences in work experience across various employee groups at your company, as well as preparing for action guidance. We'll talk about the importance of participation rates, report sharing, internal and external comparisons, interpreting "impact", using data to determine where to focus energy, and how to help managers take action towards positive improvement.*	Two per annual subscription period.

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	Manager Results Training Session: How to Understand Your Results and Plan for Action *A session with your CS Coach includes an overview of working through the platform to understand feedback from employees in your group, looking at how their experiences compare to the organization as a whole, as well as preparing for action guidance. We'll talk about the importance of participation rates, interpreting "impact", using data to determine where to focus energy within your workgroup, getting inspired from what other leaders have found to be successful, and how managers can begin taking action towards positive improvement.*	Two per annual subscription period.
	Preparing to Report to Your Executive & Board *A session with your CS Coach, drawing from Culture Amp presentation templates, to meet with your survey admins (or other relevant stakeholders) and talk about what they might want to include in their readout at the*	One per annual subscription period.

	executive or board level. The discussion might include historical comparisons, participation rates, organizational strengths as well as organizational opportunities for improvement, highlights of differences across employee groups, the highest impact opportunities, and a plan for next steps on taking action.	
Advanced insights discovery and Analytics	**Linkage Discovery Call** *We encourage companies to conduct their own deeper analytics or test hypotheses* *using employee feedback data where*	One per annual subscription period.

	possible. A Culture Amp expert will meet	
	with customer stakeholders (e.g. internal	
	analysts) to discuss appropriate hypotheses	
	that can be tested with the data that	
	company has on hand. For example, you	
	might ask: "Are the Engagement questions	
	related to actual retention outcomes for our	
	employees?" or "Did those who rated high	
	impact engagement questions unfavorably	
	leave at a higher rate?". Culture Amp experts	
	will assist by recommending a methodology	
	for customers to test these hypotheses	
	themselves, ideally within the platform. If	
	appropriate and required, we may suggest	
	single or multi-factor data linkage offering	
	where an off-platform methodology is better	
	suited to the circumstances and the	

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	customer is unable to conduct this analysis *on their own.* *NOTE: Any Linkage Analysis work beyond* *the scope of discovery and making* *recommendations can be purchased as* *additional services via the process* *referenced below.*	
Additional services	Additional coaching, exclusive training, customized analysis, or other services, with Culture Amp experts are available upon request for additional fees.	Get in touch with your Account Manager or support@cultureamp.com for details and prices.

Pricing Table

Customers may also qualify for a discount (multi-year & Not for Profit) Discounts range from 5% to 35% - Please speak with your Account Executive for more details.

Total Users	Estimated Annual Price (Excluding VAT)
1000	£29,500
2000	£45,300
3000	£51,600
5000	£64,100
7500	£79,700

10000	£95,300
12000	£107,800
15000	£126,500
20000	£147,600
25000	£168,700
30000	£202,400