

Company Intro + Intranet Approach



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www.idealstate.co

Ideal
/State™

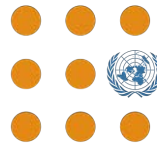
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Trusted Partner to the Social Sector



Robert Wood Johnson Foundation



“ Ideal State has been a true partner to the W.K. Kellogg Foundation in its work to transform the organization and the way it works with and engages partners. Ideal State’s strength is their keen strategic vision combined with real get-it-done know-how. ”

Ross Comstock
Vice President, Information Systems
W.K. Kellogg Foundation

Ideal State Background



Founded in

2016

Hours of client work

28,000+

Successful Projects

200+

Most Common Project Types

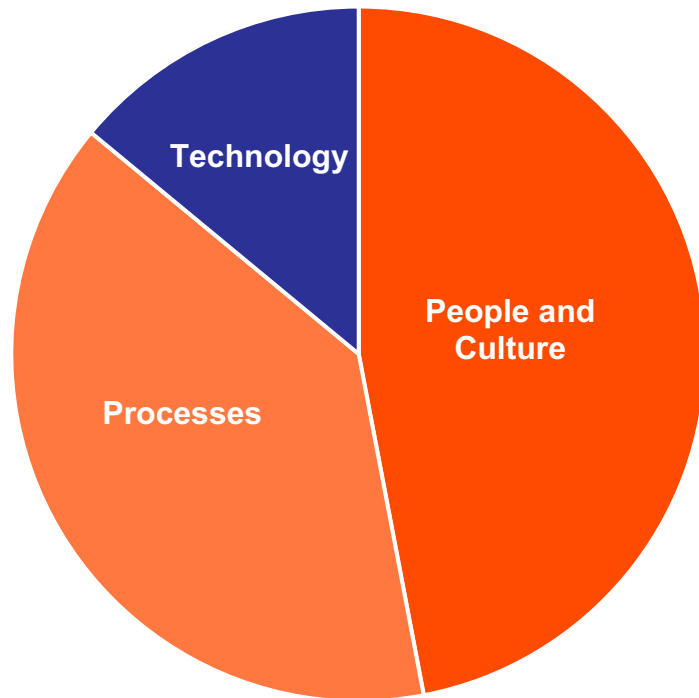
- Digital Transformation Roadmap
- Modern Intranet
- M365 Strategy & Adoption
- Knowledge Management Strategy

**Average Client Relationship Length:
24 months
(range 4 mos. to 6 years)**

 **Microsoft**
Solutions Partner
Modern Work

Woman-
Owned
Small
Business

Change Management Challenges We Address



Typical Breakdown of Challenges by Type

Common Digital Transformation Challenges

1. Lack of shared vision and roadmap
2. Lack of IT governance
3. Lack of stakeholder buy-in
4. Premature software acquisition
5. Disconnect between IT and rest of org
6. Underpowered change management
7. No supporting strategy or prioritization
8. Migration of faulty processes to new tools

Our Toolbox

Human-Centered Design

Listening, empathizing,
and co-designing



Knowledge Management

Enabling knowledge
exchange & discovery



Change Management

Supporting a pleasant
journey from A to B



Intranet Project Examples

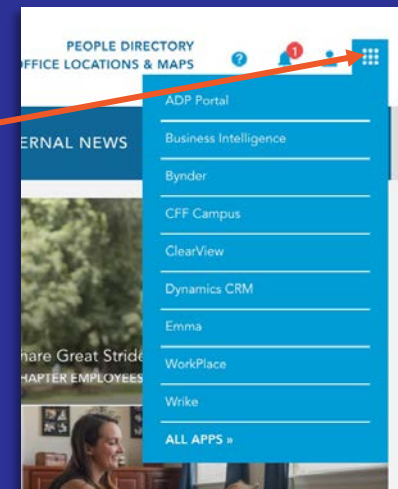
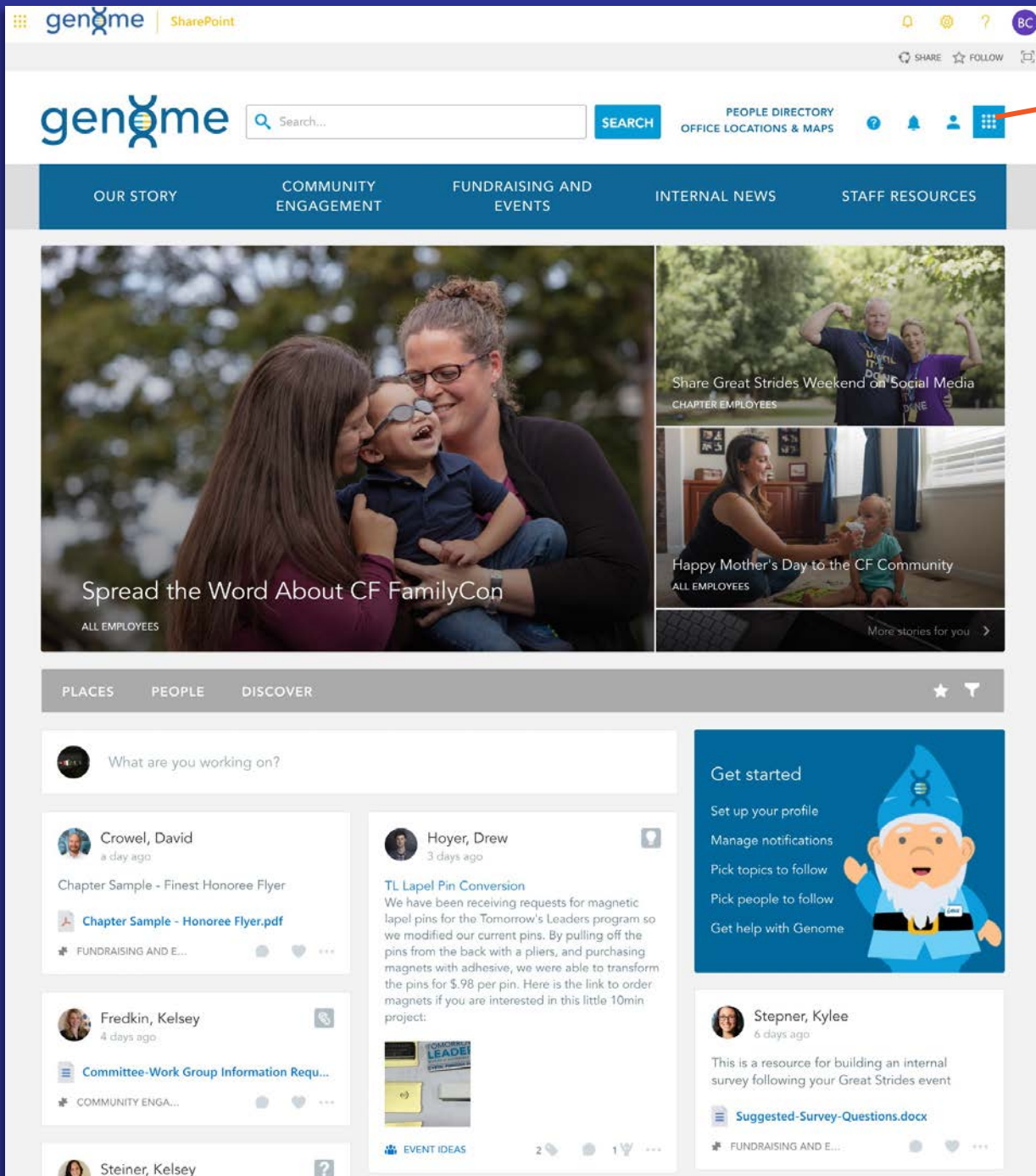
Intranet Platform Experience

We have led the design and implementation of intranets for many large, complex organizations on a variety of platforms.



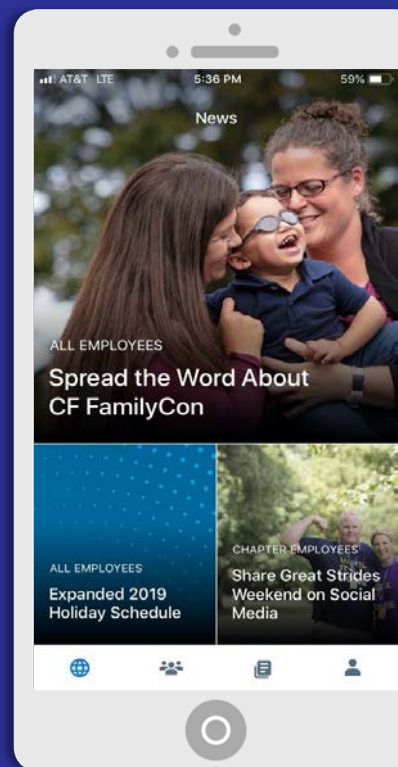
interact





“Genome” Intranet for Cystic Fibrosis Foundation

Built on customized Beezy platform + SharePoint

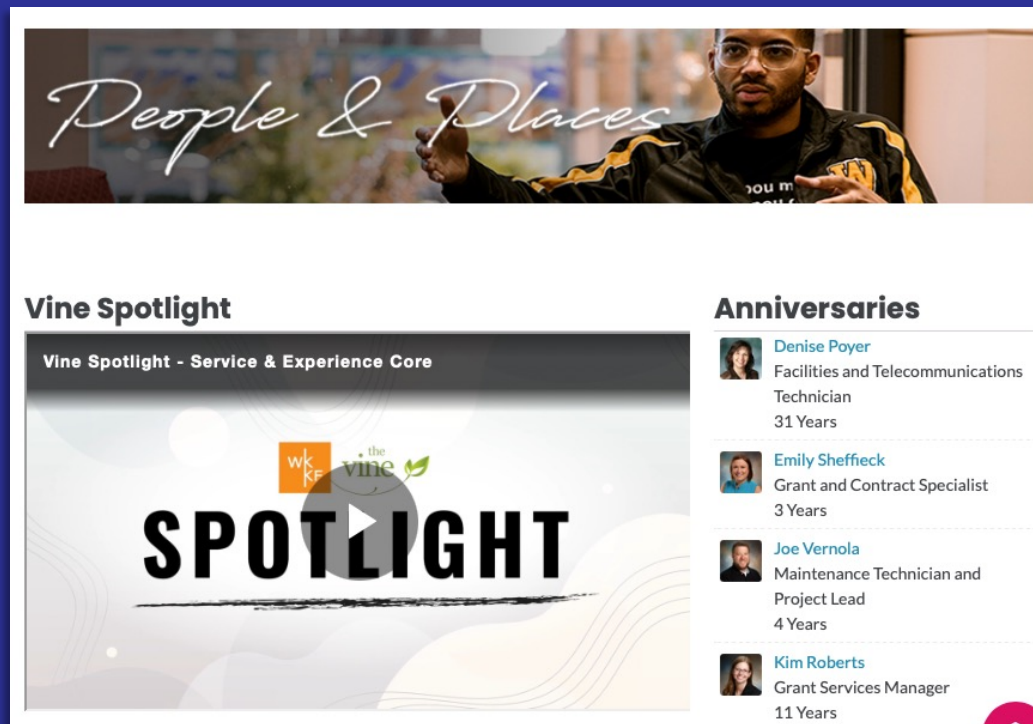
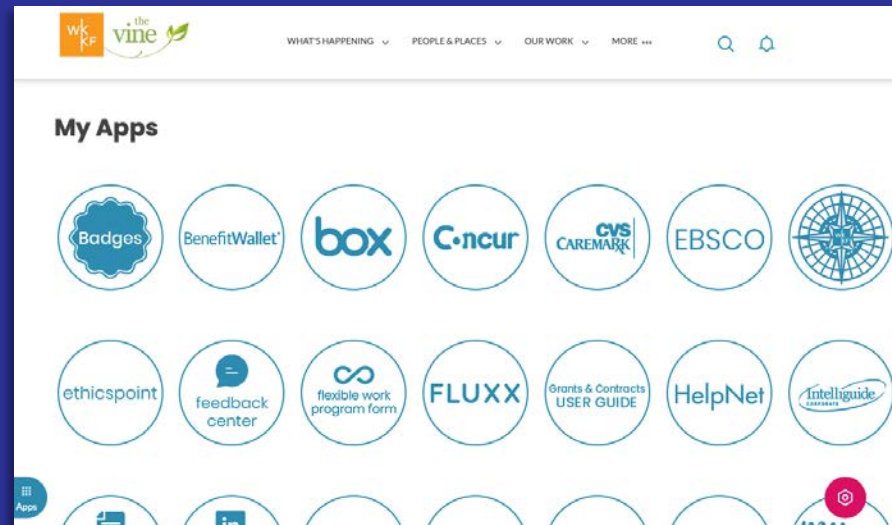
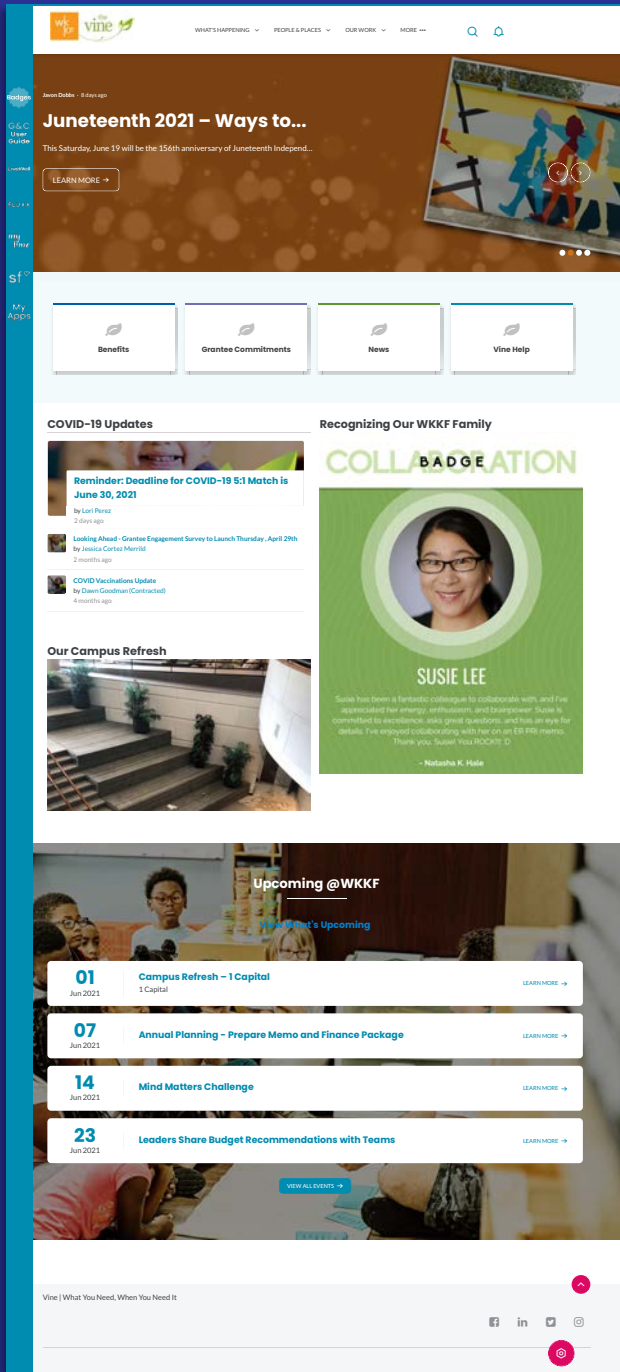


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“HomeRoom” Intranet for Start Early

Built on customized Unily platform + SharePoint





“The Vine” Intranet for W.K. Kellogg Foundation

Built on customized Interact platform + SharePoint



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WELCOME TO STUDIO 7, THE PLACE TO BE FOR AILEY STAFF

All Staff News and Announcements

+ Add

See all

Ailey Apps

- Teams
- OneDrive
- Ceridian
- MINDBODY
- Salesforce
- Helpdesk Ticket
- Ailey Website
- Reports
- Mimecast Spam Filter
- Concur
- Ailey Pressroom
- Ailey Media Hub
- Stream

Staff Support

Upcoming Events

Upcoming Past

Sync calendar

Sat, Apr 18, 2020 1:00 PM – 2:00 PM All Ailey News	Talk: Marketing at https://www.instagram.com/... IG live conversation with Ailey artists https://ailey.sharepoint.c...
Mon, May 25, 2020, All day All Ailey News	Ailey Offices Closed: Memorial Day
Fri, Jul 3, 2020, All day All Ailey News	Ailey Offices Closed: Independence Day
Wed, Jul 29, 2020 4:30 PM – 9:30 PM All Ailey News	Performance: The Ailey School – Junior Divisio... Ailey Citigroup Theater Choreography performed by students who have completed Th...

Previous

Next

NYC Alerts

YOUR GUIDE TO WORKING AT AILEY

Human Resources

FAQs

Question	Answer	Links
How do I accrue time off?	Details on the various attendance and time off policies, how time off is accrued and how time off can be requested, is located on pages 25 and 26 of the Alvin Ailey Dance Foundation Personnel Handbook	Personnel Handbook
What are my leave rights?	Details on Leave of Absence, Family Medical Leave (FMLA), Paid Family Leave (PFL) and Benefits can be found on page 29 of the Personnel Handbook. Please contact HR to schedule a meeting to discuss in detail your rights under these options.	Personnel Handbook
What is the process to verify employment?	As a matter of policy Alvin Ailey Dance Foundation verifies name, dates of hire and title only. If income verification is needed for a mortgage request, or similar matters, please contact the Payroll & Benefits Administrator at (212) 405-9080.	Personnel Handbook
What is the contact information for our benefit providers?	The benefit plan name, policy number and contact information can be found on page 3 of the respective Benefits Summary Guides.	Benefits Information
When can I update my benefits?	Open enrollment for FSA health and dependent care coverage occurs every November with a January 1st effective date. Detailed information will be sent in advance. Computer benefits and contributions to the 403B Supplement retirement plan can be changed at any time. Please refer to the Ceridian Training Guide for instructions on how to make changes.	Ceridian Training Guide

Browse Resources

- For Dancers & Crew
- For Full-Time Hires Only
- For Part-Time & Seasonal Hires
- Important Resources For All
- Welcome - For All

About Our Department

Through the administration of recruiting, employee retention, benefit programs, policies & procedures the mission of the Human Resources Department is to work collaboratively across all departments. Serving as a strategic agent of change, staying abreast of federal and state mandated compliance, provide friendly and professional service with the primary goal of maintaining the integrity of people, processes and best practices organization-wide.

WE CARE!

Key Contacts

 Toronda Miller HR Business Partner Hello, I am Toronda. As HR Business Partner my goal is to ensure human resource policy and procedure fit the needs and g	 Elena Paul Director of Business & Legal Affairs As General Counsel Secretary, I provide risk management and business strategy leadership and advice on all aspects of our missi	 Jonathan Bazemore Payroll & Benefits Administrator Hello, My name is Jonathan Bazemore, Payroll & Benefits Administrator. I work in the Finance office and here to assist
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Recent Resources

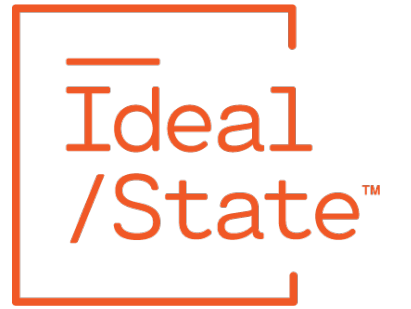
IMPROVE YOUR HEALTH ON YOUR OWN TIME	Are You Using the iFlex App?	INFINISOURCE: iFlex Department Information About Prepaid Benefits Card	How to Activate Your Prepaid Benefits Card
Support: Improve Your Health On Your ... Assistant Customer Flyer.pdf	Support: iFlex App.pdf	Support: General Questions On Benefits Card.pdf	Support: How to activate your prepaid benefits card.pdf
IdealState Admin Edited November 7	Toronda Miller Edited November 6	Toronda Miller Edited November 6	Toronda Miller Edited November 6

“Studio 7” Intranet for Alvin Ailey Dance Foundation

Built using Modern SharePoint Online Sites, no customization



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Project Approach

Phase 1: Strategy & Tech Selection (3-4 months)



Discovery

- Lead future-state vision workshop
- Conduct 1:1 interviews and focus groups
- Review existing materials
- Synthesize findings & finalize use cases
- Deliverable: Findings & Recommendations Report**



Tech Selection

- Landscape analysis of best-in-class platforms
- Evaluate top 3-4 platforms that align with requirements
- Facilitate platform demos
- Deliverable: Final tech selection**



UX & Design Exploration

- Develop and lead UX research studies (card sort, tree test, etc.) to define and validate site architecture with users
- Deliverable: Information architecture and site map**
- Deliverable: Mood boards to define design approach**



Strategic Plan

- Finalize IA
- Define change mgmt. to support user adoption and rollout
- Define success metrics
- Define intranet management and governance model
- Deliverable: Intranet build and launch plan, including Phase 2 timeline and budget**
- Deliverable: Intranet management and governance plan**

CATEGORY		Count				
Administration		6				
1	Admin console	Must Have	Not Supported	Supported	Supported	Supported
2	Distribute content management by page/section	Must Have	Not Supported	Supported	Supported	Supported
3	Manage permissions using Google User Profiles a...	Must Have	Supported	Supported	Supported	Supported
4	Manage permissions/visibility at page level	Must Have	Not Supported	Supported	Supported	Supported
5	SSO authentication	Must Have	Supported	Supported	Supported	Supported
6	Native analytics dashboard	Nice to Have	Not Supported	Supported	Supported	Supported
+						
CATEGORY		Count				
Collaboration & Communication		9				
7	Collaborative workspaces (groups, etc)	Nice to Have	Not Supported	Supported	Supported	Supported
8	Direct meet or message colleagues	Nice to Have	Supported	Supported	Supported	Supported
9	Enterprise social channels	Nice to Have	Requires Integration	Supported	Supported	Supported
10	Google file collaboration	Nice to Have	Supported	Supported	Not Supported	Not Supported
11	Homepage announcements	Nice to Have	Supported	Supported	Supported	Not Supported
12	In-app notifications	Nice to Have	Not Supported	Supported	Supported	Supported
13	Mandatory read content	Nice to Have	Not Supported	Supported	Supported	Not Supported
14	Push notifications on mobile	Nice to Have	Not Supported	Supported	Supported	Supported
15	Shared team calendar	Nice to Have	Supported	Supported	Supported	Supported
+						
CATEGORY		Count				
Content Management		5				
<input type="checkbox"/>	Drag and drop page editor	Must Have	Supported	Supported	Not Supported	Supported

Tech Selection

Includes detailed evaluation of platforms against org-specific and general intranet requirements



Phase 2: Build & Launch (4-6 months)



Build

- Identify technical partner based on platform selected
- Define internal staffing and support roles
- Provide strategic oversight and quality assurance support
- Provide project management support using agile methodology
- **Deliverable: Intranet built in accordance with strategy**



Test

- Conduct QA and user acceptance testing with staff representing different personas
- Manage issue resolution
- **Deliverable: Launch-Ready Intranet**



Launch

- Support end-user adoption through change communication, intranet team training/support
- Develop end-user/manager documentation and provide knowledge transfer to key staff
- **Deliverable: Successful intranet launch**



Continuously Improve

- Implement monitoring and measurement approach
- Define and implement continuous improvement plan
- **Deliverable: KPI dashboard and related processes**
- **Deliverable: Continuous improvement plan**

Intranet Use Cases

Key Features Of A Modern Intranet



Communication & Collaboration

- Company news & announcements
- Searchable staff directory & profiles
- All-staff discussions and groups
- Calendars
- Staff recognition

Modern Work

- Enterprise search
- Mobile app
- Single Sign-On (SSO)
- Apps directory
- Integrations with key systems (HRIS)
- Self-service support pages
- Personalized alerts and notifications

Content

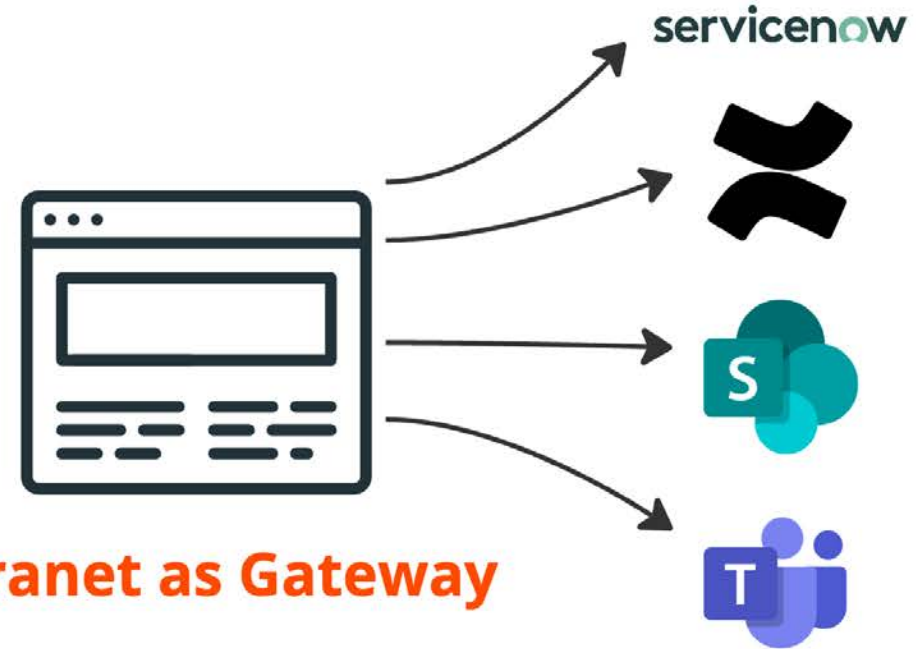
- Video
- Commenting and liking
- Usage and viewer analytics
- Social media feeds
- Visible content owners
- Templates

The Evolution Of The Intranet

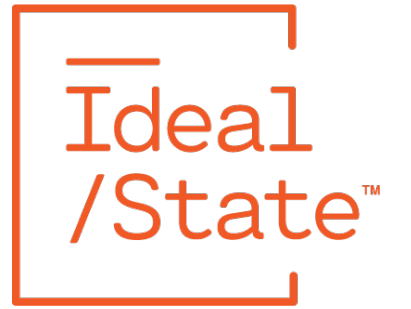


Intranet as Respository

Vs.



Intranet as Gateway



Modern Intranet Tour

Connection

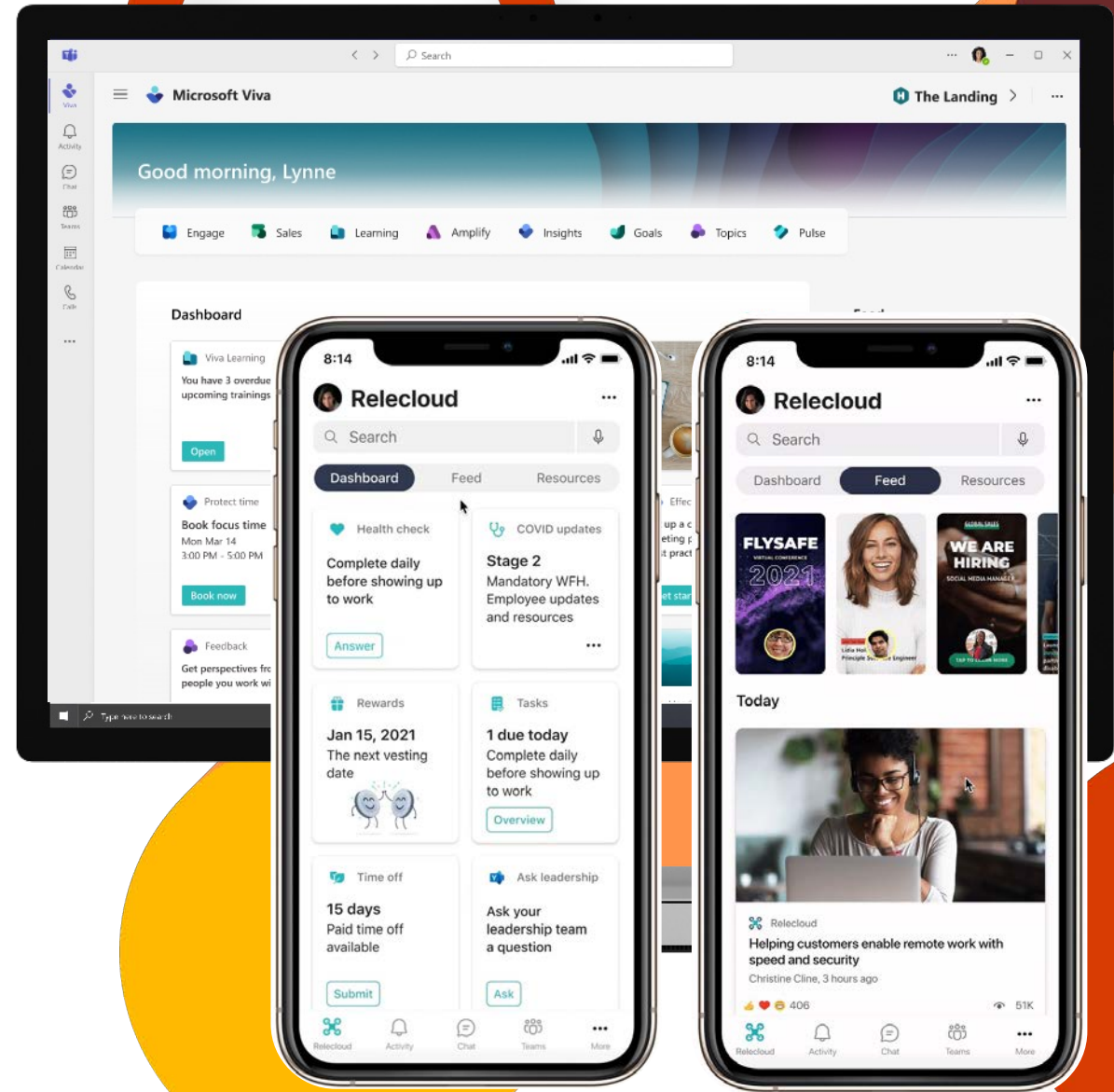
Encourage meaningful connections by enabling employees to easily discover relevant experiences, communications, and communities

Surface a **gateway** to discover & access data from other systems

Target the right news to the right employees at the right time, right where they work.

Provide employees with a **dashboard** of their critical apps and resources.

Host **company-wide events** to spark awareness and engagement.



Deliver your entire intranet experience right within the Teams application

Suche

Intranet My Area Projects RealPage Edit

Aktivität Chat Teams Kalender Anrufe Dateien Virt. Conn. Apps

REALPAGE

+ Create site ★ Following Share English

What are you looking for Search

Drive the Right Investment Decisions

RealPage® Investment Management suite of solutions optimizes value across the entire portfolio and asset lifecycle. Designed for investment owners, managers, and investors.

GLOBAL NEWS COMMUNITY BUSINESS

My News

See all

- ANNOUNCEMENT** 4 hours ago
RealPage Awarded 2023 ENERGY STAR Partner of the Year for Sustained Excellence
- GLOBAL NEWS** 4 hours ago
RealPage® Announces Definitive Agreement to Acquire Knock® CRM Acquisition Combines Industry-Leading Property
- GLOBAL NEWS** 4 hours ago
RealPage® AI Revenue Management Software Allows Rose Associates to Optimize Pricing and Reduce...

My Calendar

See all

- 10:30 **Daily Marketing standup**
30 minutes

My Planner Tasks

See all

- Raytion Demo Plan
Update the SRI branding as specified
3.4.2019
- Social Collaboration Team
Prepare Social Collaboration and Intranet



Join the discussion

Share and connect with coworkers



Weigh in on important
news and events
happening at work



Stay on top of
conversations from
your communities

The screenshot shows the Yammer interface for the 'RELECLOUD' organization. The top navigation bar includes the Yammer logo, a search bar, and user settings. The left sidebar contains navigation options: Home Feed, Inbox (1), Communities, Favorites (Leadership Connection 18, Retail Operations, Giving Campaign, Relecloud Canada 10, Glammer 20+), and My Communities (Leadership Connection 18, Sales Best Practices, Giving Campaign, Customer Experience &... 12, Marketing and Consumer..., Sustainability Connec... 6, IT Industry, Business Applications S... 11, TechConnect 5, Artificial Intelligence, Relecloud Canada 10). The main content area features a profile for 'Retail Operations' with a cover photo of a woman in a striped shirt and apron. Below the profile is a 'Start a discussion' section with options for Discussion, Question, Praise, and Poll. A post by 'Megan Bowen' (12h ago) is visible, titled 'Meet the team behind the design. How partnerships build inclusive ideas and innovation at Relecloud.' with a photo of six team members. The right sidebar includes a 'Members' section with a 'View Members' button, an 'Info' section with a description of the community's purpose, and a 'Pinned' section listing various groups like 'Women @Relecloud SharePoint' and 'Grace Hopper Community'.

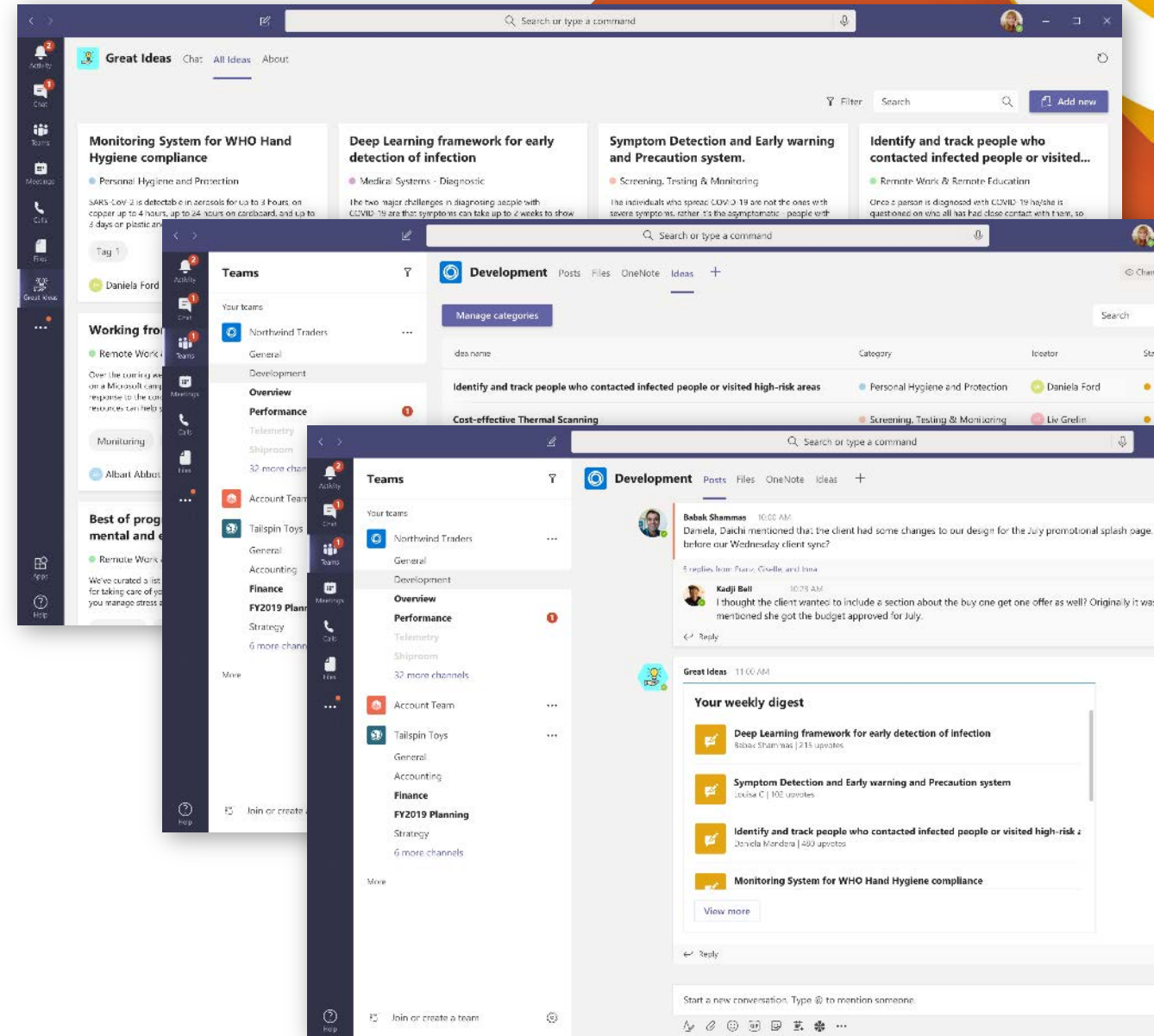
Ideation

Enable a culture of innovation

Enable employees to **ideate and collaborate** with peers to innovate.

Gamify **employee engagement and encouragement** with upvotes.

Ensure proper governance **and reviews of ideas** by a team of curators to ensure they are appropriately clubbed under categories relevant to the organization.



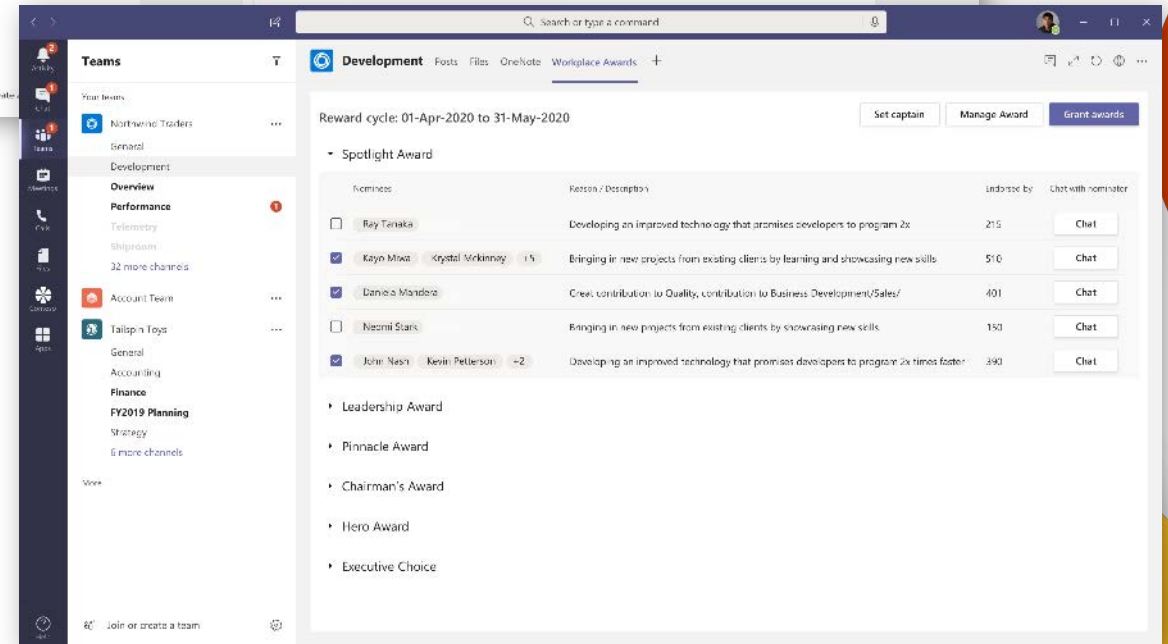
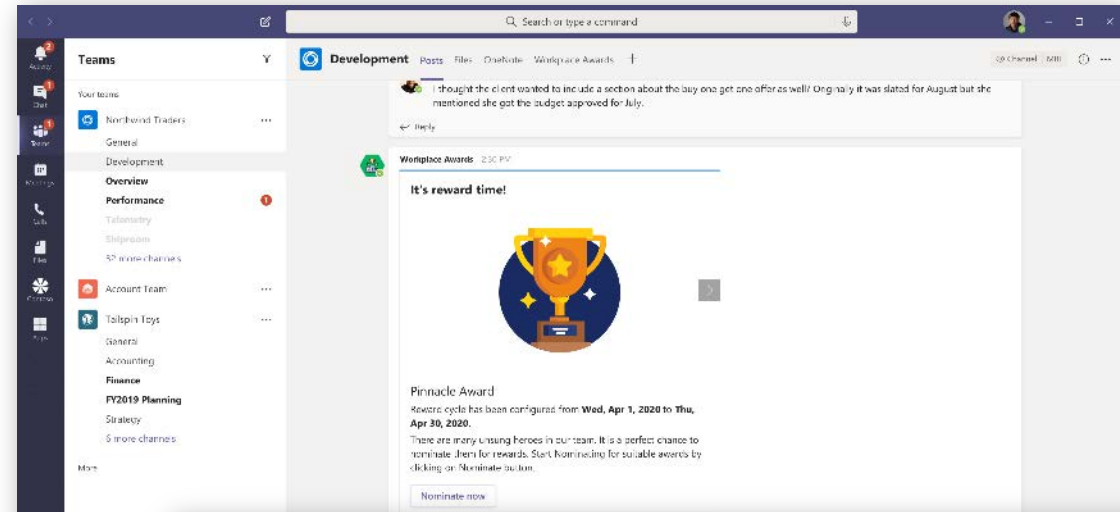
Rewards and recognition

Foster recognition and encourage culture of employee appreciation

Raise employee morale by providing a rewards and recognition program.

Allow employees to nominate colleagues easily for awards and to endorse nominations.

Manage the award nomination and granting process.

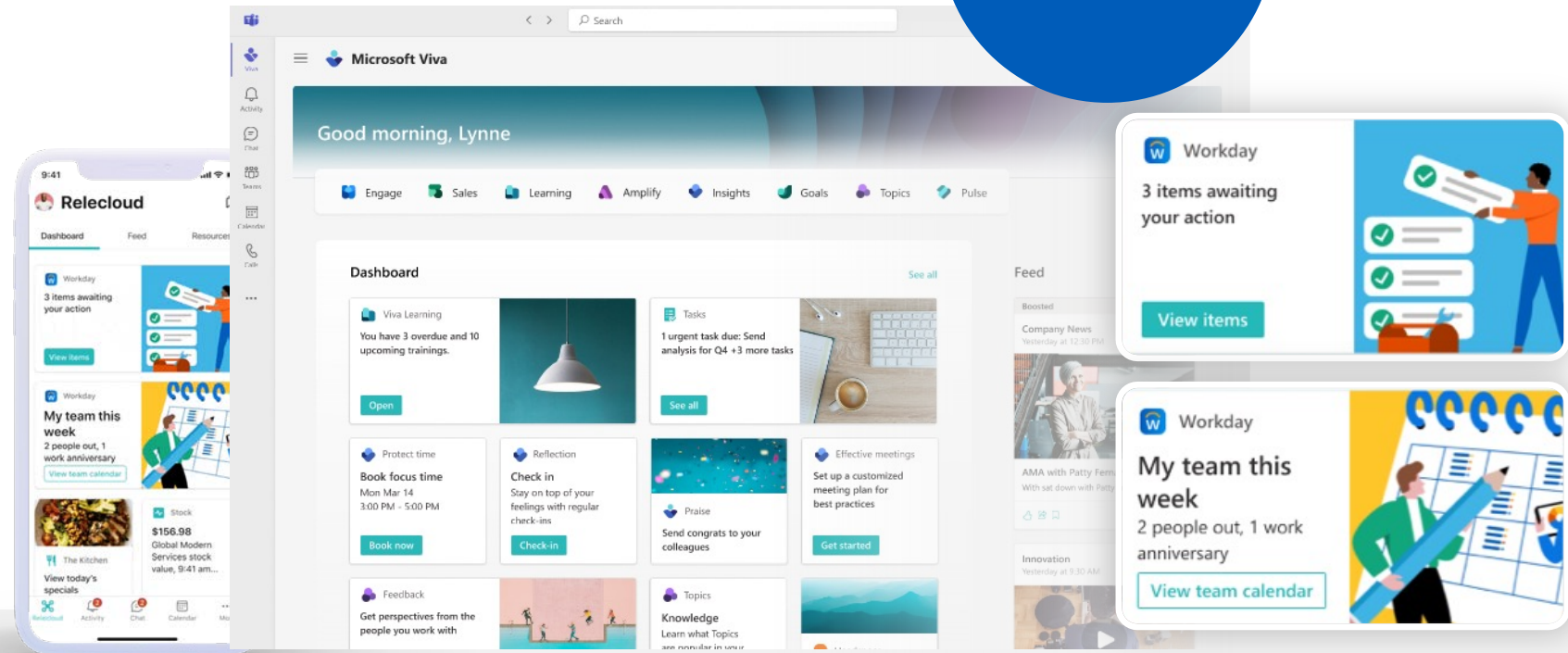


Realize employee potential and drive productivity with Workday

Deliver personalized recommendations, tasks and actions to people when they need them

Empower leaders with insights that allow them to better understand their people

Enable seamless access to Workday content and actions from a single workspace





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Thank you!

For more info, visit www.idealstate.co