

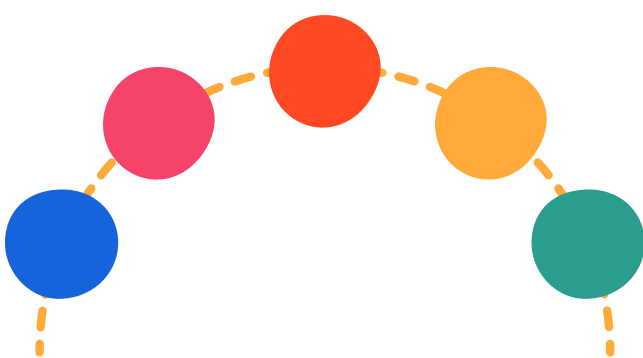
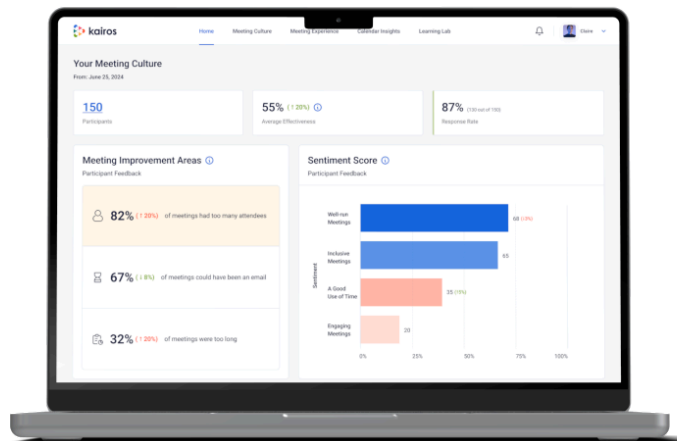
# 5 Metrics for Organizational Success

## RIVA: CASE STUDY

### Full Circle

#### Improved 7/7 research-based metrics

By implementing Kairos and forming coaching cohorts, Riva has been able to score higher on all scientifically measured meeting effectiveness metrics.



### Top 10%

#### Inclusive decision-making

Riva meeting leaders scored above 90%\* in running inclusive meetings. Creating a culture of collaboration and optimizing decision-making.

\* 20% increase after using Kairos for 6 months.

### 75%

#### Drop in meetings that are too large.

Like many tech companies, Riva struggled with optimizing attendance to make meaningful progress towards strategic goals. With Kairos, Riva was able to invite the right attendees to participate in the live discussion and allow the team to do more with less.



### 55%

#### Shorter meetings.

Shaving off 8+ minutes per meeting on an org-wide average, Riva was able to accomplish more in less time. Good-bye follow up meetings!

### 15 hrs

#### Of time wasted saved in the first week

During a self-reflection facilitated by Coach Dr. Liana in week 1, coaching participants were able to identify 15 hours of unproductive meetings per week! What's your number?

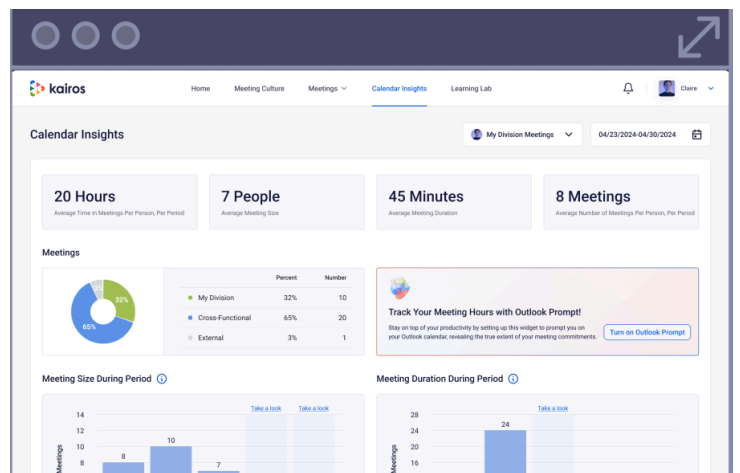


# 5 Metrics for Organizational Success

## RIVA: CASE STUDY

**“Kairos has catalyzed a culture change across our organization.” VP of Operations**

Riva, a 100-person, high growth FinTech business in scaleup mode transitioned to a remote-first workforce during the pandemic. This led to a huge influx in virtual meetings across the organization and their VP of Operations, Jameson van Dijk went on a quest to get out of the meeting rut and refocus teams towards outcomes.

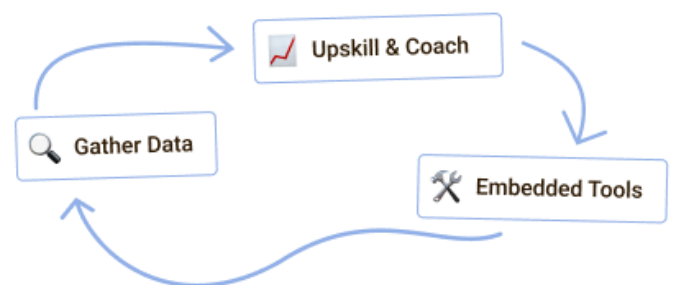


**What made Kairos different is the team approach... Kairos brought us together as a team and helped us make small changes that created organizational momentum. We can now feel the energy and focus in all of our meetings!**

How time is spent during the pandemic was a black box to executive leaders at Riva. There was a shared feeling of frustration with long, extensive meetings with as many as 13+ stakeholders at a time. However, the lack of data and insights made it unclear how this affected the organization.

Riva turned to Kairos’ research-based meeting performance software to add clarity and tangible improvements to their meeting culture.

Thinking back to the kick off with Kairos, Jameson van Dijk reminisces “I didn’t realize how much potential we had to improve until I saw it in the numbers. It goes so far beyond adding thoughtful agendas to meeting.”



**The team at Riva reported significant learnings, including taking a more thoughtful approach to required attendees, tying meetings to strategic goals and decision-making, a more collaborative approach, and ensuring that meetings end on a positive note.**


**kairos**

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