



Mirro Boosts Engagement, Agility, and Transparency at Leviatan Group

Industry: Construction
Company size: 280
People in scope: 198
About: Leviatan Group offers complete construction services with cutting-edge technologies.

mirro
CASE STUDY

Leviatan Group is an innovative construction company that thrives on using technology at all levels of the organization to solve challenges quickly and effectively while maintaining flexibility and an entrepreneurial mindset. Leviatan's purpose is to ensure that its teams stay adaptable and are always ready for what's next.

The business challenge

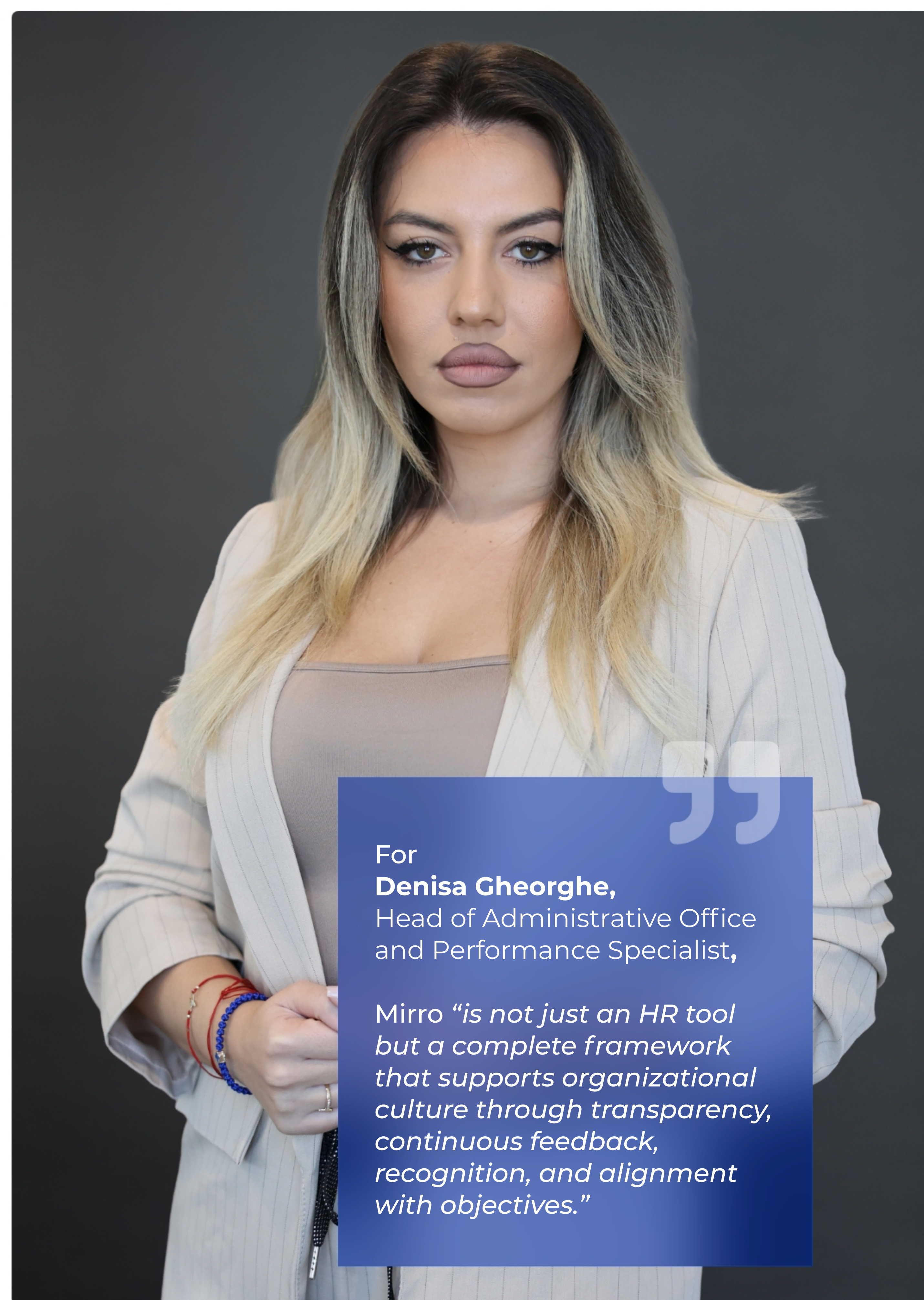
Leviatan Group's management team needed more **clarity, visibility, and alignment** on company objectives. They wanted a simple way for everyone to understand how their work contributes to achieving the company's business goals. They also needed a more structured approach to giving and receiving feedback.

After testing several HR tools, Leviatan Group chose Mirro for its balance of usability and functionality. Our platform's intuitive design made it easy for people to use, and its flexibility allowed the company to tailor it to their needs.

The Solution: Mirro

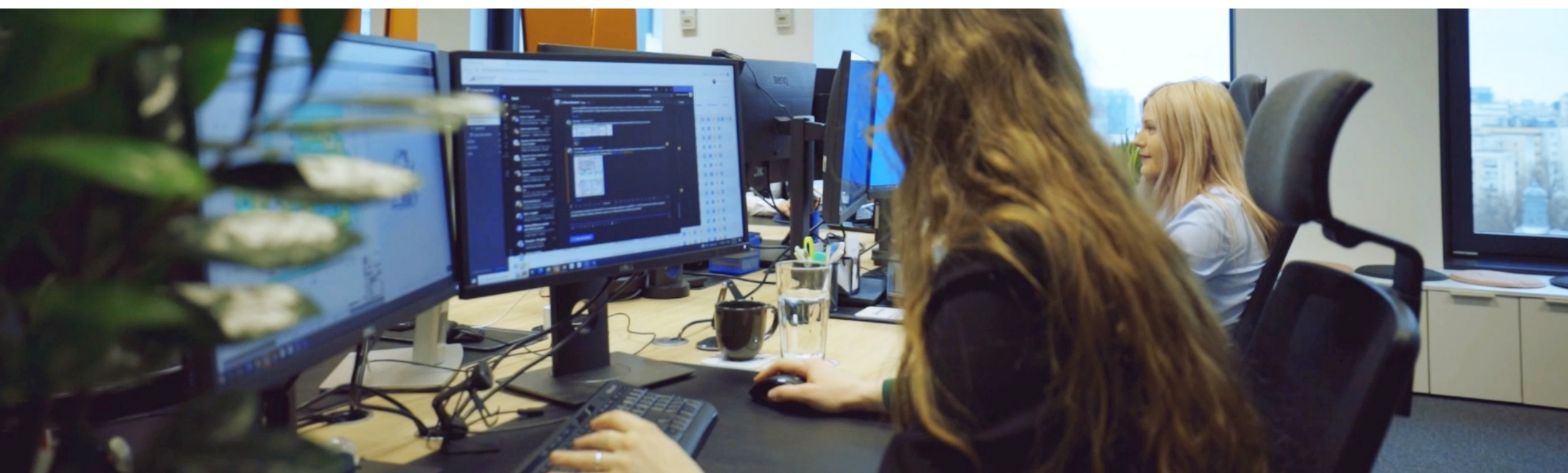
With Mirro, Leviatan Group moved away from Excel spreadsheets and Word docs to a **single, digital space that keeps performance evaluations, feedback, and objectives in one place**. The HR team rolled out the platform with a six-month pilot, working with managers to ensure smooth adoption.

To help everyone understand its benefits, the HR team created the "Mirro Journey at Leviatan Group" guide, which offers detailed steps of Mirro's features. After just a couple of months, Mirro reached an impressive **89% engagement rate across the platform**.



For
Denisa Gheorghe,
Head of Administrative Office
and Performance Specialist,

Mirro *"is not just an HR tool but a complete framework that supports organizational culture through transparency, continuous feedback, recognition, and alignment with objectives."*





МІРРО CASE STUDY

The business outcome

Increased transparency and clarity

With Mirro’s help, Leviatan Group defines, tracks, and communicates objectives and key results, which creates a more transparent and accountable work environment. With clearer visibility into how each individual contributes, they can now easily track progress and ensure that all efforts align with organizational goals.

After just one OKR cycle, **100% of tactical team and individual goals were aligned with the company’s strategic objectives**. Managers now report that OKRs offer greater **clarity and focus**, with **80% saying** they help in setting and tracking meaningful objectives.

Enhanced agility with real-time feedback and recognition

Agility is one of the most significant benefits Mirro brought to the organization. The ability to provide feedback and recognition in real-time has enabled the team to be more efficient, not just during formal evaluations, but on a daily basis.

The introduction of quarterly OKRs (Objectives and Key Results) helps the team to adjust priorities in real-time, allowing them to respond more effectively to market changes and business needs. The flexibility to provide real-time feedback for managers, subordinates, and peers has created a constant flow of communication, which is crucial for a thriving culture of trust.

Notably, over **90% of managers** conducted feedback conversations with **more than 90% of their teams**, a significant step forward, considering this process began from scratch.

Improved team engagement and motivation

Companies with distributed workforces—whether in the field, on the frontline, in the office, or in multiple locations—must find new ways to help people connect and celebrate milestones. At Leviatan Group, Mirro supports this process.

As part of these efforts, Mirro provides a shared space where colleagues, regardless of location, can offer and receive feedback, recognize achievements, and engage in structured performance-related activities. This helps build a unified, and collaborative culture where everyone feels valued and connected.



Bridging physical distance between teams

The Kudos feature has had a profound impact on the team’s morale and energy. Kudos is perceived as a cultural asset: public appreciation has become a regular practice within Leviatan Group’s culture, fostering a true sense of belonging.

Publicly recognizing both business results and behaviors that align with Leviatan Group’s core values is a simple and powerful way to make teams excited about the company values, no matter where they are located.



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The business outcome

Driving growth through continuous performance management

With Mirro's help, Leviatan Group has implemented an intuitive, decentralized, and continuous performance management process that helps the team maintain a focus on results. With features like **dashboards** and **check-ins**, managers and team members track progress, have valuable performance conversations that support growth, and identify issues early on, without the bureaucracy of traditional evaluations.

What's next for Leviatan Group


In the near future, Leviatan Group aims to mature the OKR framework and fully integrate it into the organizational strategy and culture, enabling every colleague to clearly see how they contribute to the company's key objectives.

The relationship between Mirro and Leviatan Group is a long-term strategic partnership in which the platform evolves in tandem with the company, responding to both the current needs and future challenges of a growing and diversifying organization.



Carmen Ionica,
Procurement Bidding Specialist

I believe Mirro is an essential tool for supporting a modern organizational culture based on transparency, recognition, and continuous development. Since its implementation in the company, I've clearly noticed an improvement in how we communicate, collaborate, and approach performance. Mirro facilitates expressing appreciation in an authentic and frequent way, making individual contributions visible and strengthening professional relationships. A culture of recognition, supported by an intuitive digital tool, contributes to team morale and a sense of belonging.



Beatrice Baluta-Siclitaru,
Head of Architecture Office

Since we started using Mirro at the Architecture Office, I've noticed a real difference in the way we work as a team. What I really enjoyed was the evaluation part, because it wasn't only about the manager giving feedback to the team, but also about the team members self-assessing their own performance, which brings honesty and accountability to the process.

Another valuable aspect was the space Mirro created for open feedback between office coordinators. We had the opportunity to openly discuss what works and what doesn't, align expectations, and support each other more effectively. This has been a significant step toward building a healthy culture and a truly collaborative team. For me, Mirro is not just an HR tool, but a way for the team to become more connected, more accountable, and more aware of our results.

About Mirro

Mirro's all-in-one performance management platform optimizes employee and business performance while streamlining HR operations. With a commitment to empowering businesses of all sizes, Mirro is a cutting-edge HR platform that combines advanced technology with intuitive design, catering to the diverse needs of modern workplaces. The HRIS platform integrates into a single solution performance management, company culture, feedback, recognition, people analytics, and workplace community features.

This innovative approach accelerates business outcomes, making Mirro the go-to solution for businesses aiming to prioritize their people and achieve exceptional results.

Mirro serves customers worldwide, including E Co., Adore Me, eMAG, McDonald's, Public Inc., Hochland, Hyperfy, and Lactalis.

You can learn more about how Mirro gets your teams thriving at <https://mirro.io>



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