

When employees are happy, it has a positive impact on every patient.

For 140 years, Hospital Männedorf has stood for the health and well-being of the people living on the right shore of Lake Zurich, as well as for the well-being of its 950 employees. Since December 2024, flowit has been part of that mission.



Initial Situation

In the fast-paced hospital environment, employee conversations were often unstructured, only partially documented, and associated with a high administrative workload. The previous tool was perceived by many employees as complex, while meaningful qualitative insights were difficult to obtain.

Particularly in the demanding healthcare environment, there was a lack of a central, easily accessible solution that could support and relieve managers and employees alike.

At the same time, there was a desire to make conversations more constructive, increase employee involvement, and embed professional development more consistently into everyday work.

Introduction of flowit

With flowit, Hospital Männedorf introduced a centralized solution for employee reviews, probationary reviews, and development conversations. Today, flowit is used across the **entire hospital**, from nursing and logistics teams to medical staff and leadership roles.

Users particularly appreciate the intuitive user interface and the centralized documentation of all conversations, notes, and development activities. Employees can easily pause conversations and continue them at a later time, an important advantage in the fast-paced healthcare environment.

Employee & Probationary Reviews

Fully documented in one place and available whenever needed

AI-Powered Summaries & Dashboards

Key insights at a glance

Competency Cards, Feedback & Multilingual Support

Empowering personal growth through targeted development and clear communication

Connected Insights

Revealing the reasons behind organizational change

Measurable Results

● Structured Conversations with Real Impact

Topics discussed during conversations are translated into concrete actions in everyday work. Nursing professionals experience that their feedback is heard and valued, strengthening both motivation and a sense of belonging.

● Overcoming Language Barriers

Employees can access and understand content in their native language. What once caused misunderstandings is now clear and accessible to everyone.

● Improved Conversation Quality

AI-powered summaries provide the key points at a glance. Conversations become more structured, constructive and sustainable.

● Earlier Intervention and Faster Action

All relevant information is centrally available, enabling early identification of trends and faster implementation of appropriate measures.

Hospital Männedorf

Healthcare · 950 Employees · Customer Since December 2024

CONNECTED INSIGHTS

From Statistics to Real Actionable Insights

Connected Insights gives Hospital Männedorf a new perspective on internal development and training needs. Employee challenges, concerns, and needs can now be identified early and addressed proactively, without relying solely on individual feedback or time-consuming HR analyses.

Connected Insights is particularly valuable in discussions with the Board of Directors and the hospital leadership team. AI-powered analyses help stakeholders go beyond presenting numbers and uncover the underlying themes, enabling more informed and data-driven decision-making.

As a result, the hospital can respond more effectively, design employee surveys with greater precision, and identify emerging trends at an early stage, before issues escalate.

“

Statistics alone are not enough. When presenting to the Board of Directors or the hospital leadership team, it is essential to understand the stories and drivers behind the numbers. AI-powered analyses like Connected Insights provide exactly that perspective, helping us interpret situations more effectively and make better-informed decisions. For me, the real value lies in the combination of AI and organizational psychology.”

”

Dr. Nicola Fielder

Head of Human Resources, Hospital Männedorf



Return on Investment (ROI)

>50 %

Participation rate in
the first employee
review cycle

110+

Probationary reviews
completed

Up to 100 %

Time savings in
conversation preparation

**All
Departments**

Cross-functional adoption
throughout the hospital

Conclusion & Outlook

With flowit, Hospital Männedorf has successfully initiated a lasting cultural transformation in a short period of time. Employee conversations are now more structured, transparent, and effectively embedded in everyday work. At the same time, administrative effort has been significantly reduced, an important advantage in the demanding healthcare environment.

Following the successful implementation of additional processes, Hospital Männedorf is already planning the next phase of its journey with further modules to support employee development even more comprehensively.

The benefits extend beyond measurable efficiency gains. They are reflected in stronger leadership, greater accountability, and higher employee engagement - particularly in healthcare, where leadership must be effective in everyday practice.