TIP: You can edit and customize to include information specific about your company’s objectives, or with a logo or customer header and footer.

# Introducing Manager insights

Microsoft Viva Insights has unveiled a new Viva Insights app in Teams. The app’s “My Team” tab helps people managers like you discover key insights about your team’s collaboration effectiveness and employee experience. Manager insights are also available in the web experience at [www.workplaceanalytics.office.com](http://www.workplaceanalytics.coffice.com/). People managers will maintain access to insights as long as they have at least nine people in their hierarchy.

# How do these insights help you?

|  |  |  |
| --- | --- | --- |
| Develop a culture of 1:1 coaching  See how much time team members spend one-on-one with their managers, and make sure it aligns with the culture you're striving for. | | A picture containing drawing  Description automatically generated |
| A picture containing drawing  Description automatically generated | Improve meeting and email habits  Help your team reduce excessive meetings and improve email habits to support team effectiveness and productivity. | |
| Support team wellbeing  Check on your team’s after-hours work habits and use these insights to balance schedule flexibility and the need to disconnect. | | A picture containing drawing  Description automatically generated |
| A picture containing drawing  Description automatically generated | Cross-team collaboration  Review how your team is collaborating with the rest of the organization and reflect on how you can help expand the networks of your team. | |

# Why is this important?

Managers have a huge impact on team productivity and wellbeing. Check out the research:

* Managers account for 70% variance in employee engagement scores. ([Gallup](https://news.gallup.com/businessjournal/182792/managers-account-variance-employee-engagement.aspx))
* Employees tend to model their behaviors after their managers. ([Microsoft Workplace Insights](https://insights.office.com/productivity/what-great-managers-do-daily/))
* Employees who regularly connect with their manager while working remotely are less impacted by increases in workday span and collaboration hours. ([Microsoft Workplace Insights](https://insights.office.com/workplace-analytics/the-new-manager-11-nurturing-employee-resiliency-during-disruption-and-change/))

# Data and privacy

The Viva Insights app uses anonymized data from email, meetings, calls, and chats in Outlook and Teams to uncover insights about collaboration in your organization. Managers will only ever see aggregated data for their teams with no access to individual insights.