



Viva Insights Accelerator



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The Numbers



53%

of employees are more likely to prioritize health and wellbeing over work.



50%

of leaders say their company already requires, or plans to require, full-time in-person work in the year ahead.



252%

Increase in weekly time spent in meetings for the average Teams user since February 2020.



want more flexible options



crave more in person contact



don't have the appropriate tools to WFH



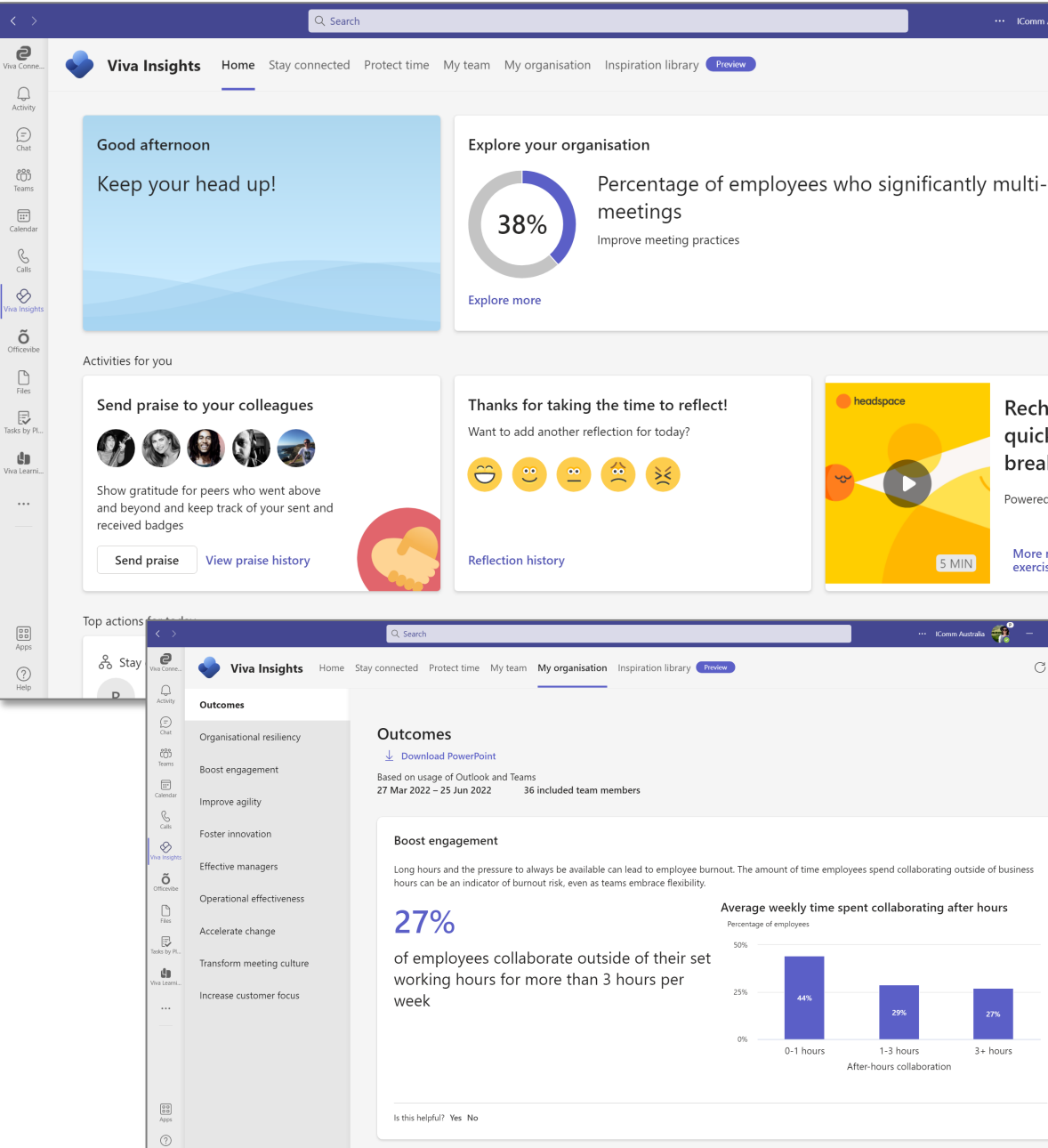
of employees plan on switching employers

- People are exhausted
- Work/life balance has become *more* unbalanced
- Some people thrive working from home, others not so much
- Some people prefer the office environment (but only when it suits them)
- **54%** feel overworked, and **39%** feel exhausted

Viva Insights

Gives organisation leaders a window into how their employees are working and collaborating

 <p>Boost engagement</p> <p>27%</p> <p>of employees are collaborating after hours for more than three hours each week</p>	 <p>Improve agility</p> <p>29%</p> <p>of your employees spend a majority of their meeting time in long or large meetings</p>
 <p>Develop effective managers</p> <p>34%</p> <p>of managers spend a majority of their meeting time in long or large meetings</p>	 <p>Enhance operational effectiveness</p> <p>39%</p> <p>of employees spend 20+ hours collaborating each week</p>
 <p>Transform meeting culture</p> <p>22%</p> <p>of employees spend most of their time in recurring meetings</p>	 <p>Increase customer focus</p> <p>49%</p> <p>of employees spend 8+ hours collaborating externally every week</p>



Good afternoon
Keep your head up!

38%
Explore your organisation
Percentage of employees who significantly multi-task in meetings
Improve meeting practices
[Explore more](#)

Activities for you

Send praise to your colleagues
Show gratitude for peers who went above and beyond and keep track of your sent and received badges
[Send praise](#) [View praise history](#)

Thanks for taking the time to reflect!
Want to add another reflection for today?
[Reflection history](#)

headspace
Recharge quickly with a 5 MIN meditation break
Powered by headspace
[More meditation exercises](#)

Top actions

Outcomes
Organisational resiliency
Boost engagement
Improve agility
Foster innovation
Effective managers
Operational effectiveness
Accelerate change
Transform meeting culture
Increase customer focus

Outcomes
[Download PowerPoint](#)
Based on usage of Outlook and Teams
27 Mar 2022 – 25 Jun 2022 36 included team members

Boost engagement
Long hours and the pressure to always be available can lead to employee burnout. The amount of time employees spend collaborating outside of business hours can be an indicator of burnout risk, even as teams embrace flexibility.

27%
of employees collaborate outside of their set working hours for more than 3 hours per week

Average weekly time spent collaborating after hours
Percentage of employees

After-hours collaboration	Percentage of employees
0-1 hours	44%
1-3 hours	29%
3+ hours	27%

Is this helpful? Yes No



Promote productivity and wellbeing growth using Viva Insights in a hybrid work environment.

Employee wellness and digital burnout in a hybrid work environment has become one of the biggest challenges facing businesses.

With the continued shift into hybrid working models, keeping on top of your employees' wellbeing has never been more important.

Our expert team can help you identify & track patterns that can impact productivity, efficiency, employee engagement and their overall wellbeing at work by using Viva Insights.

We transform a complex change into three simple phases for success.

1

DISCOVERY

We work with your team to better understand the current state of play and what our focus areas might look like.

2

PLANNING

Develop a strategy using data and information gathered to build to the roadmap to successful change within the business.

3

DELIVERY

With agreed outcomes and timelines, we help deliver the tailored change plan to meet the key focus areas and help promote wellbeing & increased productivity over time.

PHASE I - DISCOVERY

By analysing your initial Insights report and working with your stakeholder group, we begin to uncover areas of growth and development.

Using these metrics and focus areas, we then begin engaging with the wider business via activities including:

- Issuing an anonymous survey to users to gather core data around focus areas.
- Interviewing a nominated group of users to gather additional data around these metrics and focus areas by facilitating 1:1 discussions.
- Engage with nominated business groups to discuss the focus areas and facilitate a group workshop on improvement areas.



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PHASE II - PLANNING

Once the initial Discovery phase has been completed, we take the information gathered from these activities and develop a detailed strategy to help deliver success with Viva Insights.

The strategy document is designed to help you get the results you're after in the simplest way possible based on our expertise in Change Management, User Training and Organisational Psychology.

Your tailored plan includes:

- User personas tailored to your team
- Overall change strategy
- Communication & user engagement plan
- Recommendations around priorities and a timeline



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PHASE III - DELIVERY

Guided by the strategy document developed, we will be with you every step of the way to deliver the results you're looking for.

With a passion for people, and backgrounds in Change Management, User Training and Organisational Psychology, our team of experts will help you get the best out of Viva Insights over a period of time, by working with your team to build their skillset and understanding of the tool.

As part of the delivery phase, we can help with:

- Development of communications deck based on strategy document
- Executive engagement workshop/s to deliver key messages and updates
- Stakeholder workshop/s to ensure understanding on roles, responsibilities and outcomes
- Development of custom dashboards to track key metrics over time



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GET IN TOUCH TO LEARN MORE

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