Microsoft Viva Insights
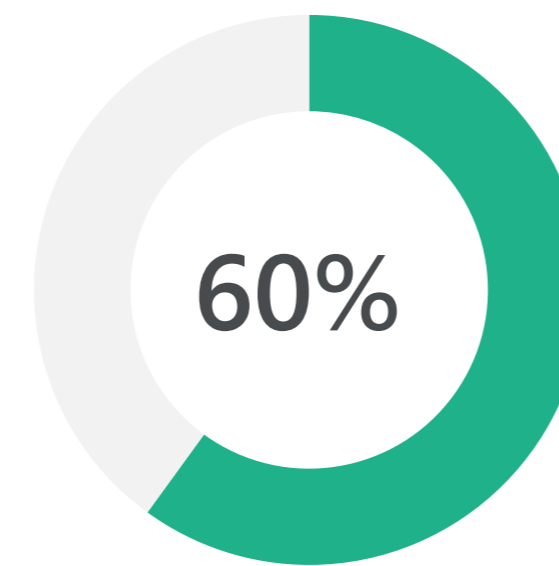
Powered by Phoenix Software Ltd

PHOENIX

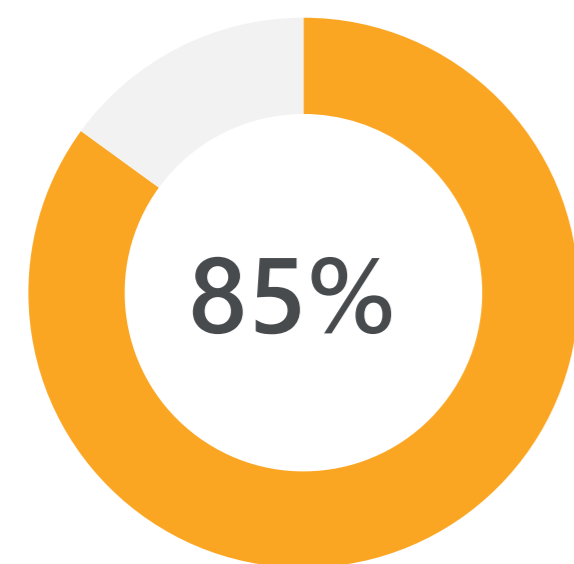# The driving force for any organisation is its people

Organisations with highly engaged employees have

21%

greater productivity and profitability. [4]

People feel disconnected

Nearly **60%** of people say they feel less connected to their team after shifting to remote work. [2]

60%

85%

Burnout is a global problem

85% say wellbeing has declined and **56%** say job demands have increased.[3]

Highly engaged employees are

12x

less likely to leave their organisation than those who are not engaged.[1]

[1] Glint: People Success Pillars, [2] Microsoft Work Trend Index: 2020 Annual Report [3] Jennifer Moss, Beyond Burned Out, Harvard Business Review, February 10, 2021 [4] Gallup: The Right Culture: Not Just About Employee Satisfaction

Microsoft Viva

In today's world, employees want **more flexible remote working options**, and **meaningful in-person collaboration**. Empowering people to thrive in a more flexible work-world requires rethinking everything— from how you empower managers, to how you create culture, to how you reimagine the employee experience.

And that's where **Microsoft Viva Insights** and **Phoenix Software** comes in.

The Microsoft Viva suite is an **employee experience platform (EXP)** that brings together communications, knowledge, learning, resources, and insights in the flow of work.
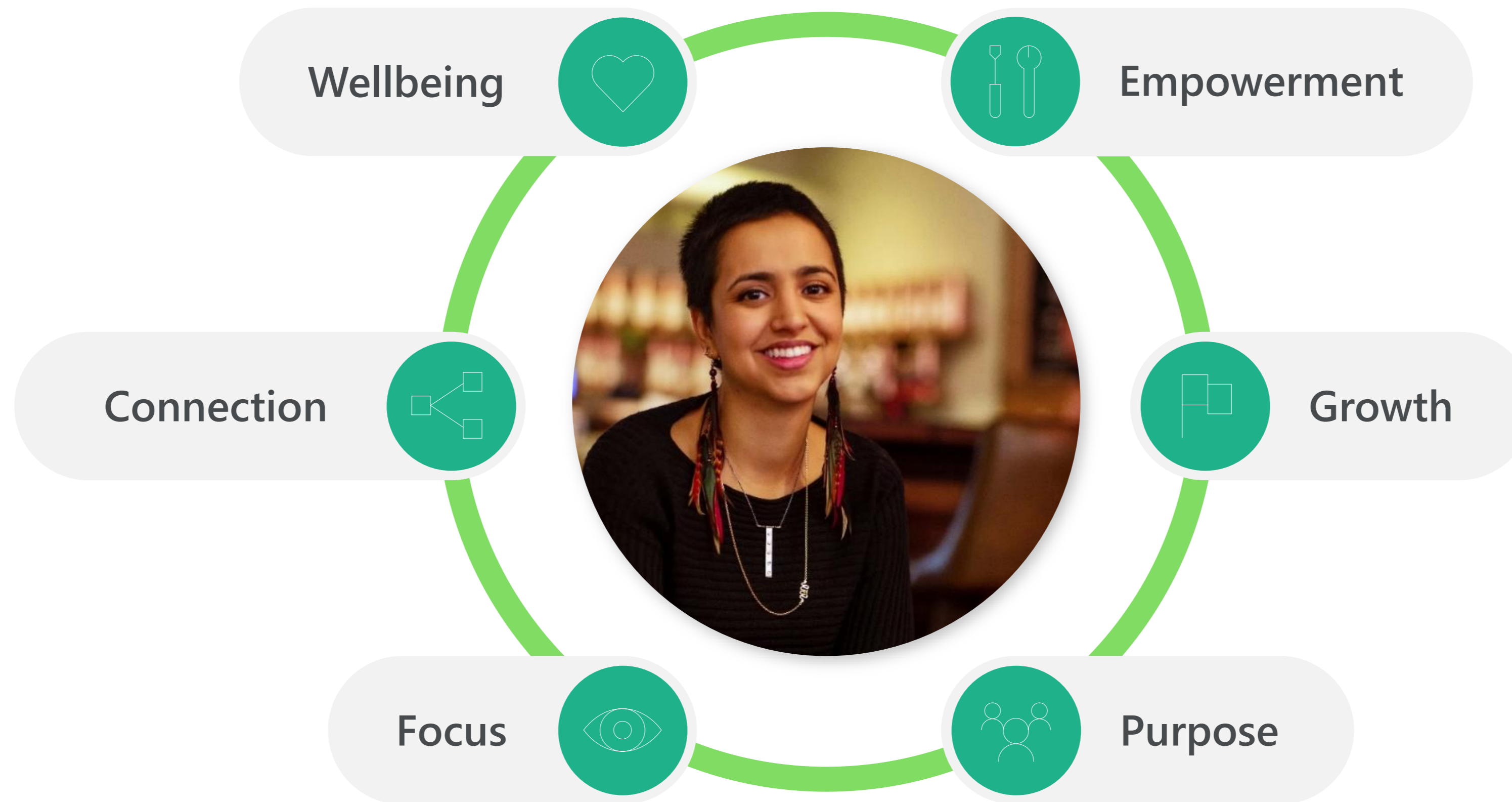
- Viva Learning
- Viva Insights
- Viva Topics
- Viva Connections

3 aspects to Viva Insights:

- *Employee experience - personal insights and recommendations to prioritise wellbeing and boost productivity.*
- *Manager tools – Gain data-driven, privacy-protected visibility into how work patterns affect wellbeing, productivity, and results.*
- *Leadership insight and Phoenix 'ways of working' assessments - Use advanced tools and additional data sources to perform deeper analysis, address challenges important to your business, and respond quickly to change.*

Six key elements of a great employee experience

Wellbeing

Empowerment

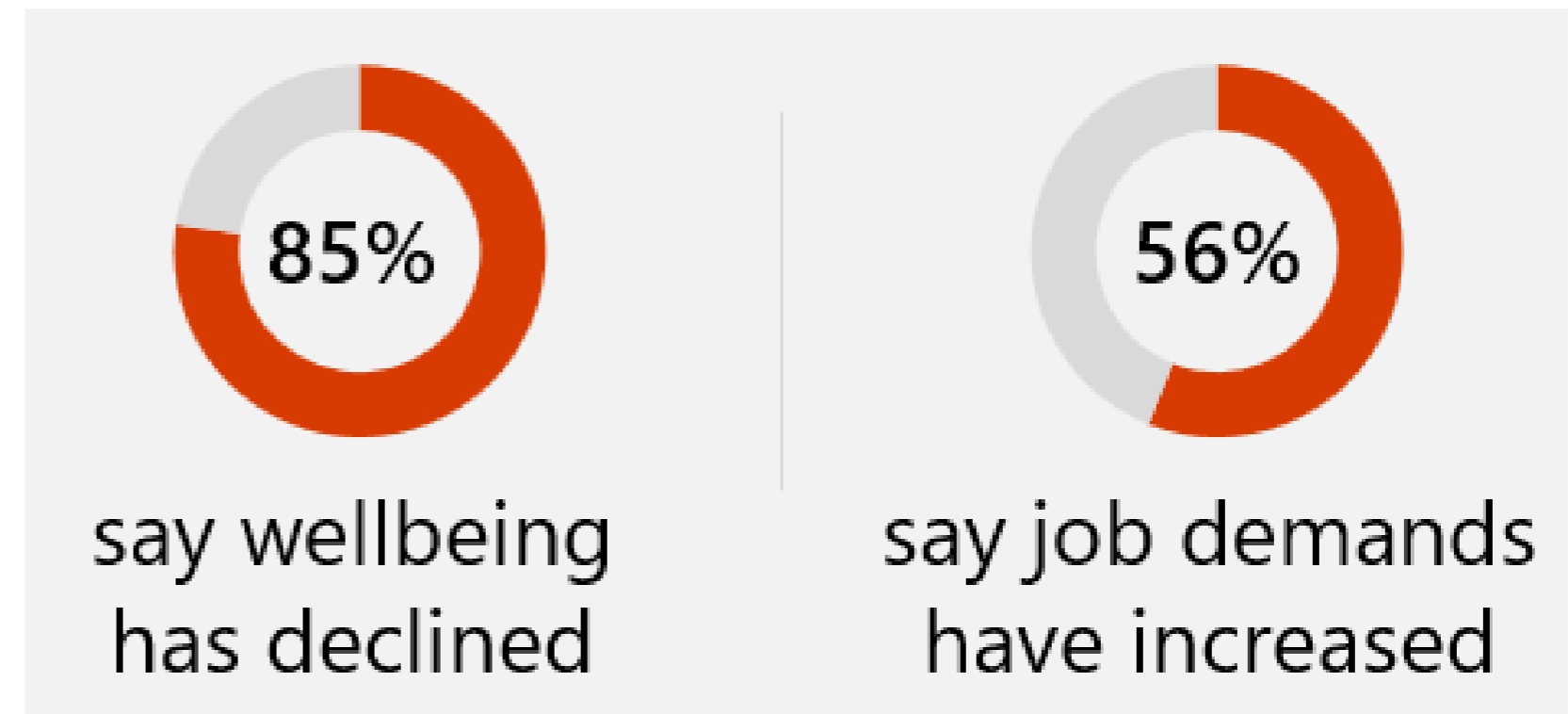Connection

Growth

Focus

Purpose

What is an Employee Experience Platform (EXP)

A system of experiences that help organisations create a thriving culture with engaged employees and inspiring leaders
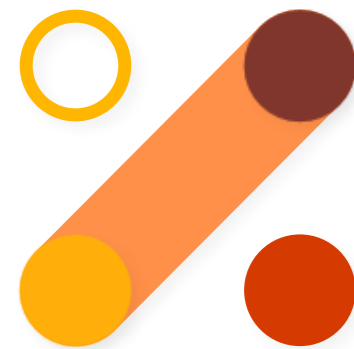
Communications
Announcements, news, events

Growth and Development
Learning and coaching
Recruiting, on-boarding and career
Talent and performance development

Company resources
Employee portals and apps
Workplace services (pay, benefits, IT, legal, compliance)

Wellbeing
Physical, mental, emotional, financial

Employee

Insights
Analytics, nudges, surveys
Feedback, sentiment

Communities
Diversity and inclusion
Interest groups team cohesion

Knowledge
People and experts
Documents and content projects

Microsoft Viva Insights

Burnout is a global problem[1]
Deliver personalised and actionable insights

85% say wellbeing has declined

56% say job demands have increased

Empower your employees with a healthier work-life.

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

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

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

Take the next step in your investment in cloud technology and M365, using data and insights to revolutionise the experience of your employees and gain deep insights into your organisational culture with Microsoft Viva Insights powered by Phoenix.

A tailored plan of
- *Implementation and Support*
- *Adoption and Change Management*
- *Ways of Working Assessment*

Through:
- *Training and Hands-on workshops*
- *Envisioning and showcasing the Art of the Possible*
- *Videos and infographics*
- *Technical and Implementation consultancy*

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