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# Workplace Analytics



***Xylos***

## AGENDA

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What is Workplace Analytics (WPA)?

02

Why NOW?

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How?

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What can we do?

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# Workplace Analytics

## Analyst Essentials Training – Session 1



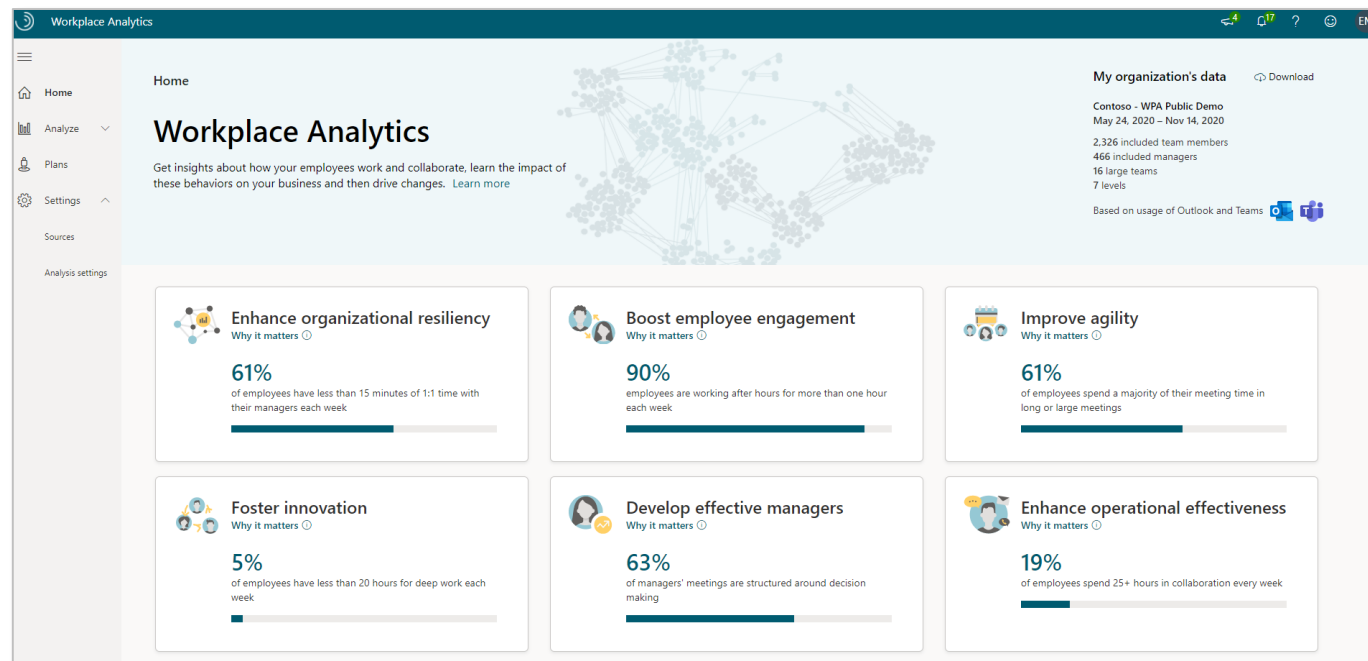
# What is Workplace Analytics?



# What is Workplace analytics (WPA)?

## [Video](#)

Workplace Analytics uses **passive behavioral data** that represent day-to-day actions to reveal insights about the way work gets done. These insights empower organizations to **explain the impact of day-to-day actions** and help leaders **drive change**.



# Why NOW



# Why **NOW**?

- Shift to Remote working (Covid-19) #WFH
- New collaboration behavior with existing change efforts
- Creation of new habits



Companies and employees are struggling with the new environments and the new challenges 'Working form home'

# Why **NOW**?

We can only succeed if our customer succeed

- Supporting customer and supplier relationships in uncertain times
- Balancing work and life under one roof



# Example

New habits can be positive or negative

- Negative patterns of communication behavior
  - Frequent late-night emailing
  - Infrequent meetings with managers



Developing a guidance to develop new behaviors to increase well-being will enable **positive change**

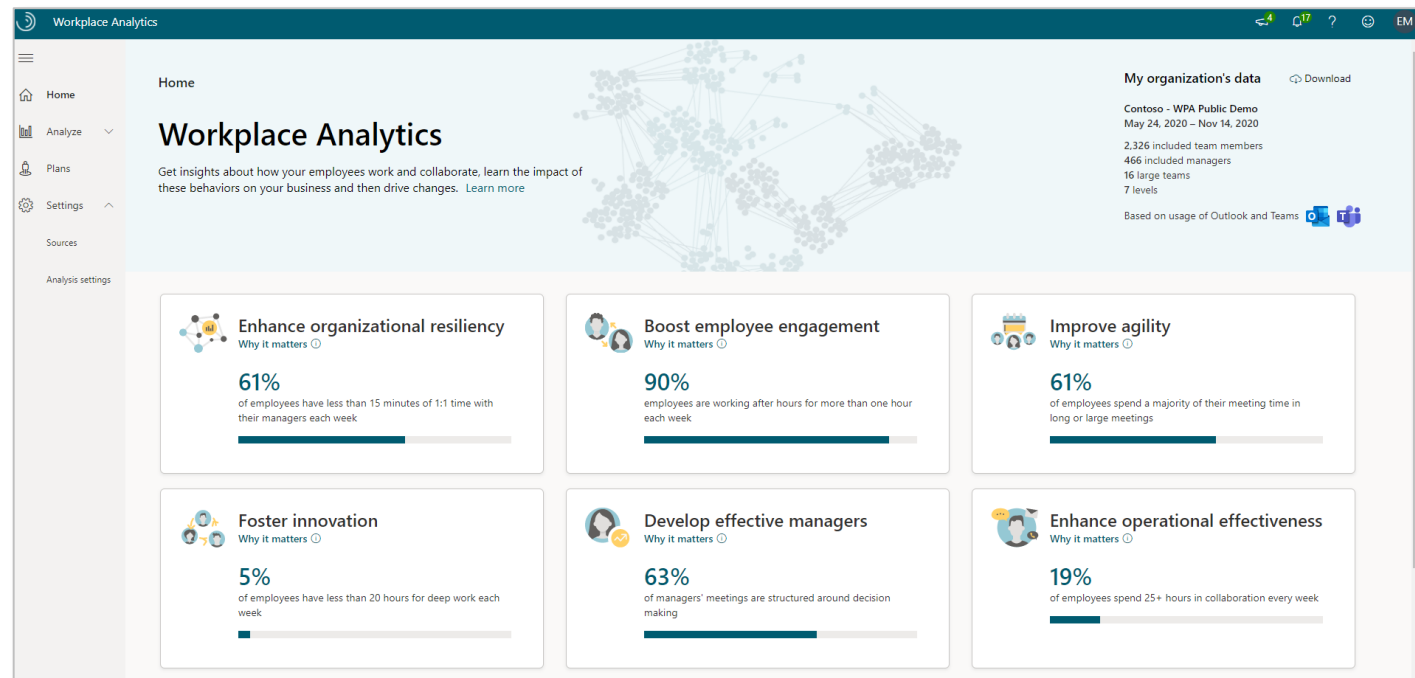
How?



# How?

## Microsoft Workplace Analytics

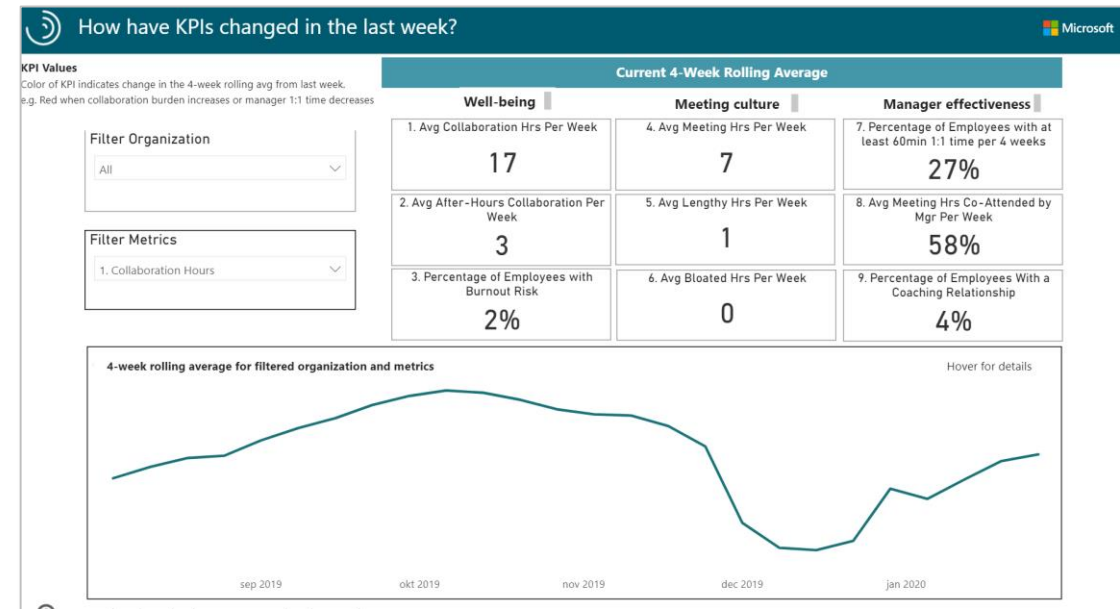
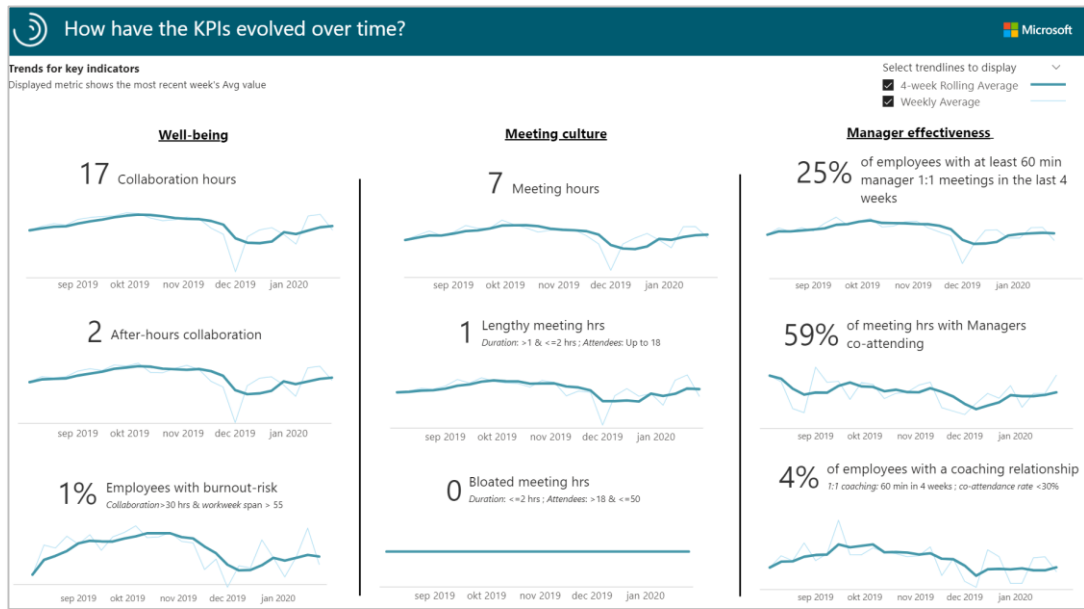
- Collection of metrics
  - Shows counterproductive behaviors





# When?

- Start of a migration trajet
- KPI workshop



What can we do?



# What can we do?

## **Change & Adoption**

- Empower managers & Business leaders with personalized insights on facts
  - Wellbeing  
ex: Work-life balance; manager effectiveness; ...
  - Productivity  
ex: Collaboration; effective meetings
- Recommended actions that make changing habits and harmonizing work and life easier



# Some examples

## Transform meeting culture

- Promote healthy meeting habits
- Optimize meeting hours

## Enhance operational effectiveness

- Improve meeting quality
- Keep employees engaged

## Develop effective managers

- Prevent burnout
- Promote coaching and development

...

### Prevent burnout

Long hours and the pressure to always be on can lead to burnout. The amount of time managers spend collaborating outside of business hours is an indicator of burnout risk.

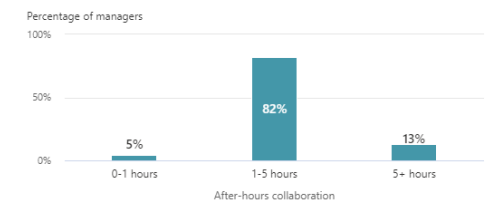
## 95%

of managers are working after hours for more than one hour each week

Supporting evidence

How we define after-hours collaboration ⓘ

### Distribution of after-hours collaboration from managers



### Promote coaching and development

Manager one-on-one (1:1) time can improve engagement and job performance, while a lack of manager coaching can cause employee disengagement and attrition.

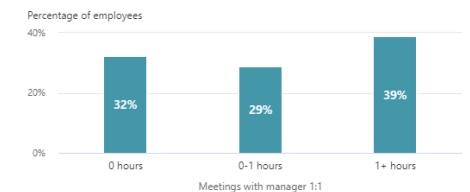
## 61%

of employees have less than 15 minutes of 1:1 time with their managers each week

Supporting evidence

How we define one-on-one meetings ⓘ

### Distribution of monthly 1:1 time with managers



- Simple changes in employees' work environment lead to new behaviors, which in the aggregate can lead to cultural change. Now is the time to create the kind of new normal in which organizations and employees thrive.

care.grow.passion.

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