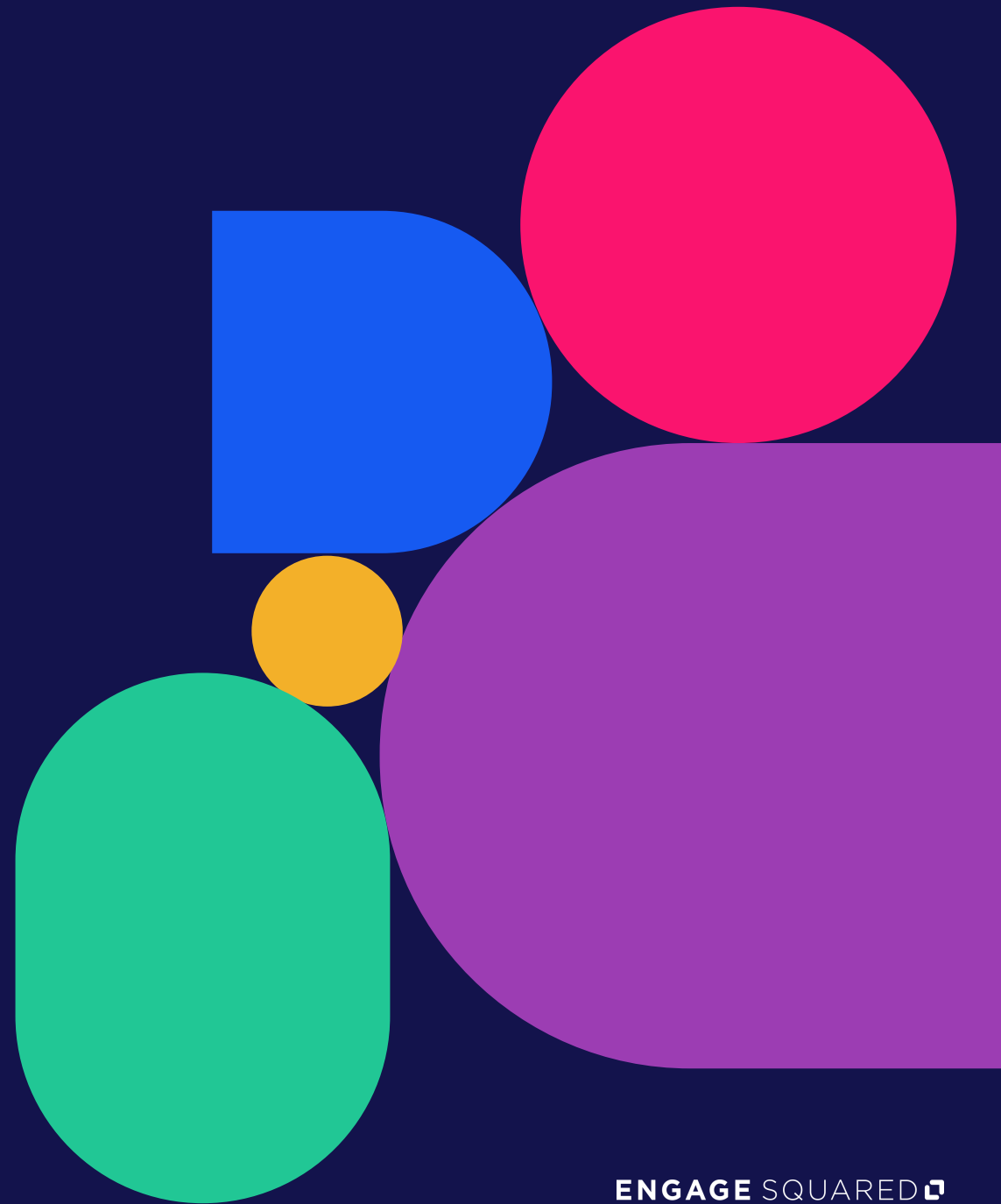


Offer overview

Viva Glint

Viva Glint is a People Success Platform that leverages real-time people data to help organisations increase employee engagement, develop their people, and improve results.



About us

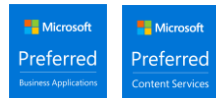
We are Engage Squared.

Specialists in <people> friendly technology.

Our mission is to make work better. We are one of a small number of technology consultancies in APAC that provide end-to-end support for our clients, helping to tackle issues ranging from employee experience, business process automation, compliance and records management, technology adoption and more.

From design, to technical build, our team of experts use their broad range of skills across project delivery, cloud strategy, user experience design, governance, agile development, change management, and security to help our clients get the most of technology.

We specialise in a range of technologies, and partner with leading providers such as Microsoft, ServiceNow, AvePoint, Glint, SWOOP Analytics and many others. We take partnerships seriously and were proud to be named the **2022 global winner of the Employee Experience Microsoft Partner of the Year award.**



Yammer Adoption Specialist



Microsoft Teams Collaboration Specialist



What is Viva Glint?

Viva Glint



Help people be happier and more successful at work.

Viva Glint is a People Success Platform that leverages real-time people data to help organisations increase employee engagement, develop their people, and improve results.

It measures experiences across the entire employee lifecycle and business journey. The goal of Viva Glint is to make truly positive and lasting change on work culture, by helping organisations to develop an ongoing practice of reviewing goals, discussing feedback, and taking focused actions to improve employee engagement. The key is creating a culture where your people can do their best work.

For more information on [Viva Glint](#)



Benefits of Viva Glint

As a "voice of the employee" solution, Viva Glint helps organisations understand and improve employee engagement to drive business outcomes.

After working with 1,200 organisations and performing multiple studies, Glint have found empirical evidence that when organisations invest in employee engagement resources this results in employees that help their organisations outperform the competition in profitability, brand perception, and even financial resilience.

When employees witness action taken on their feedback they become further engaged, self-reporting increased brand loyalty and perception of their organisation and its leaders.

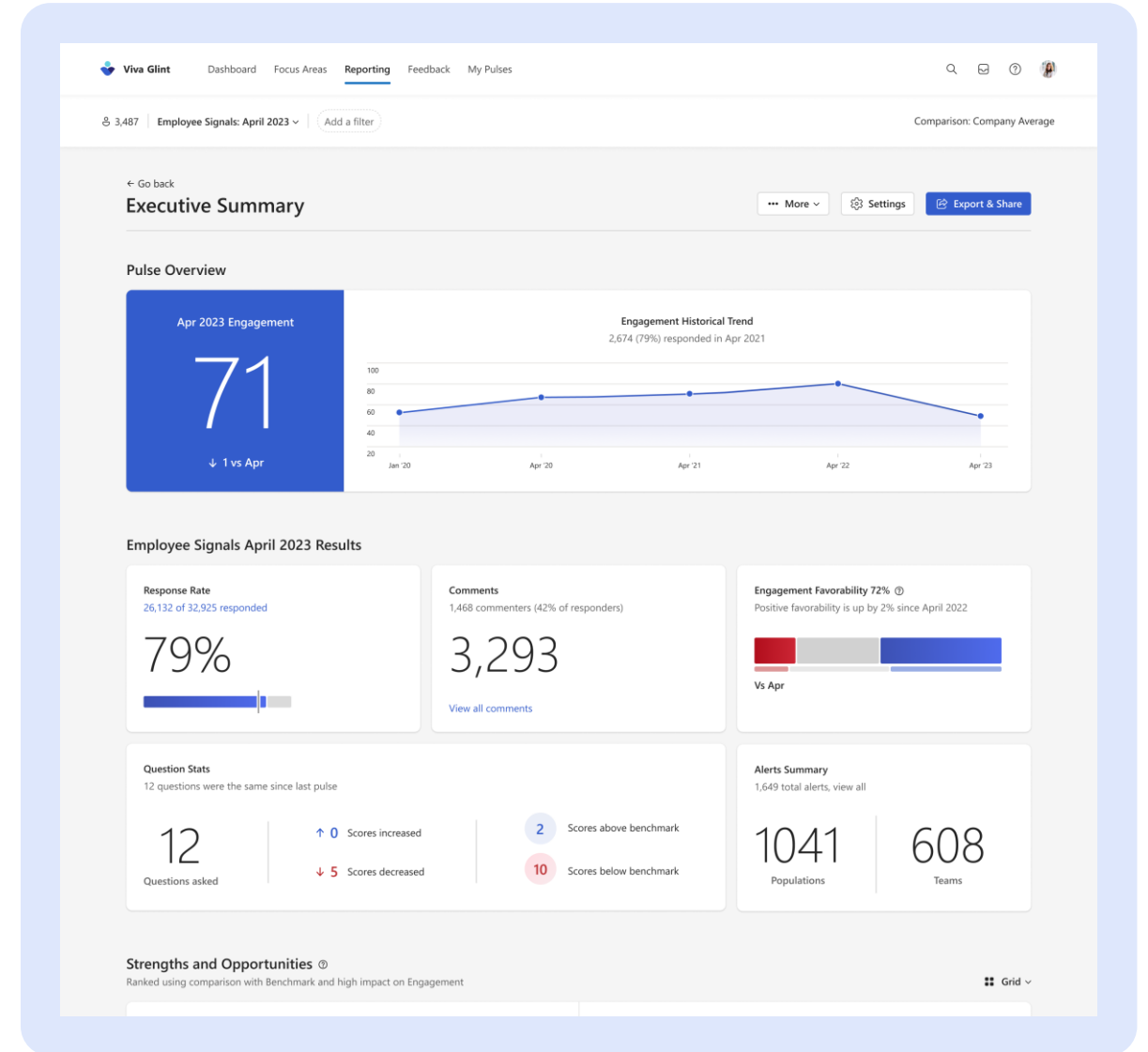


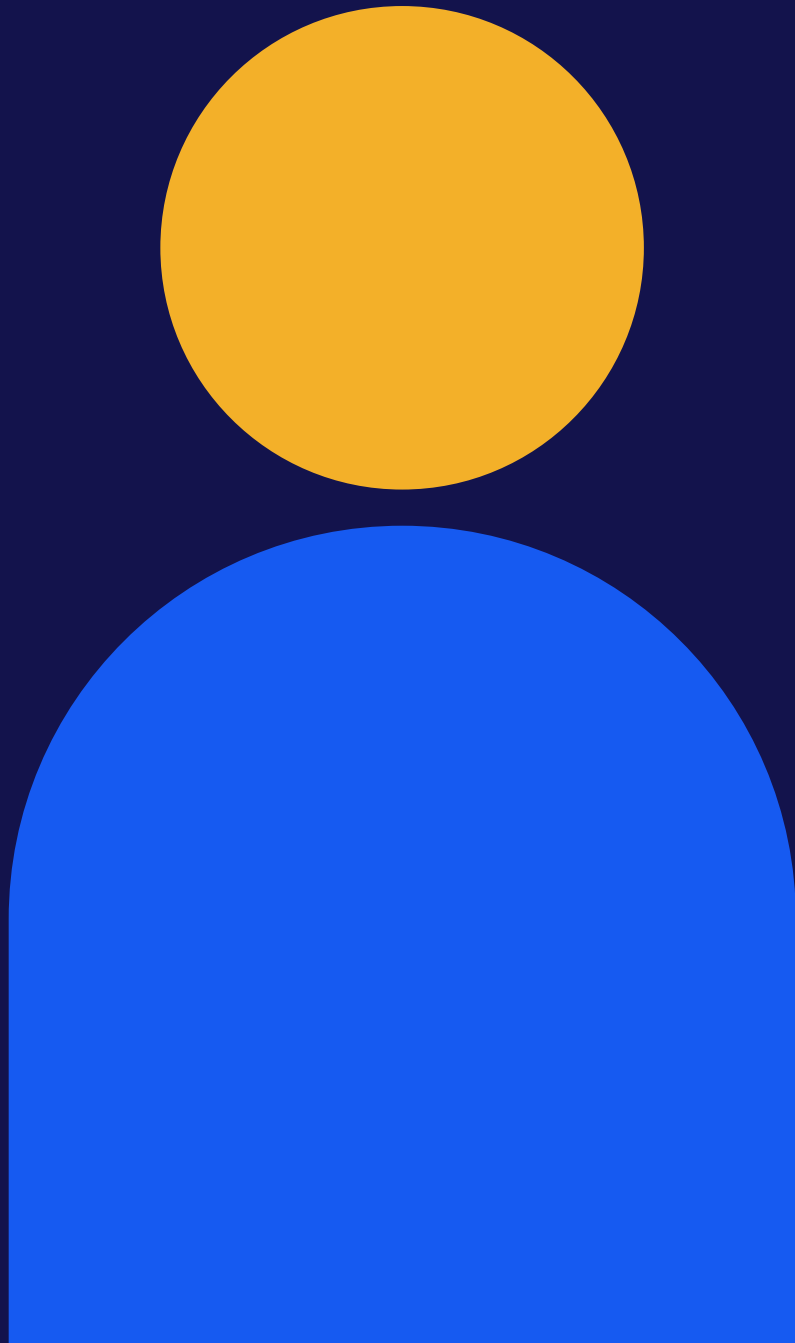
Glint June 2017 longitudinal study Microsoft Internal: Viva People Science Research, February 2023

Viva Glint at a glance...

Measure and improve your employee experience

- Access pre-configured people-science backed survey templates and questions
- Access industry benchmarking results
- Real-time, interactive dashboards for managers, leaders and others
- Utilise alerts to generate predictive insights to highlight risks and opportunities on performance indicators for specific populations
- Receive results delivered with AI technology to quickly zero in on employee suggestions and topics
- Equip leaders and managers with personalised tools and suggested actions they can take
- Leverage the integration with Viva Insights to gain a holistic view of sentiment and behavioural data





Our Approach

Engagement overview

There are four stages of a Viva Glint program to help you establish a strong feedback program across your organisation – *Goals, Launch, Insight & Transform*.

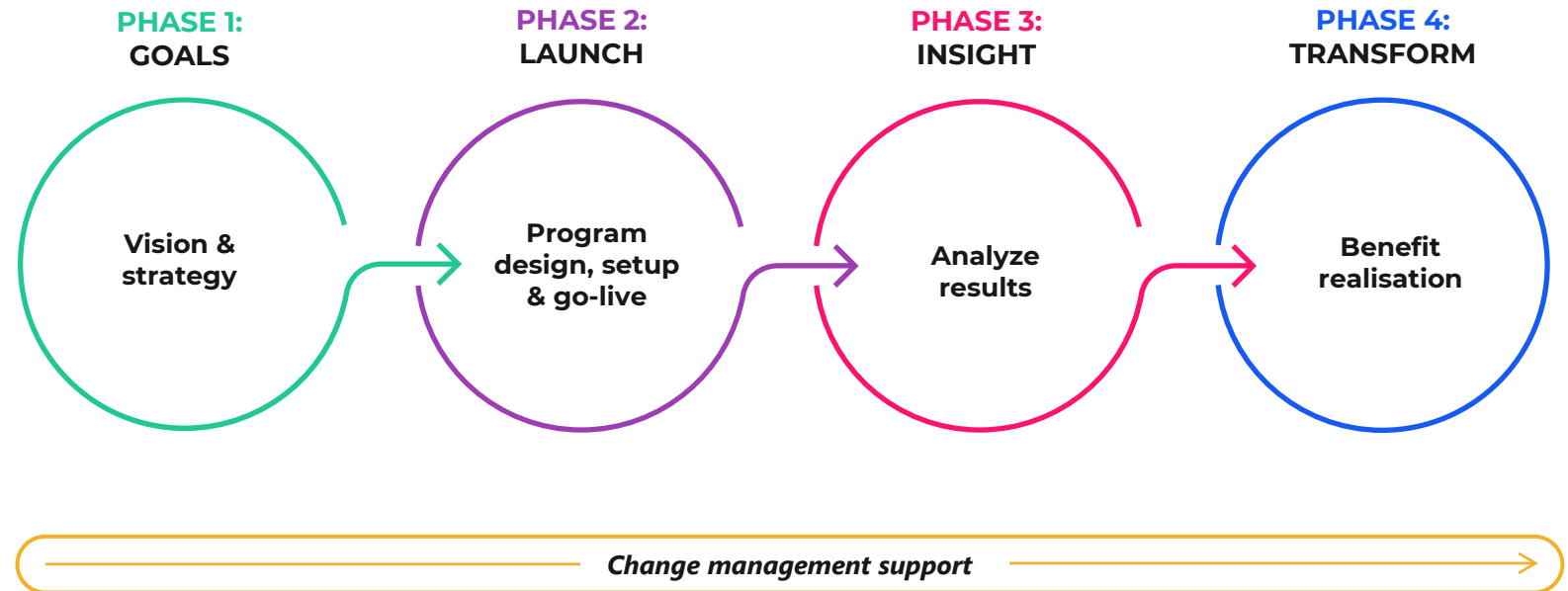
Goals – Understand your organisation objectives for implementing an employee engagement survey and determine how you can use feedback to support your organisation goals.

Launch – Design your program, configure your survey as per program design and implement your first survey.

Insight – Gather and analyse feedback through the post-survey results presented and upskill your team to review the insights available.

Transform – Identify and support you to implement small, meaningful changes across your organisation.

All four phases of the project are underpinned by a comprehensive change management support program.



Elements of a Viva Glint implementation

Applying our knowledge across People Science and the Viva Glint platform, our team will work through each phase of the project, to support you with everything from designing your Vision and Success strategy and engagement program, to supporting the implementation and configuration of Viva Glint.



Defining your vision & strategy

Phase 1 is all about defining your vision and goals for your people success journey. Our team can support you by providing People Success Discovery Workbook guidance, determine your vision and success strategy, and undertake platform setup.

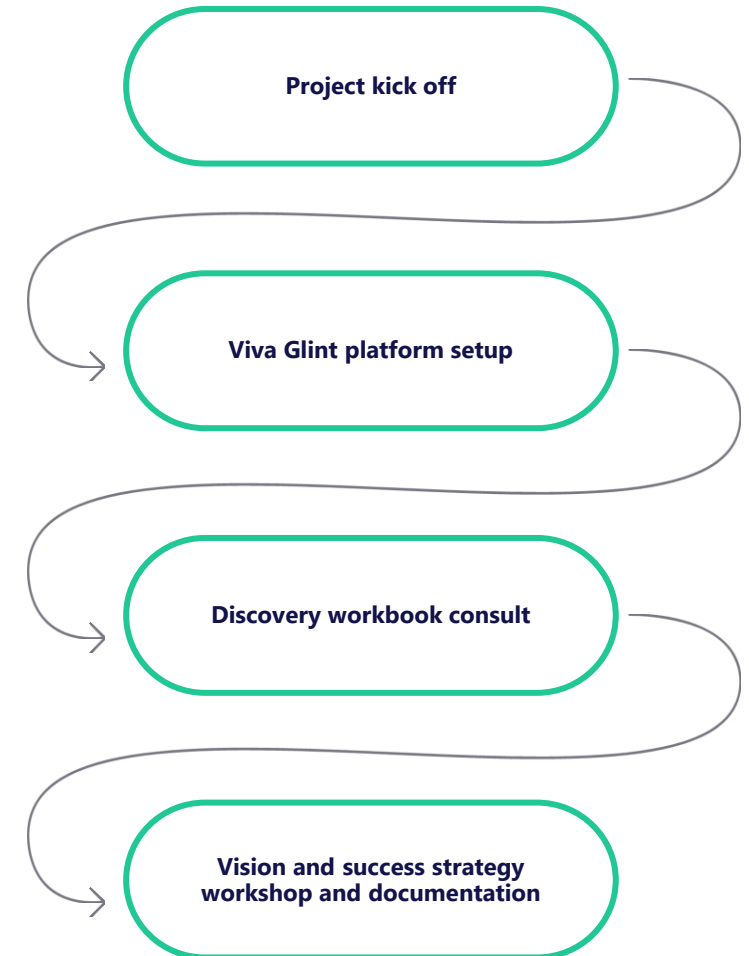
During phase 1, our team can support you to:

- **Kick off the project and determine project objectives and business outcomes.** We will develop a project timeline, schedule and share additional resources (including the Discovery Workbook) to commence survey strategy and question design.
- **Setup your Viva Glint platform,** we will support you to conduct your employee data import, review attributes & hierarchy configurations, and complete the technical setup of Viva Glint.
- **Guide you through the completion of the People Success Discovery Workbook.** This will help us to build a strategy and design an engagement program that will reflect the needs of your organisation.
- **Develop your Vision and Success Strategy.** Our team will facilitate a workshop to understand what is top of mind for your organisation, key stakeholders and what insights you will be most interested in, from the survey. The outputs of this workshop and the Discovery Workbook will inform the development of your Vision and Success Strategy, influencing your program design.

Phase 1 activities:

- Project kick off (includes shared resources and project timeline and schedule)
- General platform setup
- Discovery workbook consult
- Vision and success strategy workshop
- Vision and success strategy document
- Change management support

Recommended journey:



Design, setup & go-live

Following the development of your Vision and Success Strategy during phase 1, our team will design a recommended engagement program that reflects Microsoft's Viva Glint People Success Element's Framework, whilst capturing & addressing your organisation's focus areas.

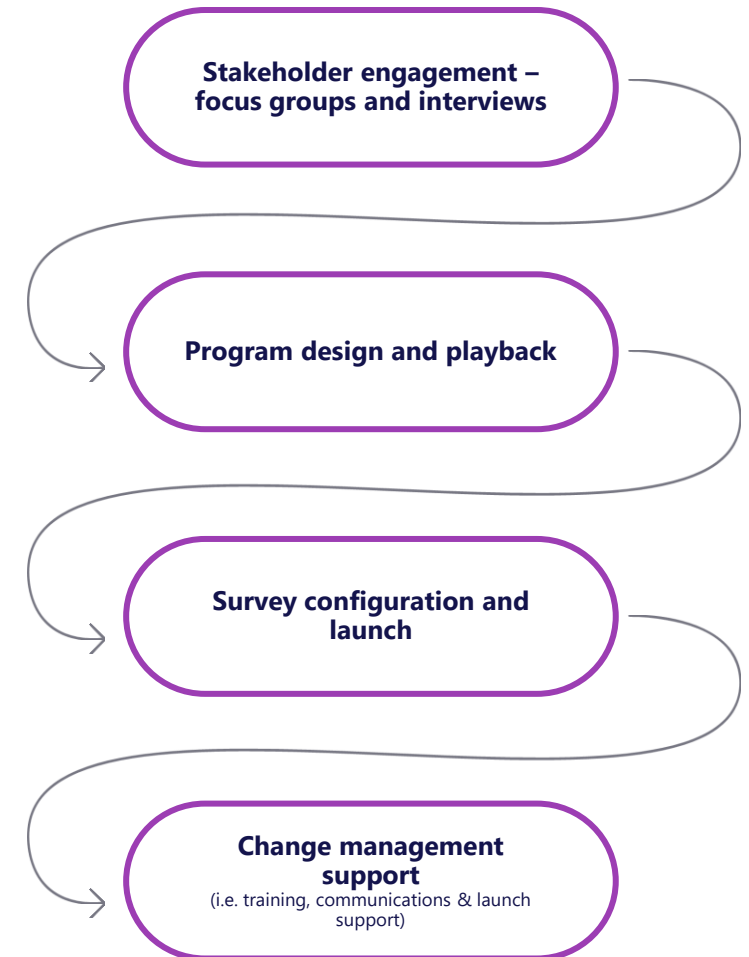
During phase 2, our team can support you to:

- **Conduct focus groups and interviews**, as part of your stakeholder engagement activities. Incorporating a series of focus groups/interviews with executives and/or employees will provide an opportunity for leaders and employees to voice any topical areas of concern, culture and values that can then be reflected in the survey design.
- **Provide a recommended program design** that reflects the voice of your leaders and employees and aligns with your Vision and Success Strategy. We will incorporate Viva Glint benchmark considerations within the program design recommendations.
- **Configure your survey within the Viva Glint platform** as per the agreed design. This will include a review of any distribution lists, support for survey testing and configure launch date, survey reminders and close dates.
- **Prepare training** material and schedule training sessions.

Phase 2 activities:

- Stakeholder engagement sessions (1:1 or small group sessions with executives and/or employees)
- Program design and playback
- Survey configuration
- Training plan and training collateral delivery
- Testing support
- Survey launch
- Change management support

Recommended journey:



Analysing results

Once your program has been launched, we will focus on exploring strengths and opportunities that have emerged from your survey. This is an opportunity to upskill your team and executives to use data to fuel decisions about your organisation, people and culture.

During phase 3, our team can support you to:

- **Analyse your survey results and contextualise** them with our findings from phases 1 and 2. This may be conducted by running a live-exploration session.
- **Facilitate Insights Review sessions**, where we will share your survey results to your chosen audience. These sessions will take a deep dive into your organisation-wide results. Here, we will derive insights in the context of your organisations Vision and Success Strategy and explore any areas of interest along the way. We will utilise this session to prepare your team to use the Viva Glint Action Taking Framework and implement changes following the survey results.
- **Facilitate role-based training** (i.e. administrator, manager, HRBP) and provide learning collateral to drive continuous learning and upskill your teams to maintain and use the Viva Glint platform to conduct surveys and review results.

Phase 3 activities:

- Insights review:
 - Pre-insights review alignment session
 - Analysis of results or live-exploration session
 - Preview session
 - Insights Review session
- Training facilitation and collateral delivery (train the trainer, end-user or admin)
- Change management support

Recommended journey:



Identify opportunities & measure success

After conducting your Insights Review, new focus areas will emerge with opportunities to build capabilities among your leaders, managers and evolve your program design.

During phase 4, our team can support you to:

- **Facilitate a transformation continuation meeting** to deliver Viva Glint results with your Executives. Here we will discuss survey results and identify ways to track progress on action taking and measure business impact.
- **Conduct a review of your Vision and Success Strategy** and capture lessons learned from your past surveys.
- **Provide recommendations on organisation change initiatives** that can be implemented to drive continuous improvement and employee engagement across your organisation.
- **Conduct leadership coaching** to educate your executives, senior leaders and people managers on opportunities to drive behavioural change following your Insights Review.

Phase 4 activities:

- Transformation continuation meeting
- Leadership coaching
- Review of V&S strategy
- Employee focus groups/interviews
- Recommendations report and playback
- Change management support

Recommended journey:



Change management support

To drive a successful implementation of Viva Glint, in addition to the activities outlined in each phase, it is recommended to ensure change management support is available across the implementation. Incorporating change management activities will ensure you prepare, equip and support individuals to successfully adopt Viva Glint.

Whether your organisation is new to employee engagement surveys or Viva Glint as a survey platform, our change management experts can support you. Combining Microsoft's Viva Glint People Success Framework with Engage Squared's change management methodology, we'll help you each step of the way. From engaging the right business stakeholders, to recommending organisation change initiatives to drive continuous improvement, our team can help make any change a successful one.

Our change management services include:

- Strategic planning, advice and guidance to support change initiatives
- Impact analysis and change management strategy development
- Business use case identification and scenario development
- Creation of stakeholder engagement, communications, training and resistance management plans
- Leadership engagement and coaching
- Champion activation and coaching
- Facilitation of product and scenario-based training (including collateral)
- Graphic design and multimedia explainers
- Awareness campaign
- Copywriting

Note: activities and costings will vary depending on the level of support required. Change management activities may be incorporated in an advanced investment or as part of the create your own journey.



Example awareness campaign – ANZ Enterprise Social Network implementation

Investment options

We understand that every organisation's journey is unique. Whether you're new to Viva Glint, conducting your strategy review or implementing new change initiatives, our team can be engaged to support your requirements.

We have provided some investment options for your consideration, but we are happy to help tailor an engagement that works for you.

Notes:

- Our activity options can be customized with a brief discovery period to ensure our approach is aligned and targeted to your organisation.
- All engagements will include Engage Squared service delivery assurance, resourcing, impediment resolution and status reporting.
- All pricing is AUD and exclusive of GST. Prices are indicative only and are subject to variation in accordance with your circumstances.

Base

Our base tier is aimed at focusing our efforts on one area to support your Viva Glint implementation; People Science **or** platform configuration.

- People Science will equip you with a successful People Success Strategy and engagement program design that you can implement via Viva Glint.
- Platform configuration will result in Viva Glint set up and your program live across your organisation. We'll equip your chosen team members with the knowledge and skills on how to conduct surveys and review results via Viva Glint.

Example work package – People Science focus:

- Discovery
- Vision and success strategy workshop and documentation
- Program design and playback
- Insights review (analysis, alignment discussion and review session)
- Transformation continuation meeting

Starting from: ~\$35,000

Advanced

Our advanced tier is focused on setting up your first employee engagement survey via Viva Glint. We'll support you through the four stages of the Microsoft Viva Glint program from a People Science and platform configuration perspective, whilst adding a change management lens.

Example recommended work package:

- Discovery
- Viva Glint platform setup (includes technical workshop, data file preparation)
- Discovery Workbook consult
- Vision and success strategy workshop and documentation
- Executive interviews
- Employee focus groups
- Program design and playback
- Survey configuration and launch
- Communications support
- Platform training facilitation and collateral
- Analysis of results (analysis, alignment discussion and review session)
- Transformation continuation meeting
- Review of Vision and Success strategy
- Recommendations report

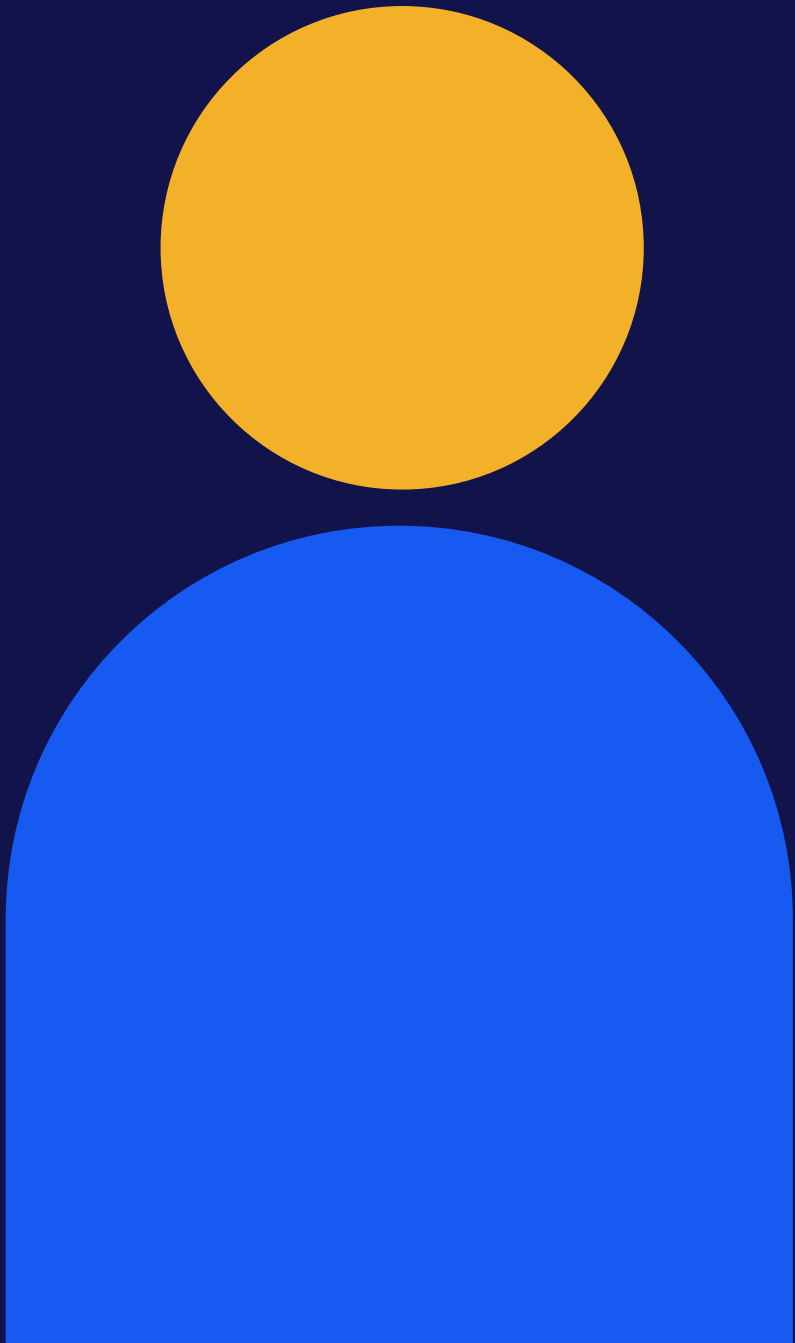
Starting from: ~\$75,000

Create your own

Have the flexibility to choose your own scope across our [Viva Glint](#) and [Change Management activities](#).

Perhaps you only require a review of your vision and success strategy, or you've conducted your survey but require support contextualising your results. Regardless of where you are in your Viva Glint and employee engagement journey, our team can support you and upskill your own team where needed.

Starting from: ~\$35,000



ENGAGE SQUARED 

<people>
friendly
technology

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