Reimagine the employee experience with Microsoft Viva

Workshop with Delphi Consulting

Microsoft Viva

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What is Microsoft VIVA

- Microsoft Viva is an employee experience platform that brings together communications, knowledge, learning, resources, and insights.

- Powered by Microsoft 365 and experienced primarily through Microsoft Teams, Viva fosters a culture where people and teams are empowered to be their best from anywhere.

The driving force for any business is its people.

Profitability

Organizations with highly engaged employees have **21%** greater profitability. [4]

Employee Satisfaction

94% of employees say they would stay at a company longer if it invested in their learning and development. [3]

Retention

Highly engaged employees are **12x** less likely to leave their company than those who are not engaged. [1]

Engagement

86% of top-performing companies reported that digital training programs boosted employee engagement and performance. [2]

Hybrid work | A durable trend

73% of employees want flexible remote work options to stay

80% of leaders say they plan to make major changes to their flexible work policies

67% of employees want more in-person work or collaboration post-pandemic

Microsoft Work Trend Index: 2021 Annual Report

Challenges

People feel disconnected
Nearly **60%** of people say they feel less connected to their team after shifting to remote work.[1]
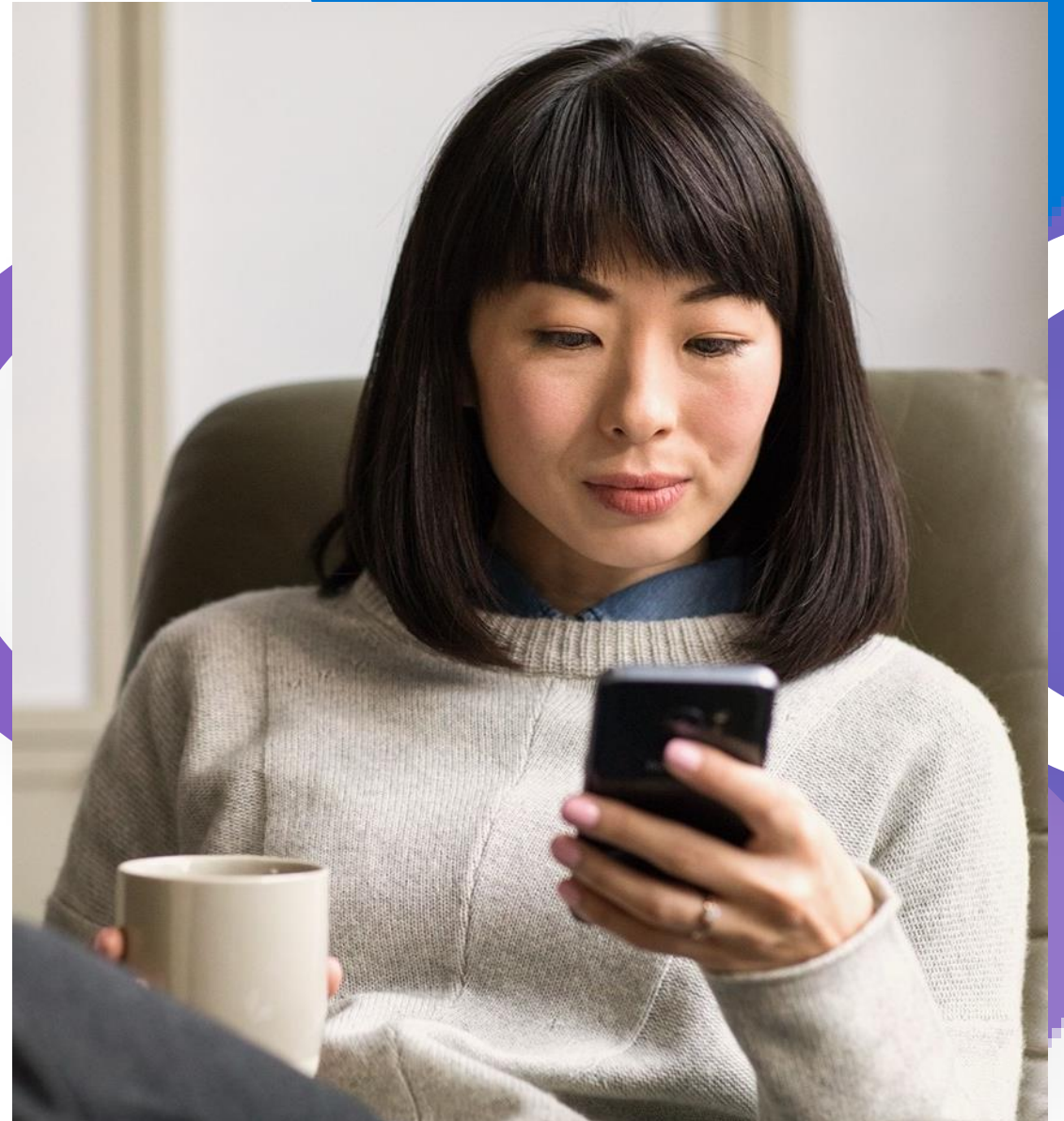
Burnout is a global problem
85% say wellbeing has declined and **56%** say job demands have increased.[2]

People spend about an hour per day searching for or recreating information
Using multiple tools drives context switching, drains productivity and creates frustration.[3]

CEOs are concerned about talent and skills
79% of CEOs worldwide are concerned that a lack of essential skills in their workforce is a barrier to future growth.[4]
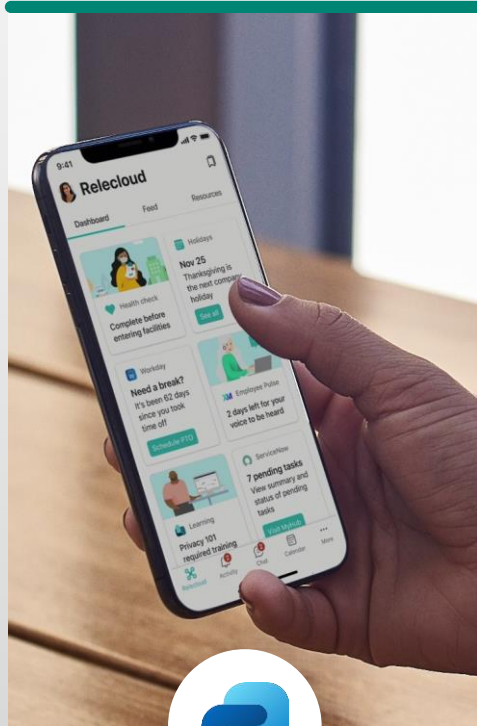
[1] Microsoft Work Trend Index: 2020 Annual Report
[2] Jennifer Moss, Beyond Burned Out, Harvard Business Review, February 10, 2021
[3] Spiceworks/Ziff Davis survey commissioned by Microsoft, 2021
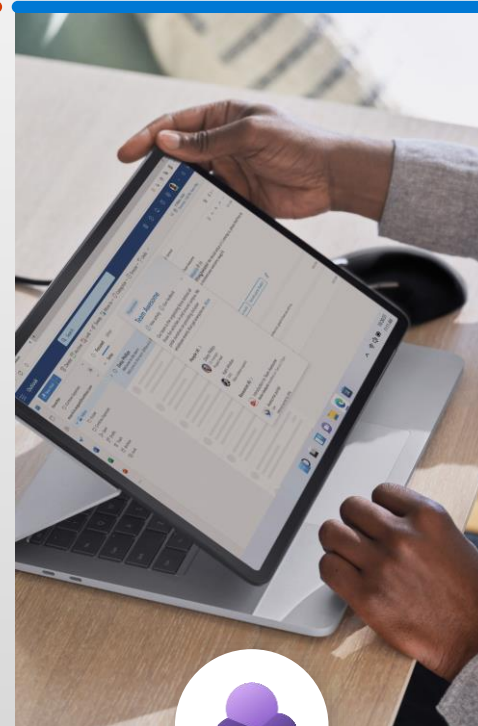[4] PwC CEO Survey, 2019

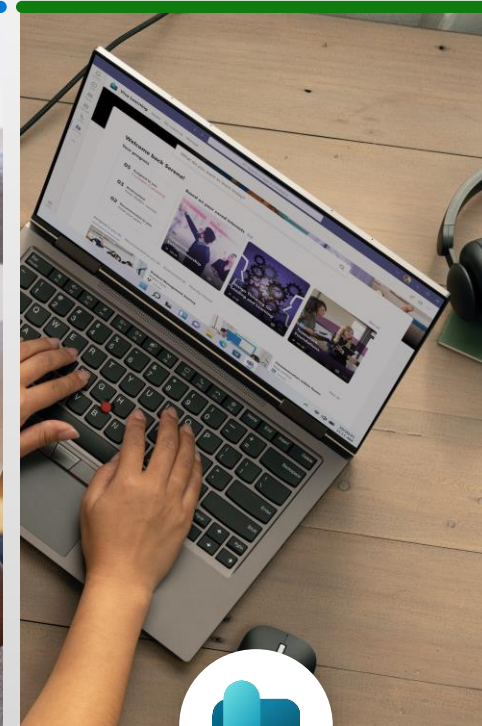# Microsoft Viva : employee experience platform for the hybrid era

Viva Connections
Culture and communications

Viva Insights
Productivity and wellbeing

Viva Topics
Knowledge and expertise

Viva Learning
Skilling and growth

Viva Connections
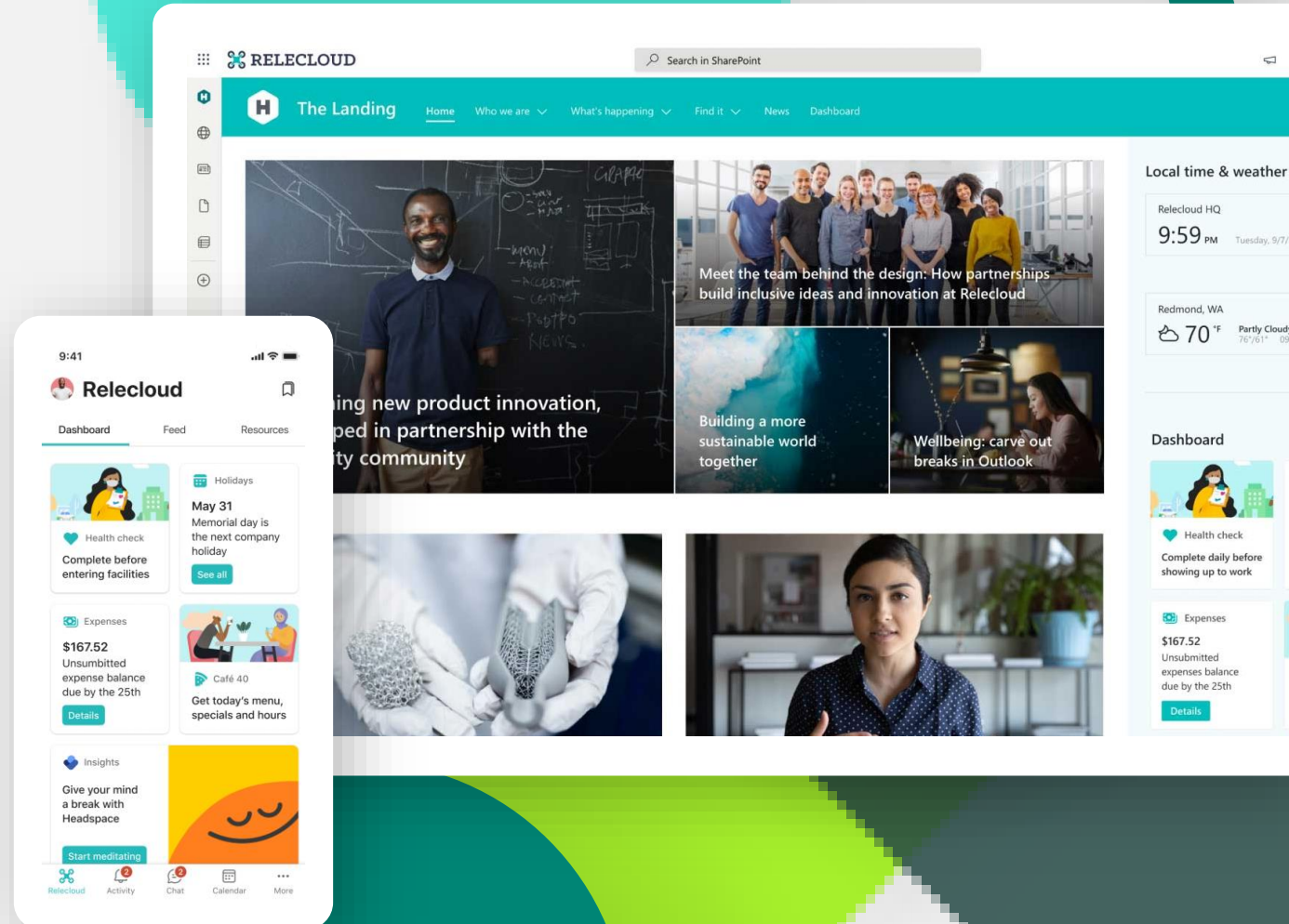## Culture and communications

Keep everyone connected
Encourage meaningful connections across the organization by enabling employees to easily discover relevant communications and communities.

Make it easy for people to contribute
Foster a culture of inclusion by empowering every employee to contribute ideas and share feedback.

Unite and inspire your organization
Align the entire organization around your vision, mission, and strategic priorities.

Learn more about Viva Connections at aka.ms/vivaconnections

Viva Insights
Productivity and wellbeing

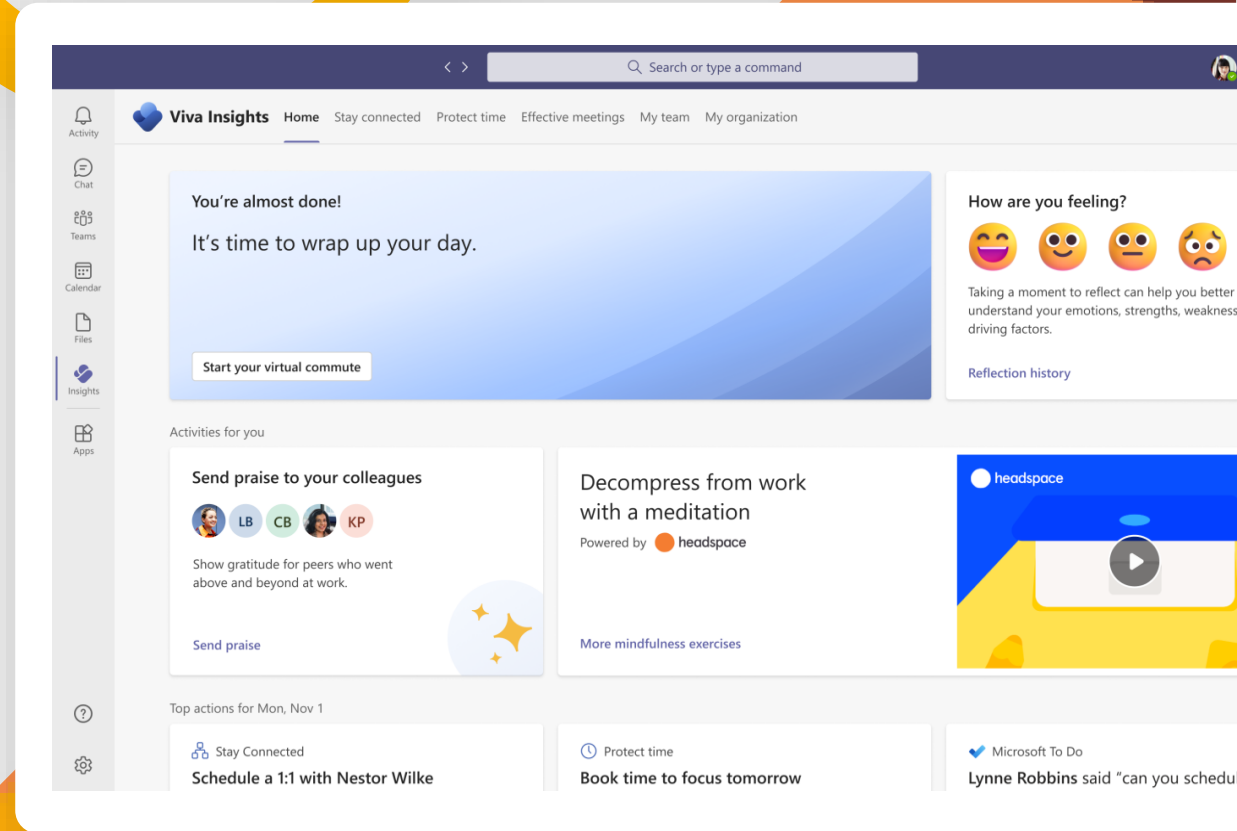## Deliver personalized and actionable insights

Empower individuals, teams, and orgs to achieve balance, build better work habits, and improve business outcomes with personalized insights and recommended actions.

Quantify impact of work on people and business

Gain data-driven, privacy-protected visibility into how work patterns affect wellbeing, productivity, and results.

Address complex business challenges

Use advanced tools and additional data sources to perform deeper analysis, address challenges important to your business, and respond quickly to change.

Learn more about Viva Insights at aka.ms/vivainsights

Knowledge and expertise
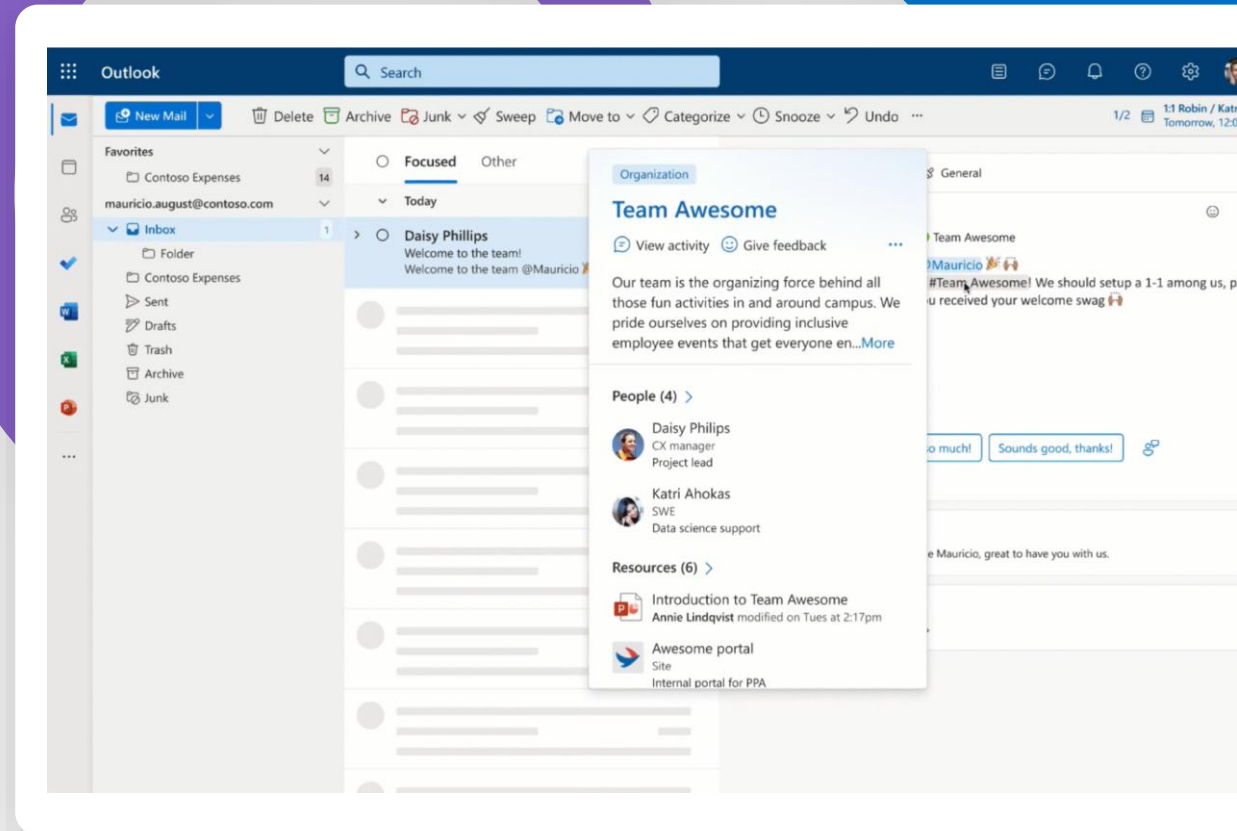
Turn content into usable knowledge

Use AI to reason over your organization's content and automatically identify, process, and organize it into easily accessible knowledge.

Organize knowledge into topic pages

Enable your organization's experts to share and refine knowledge through curated topic pages, automatically generated and updated by AI.

Make knowledge easy to discover and use

Deliver relevant topics cards in the apps people use everyday.

Viva Learning
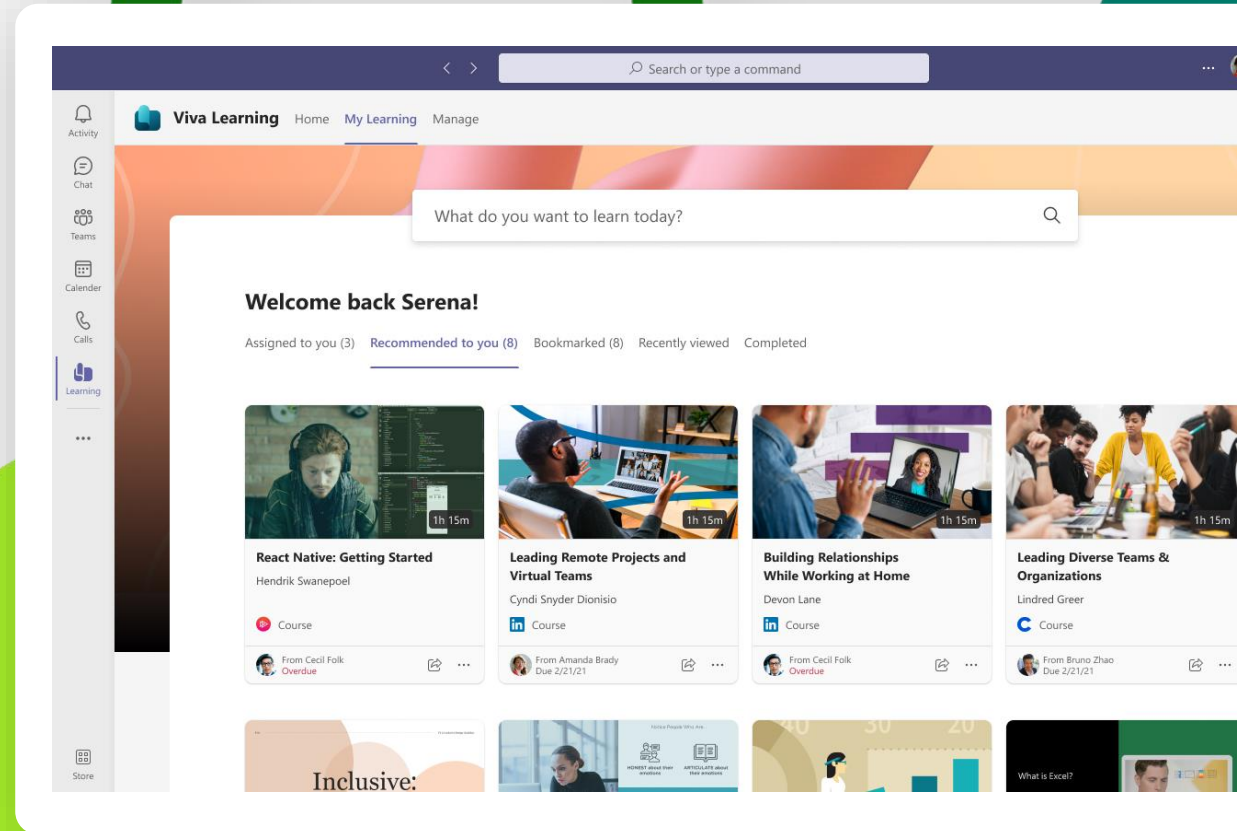# Skilling and growth

Learn in the flow of work

Integrate learning into the tools and platforms where users already spend their time with Microsoft Teams and Microsoft 365.

Simplify and centralize learning

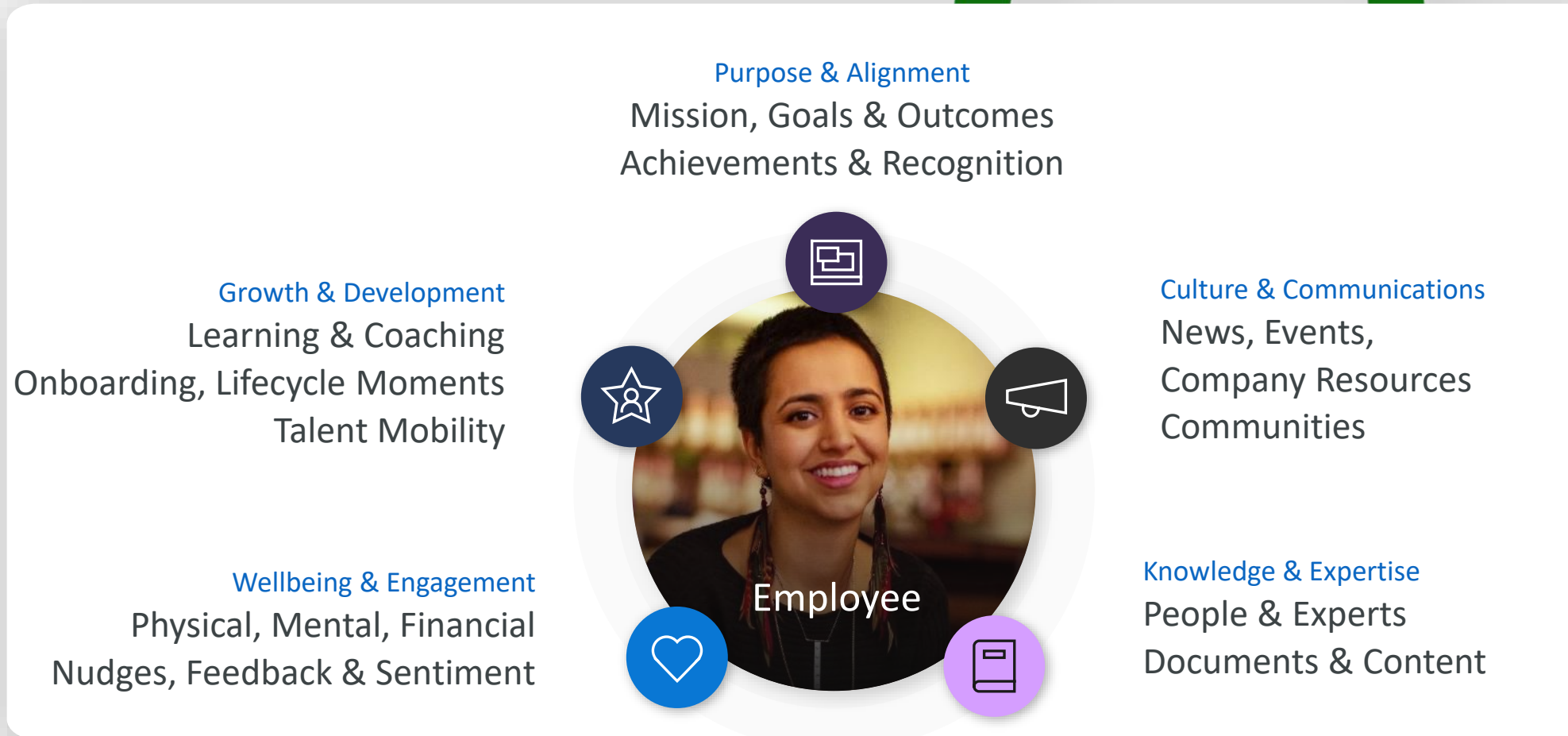Bring together learning content and tools from different sources in one central hub.

Get personalized and relevant content

Find the right content and discover new skills with personalized recommendations and search.
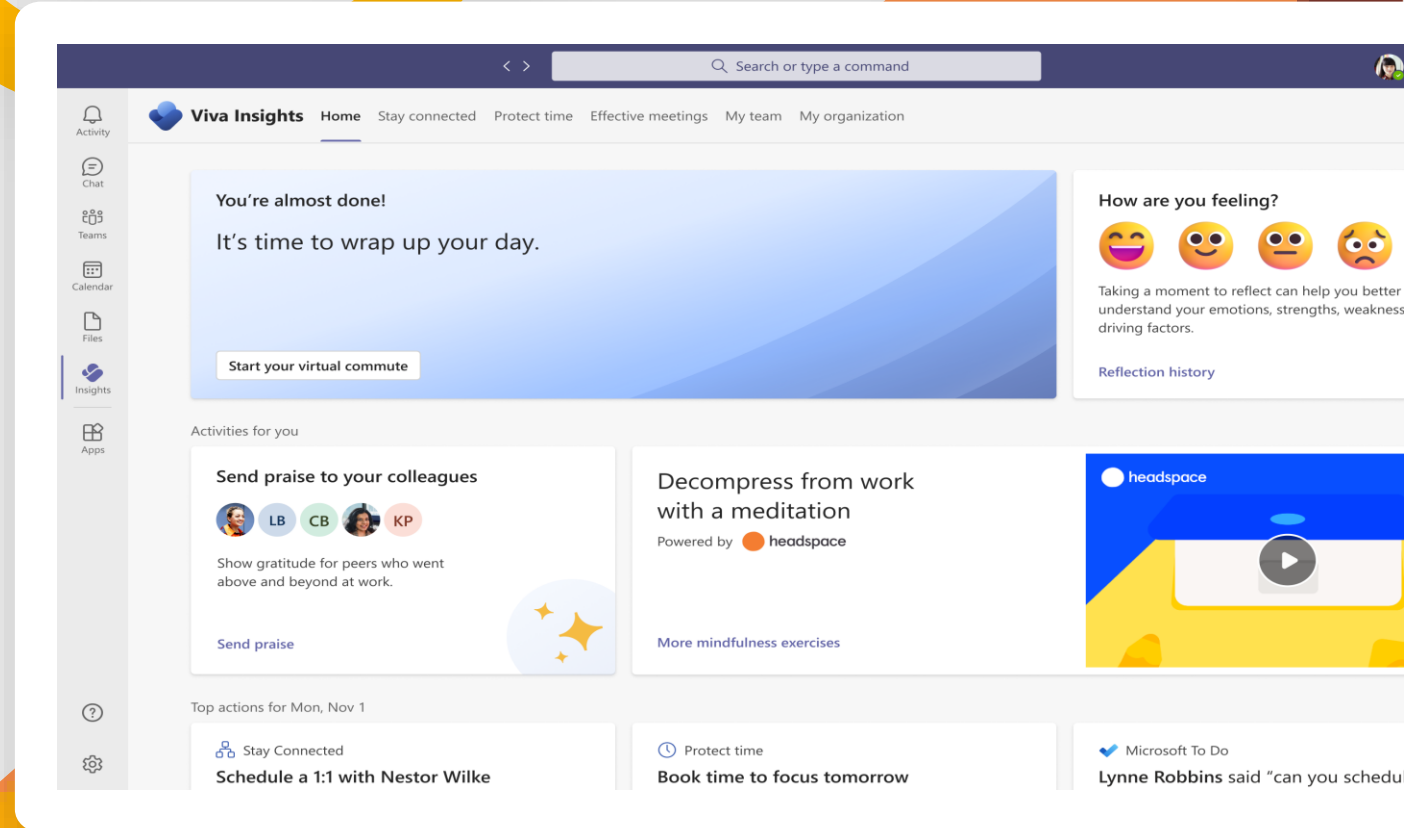
Employee Experience Platform (EXP) Scenario

A digital platform that helps organizations create a thriving culture
with engaged employees and inspiring leaders

Purpose & Alignment
Mission, Goals & Outcomes
Achievements & Recognition

Growth & Development
Learning & Coaching
Onboarding, Lifecycle Moments
Talent Mobility

Culture & Communications
News, Events,
Company Resources
Communities

Wellbeing & Engagement
Physical, Mental, Financial
Nudges, Feedback & Sentiment

Employee

Knowledge & Expertise
People & Experts
Documents & Content

Microsoft Viva Insights

Why this Workshop ?

- Delphi Consulting will help you get started with Microsoft VIVA insights.

- We aim to provide you a definite understanding of how Microsoft VIVA Insights can help to your business productivity, great associate learning and experience so that they can deliver a great customer experience

Microsoft VIVA Insights - Workshop Overview

- Gather information on key business scenarios
- Define scope
- Identify business stakeholders
- Introduce Microsoft Viva
- Showcase employee experience transformation
- Demos and immersive experiences
- Build upon your newfound knowledge and pair it with your unique business challenges
- Prioritization of scenarios and next steps built into a plan

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