

#CollabDaysBE

From technology to #PeopleFirst - Microsoft Viva as the Employee Experience Platform

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Karoliina Kettukari



Modern Work Lead
Microsoft MVP

- 🧑‍🤝‍🧑 Teams as a hub for teamwork
- 😊 #PeopleFirst
- 💡 AI capabilities in Viva

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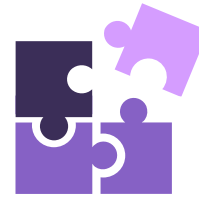




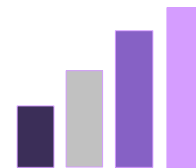
IT projects then and now



Why employee
experience matters?



What is Microsoft Viva?



How to get started with
#Peoplefirst mindset



The world has changed...



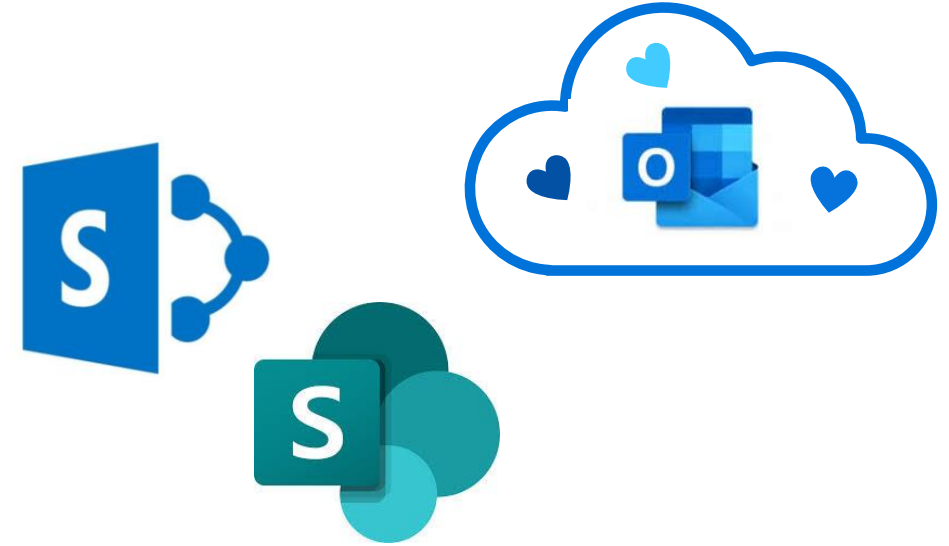
Are organisations ready?

Teams user adoption trends 2019

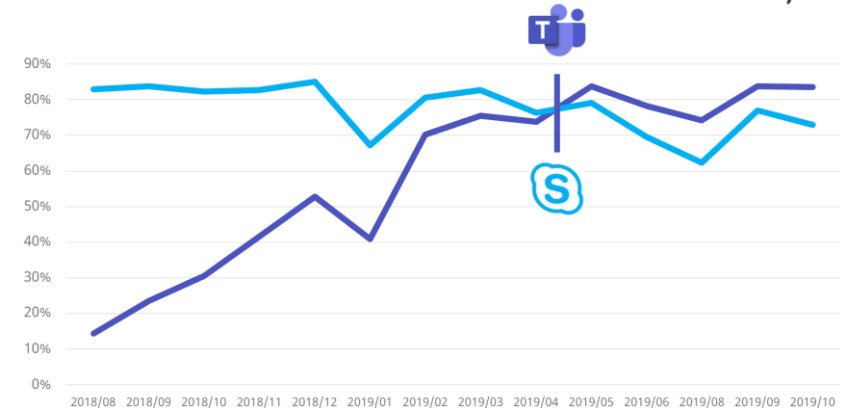
1 From on-prem to the cloud

2 Teams taking over Skype

3 Governance and findability



The most beautiful moment in history

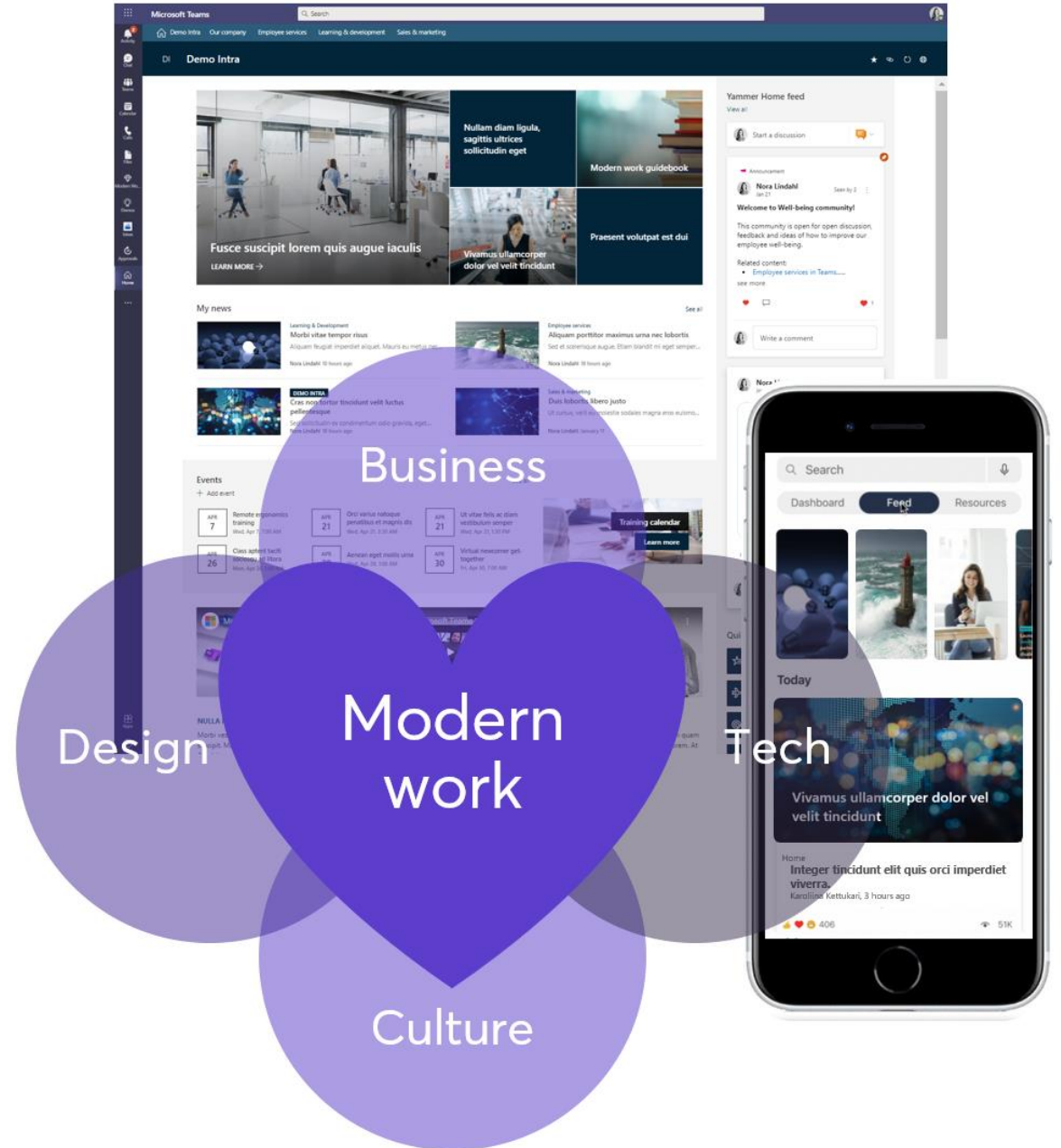


Modern Work trends 2022

1 Enhancing employee experience

2 Positioning digital tools

3 Governance and findability

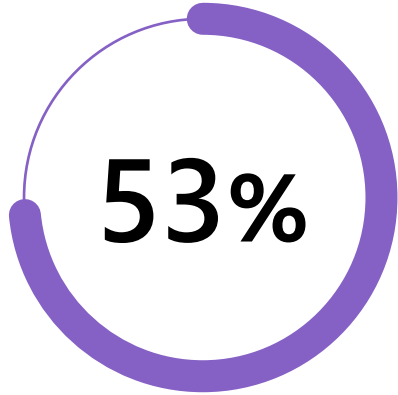




The most important asset
in your organisation is...

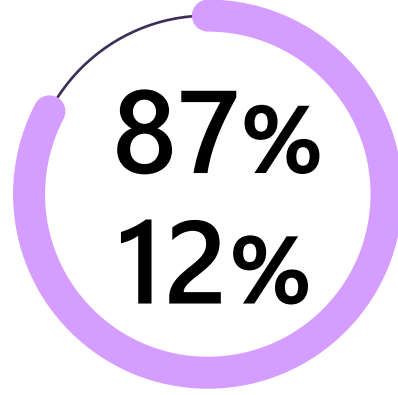


the employees.



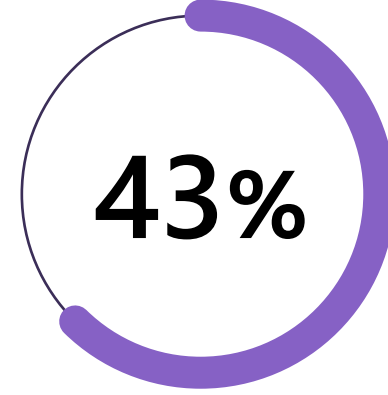
New standard for “worth it”

53% of workers are more likely to prioritize their health and wellbeing over work than before the pandemic.



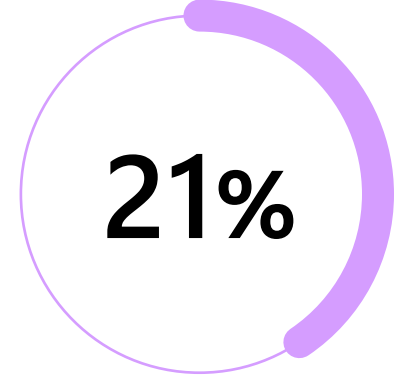
Productivity paranoia

87% of employees say they are productive at work. However, only 12% of leaders say they have full confidence their team is productive.



The great resuffle

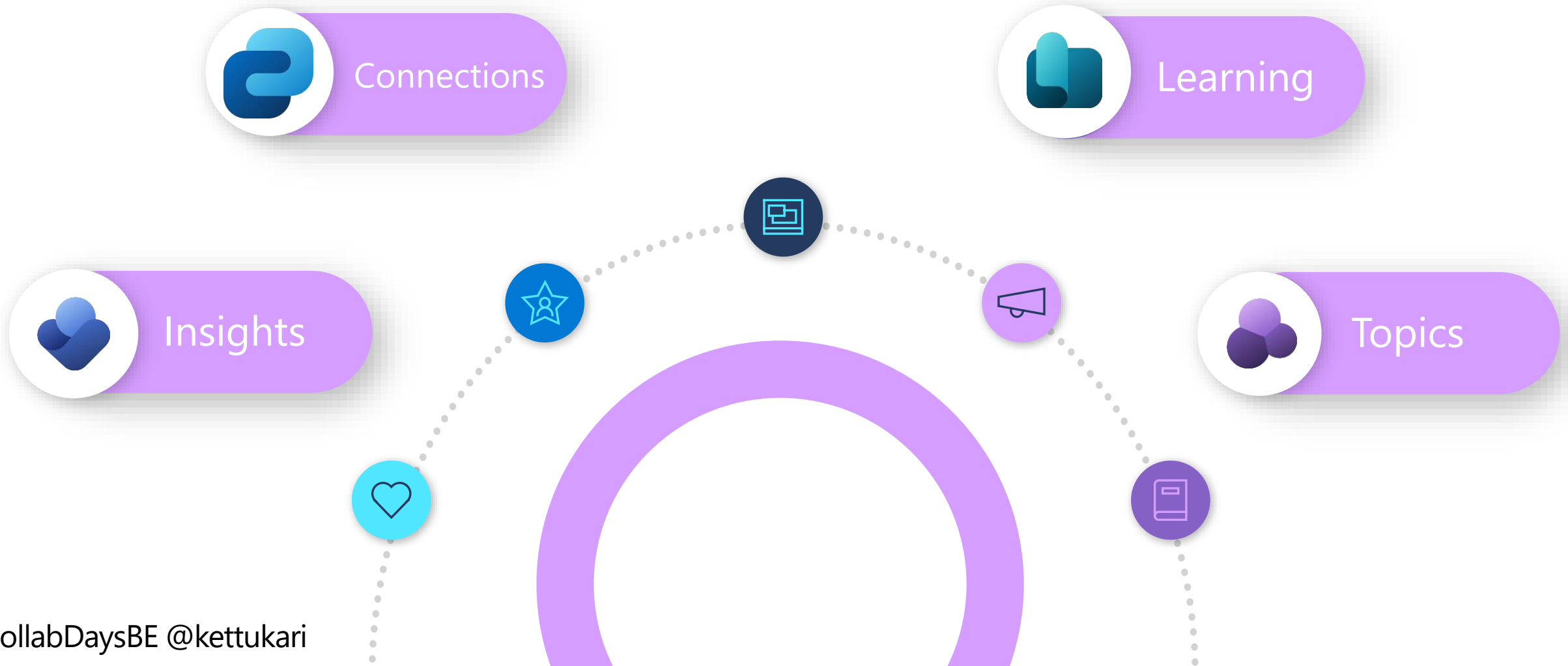
43% of workers are somewhat or extremely likely to consider changing employers. Engaged employees are 12x less likely to switch jobs.



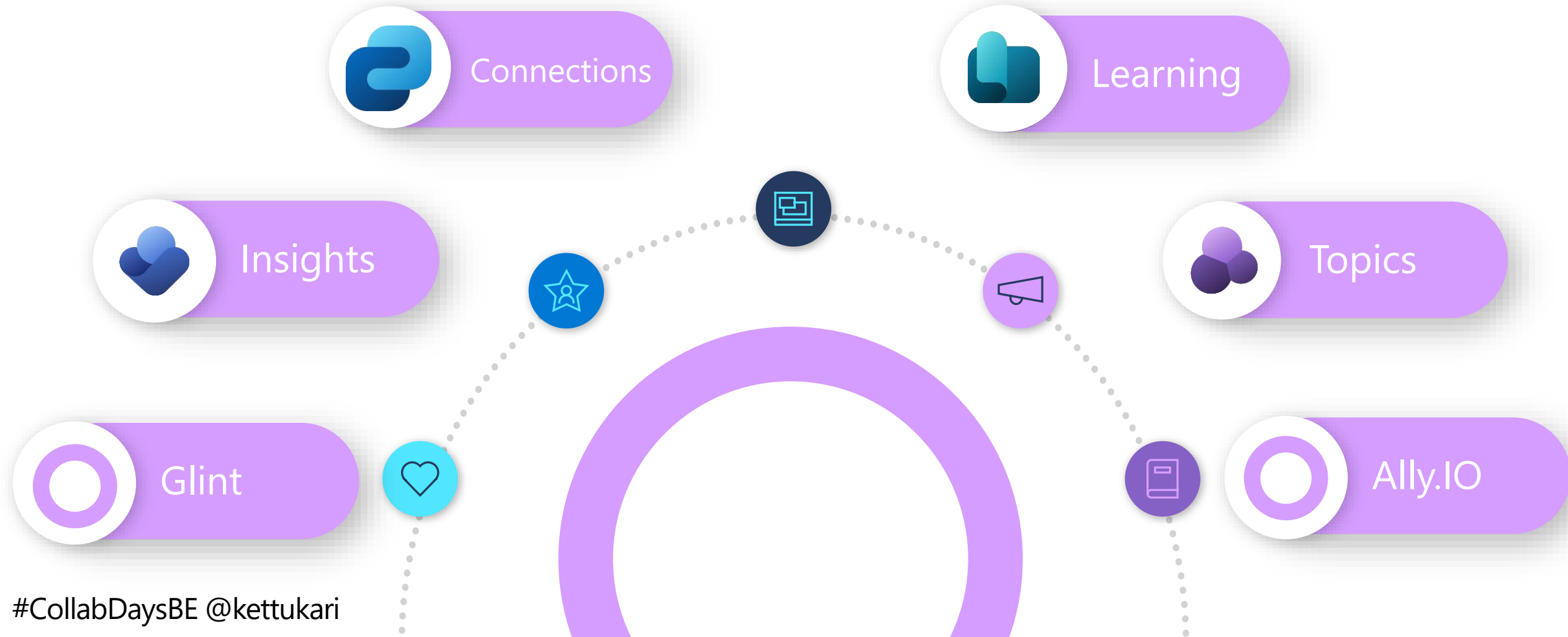
Employee experience

Organisations with engaged employees are 21% more productive. Organisations with happy employees are 12 % more productive.

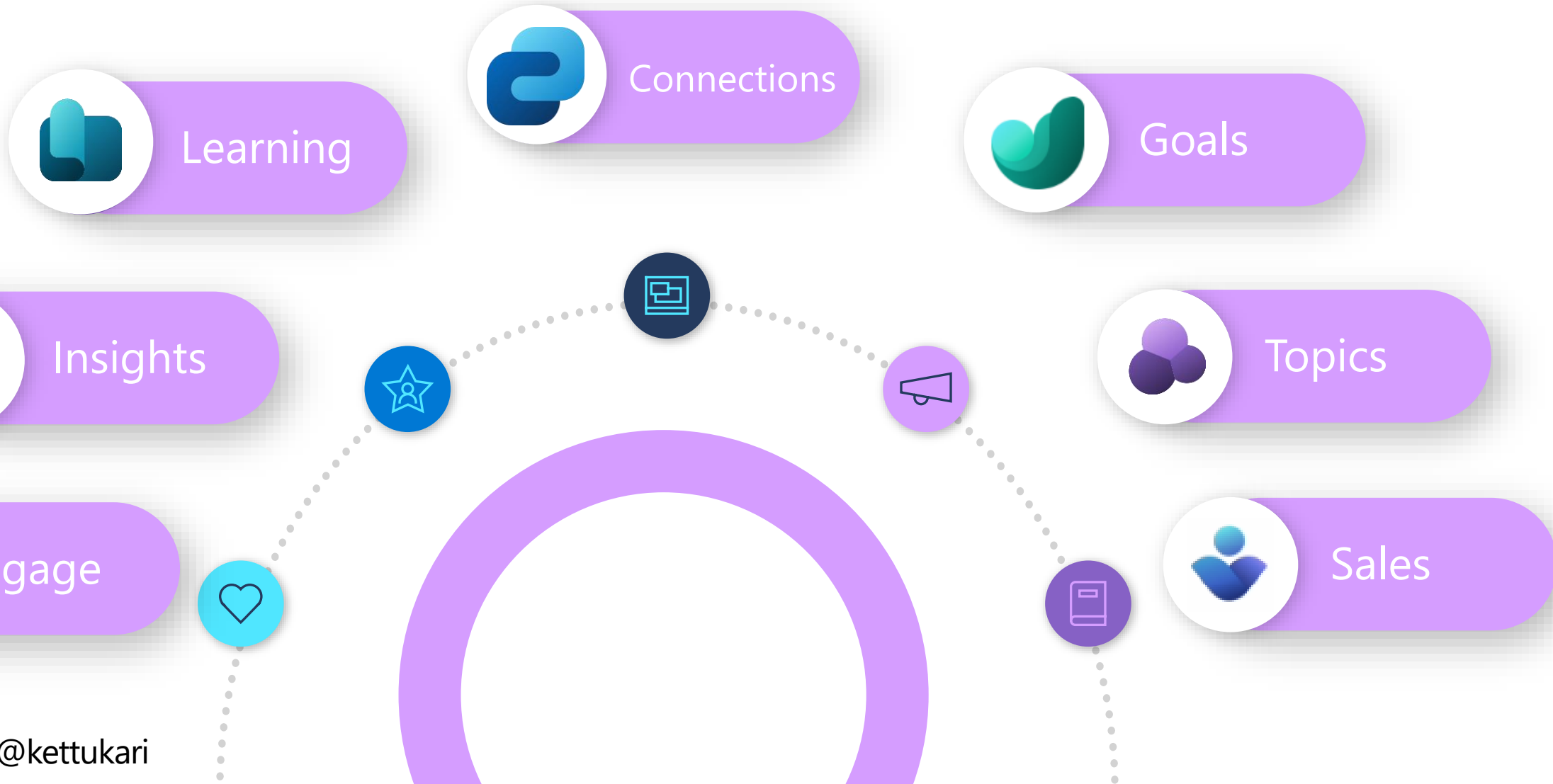
Microsoft Viva 2/2021



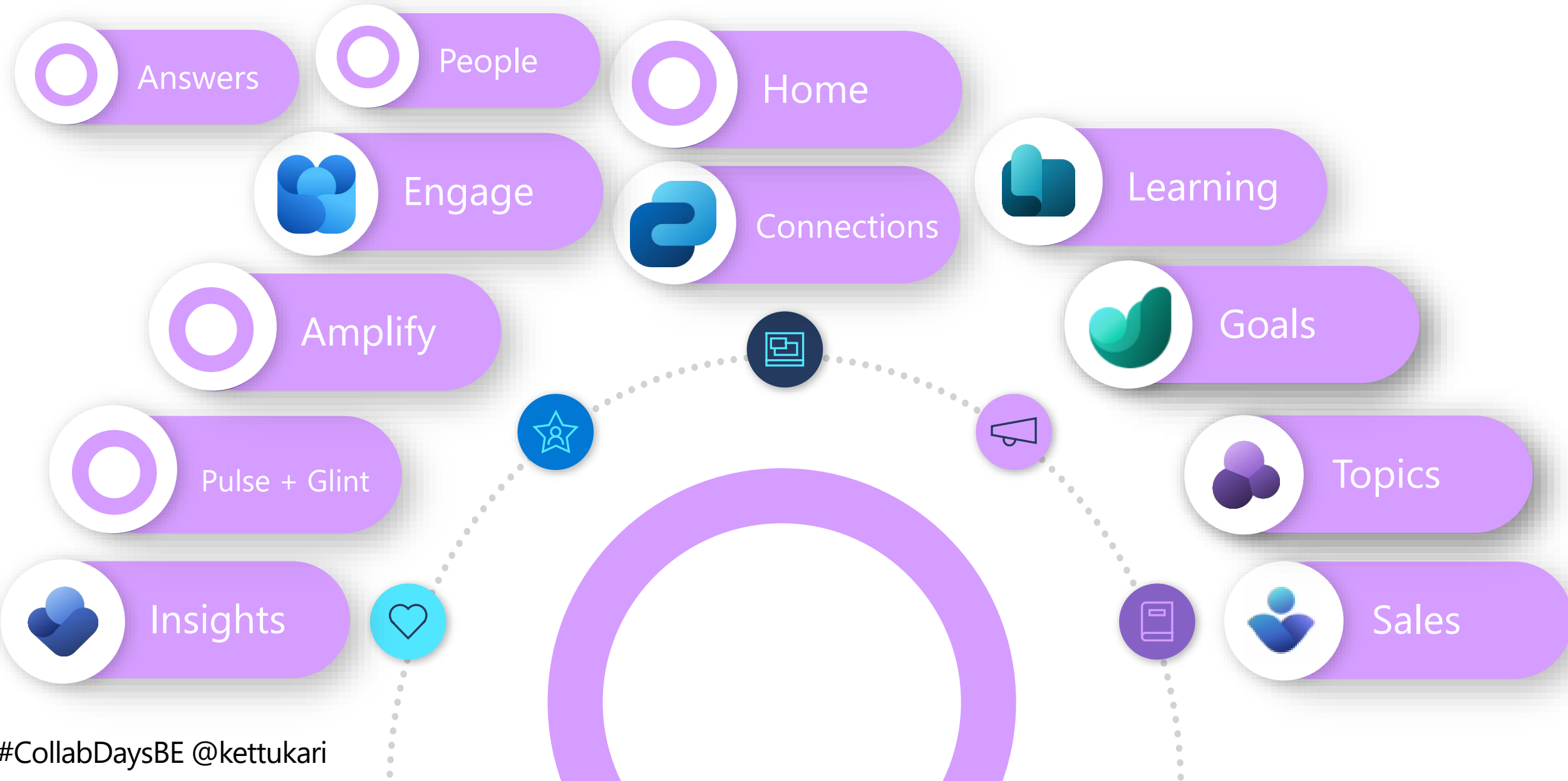
Microsoft Viva 9/2021



Microsoft Viva 7/2022



Microsoft Viva 9/2022





Yet another application! I'm confused.



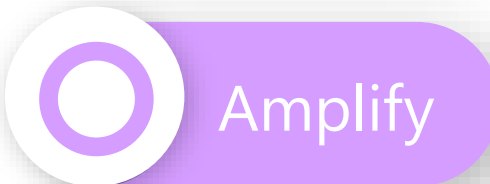
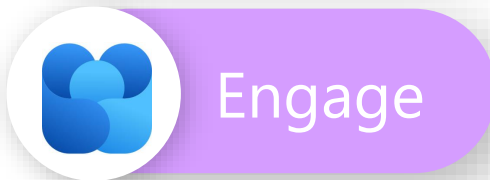
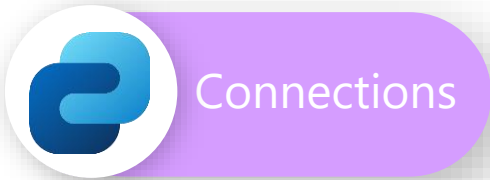
Don't worry! We've got you.

Microsoft Viva enhances Teams with #PeopleFirst mindset



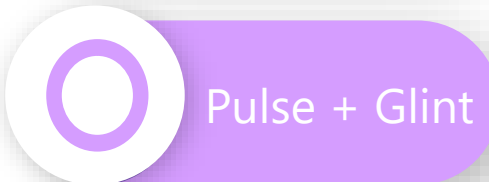
Connection

Keep everyone informed, included, and inspired



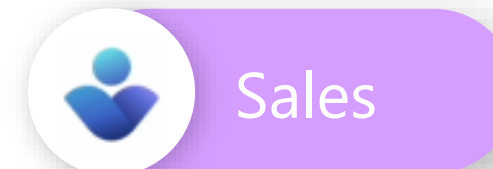
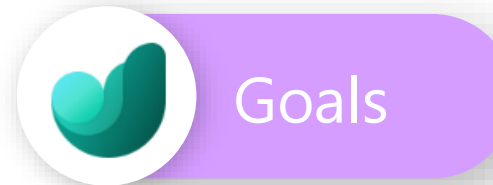
Insight

Improve productivity and wellbeing with actionable insights



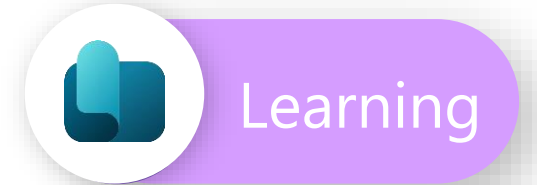
Purpose

Align people's work to team and organisation goals



Growth

Help employees learn, grow and succeed





Connections Engage Amplify



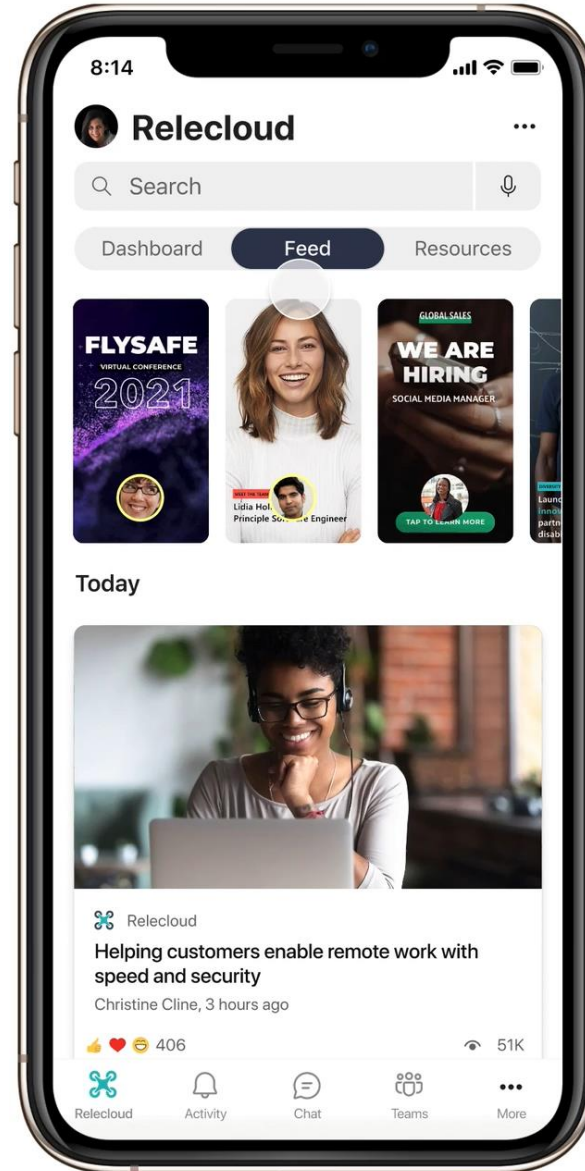
Relevant and up-to-date communications targeted to different user groups, consumed on any device.



Make company communications relevant again.

Utilise communication methods that are familiar from free time.

Create a sense of belonging.



How to get started?

Think of user roles.
What do you want to target, and to whom?

If you use Yammer,
it's time to re-launch it.
#yearofyammeragain



Topics



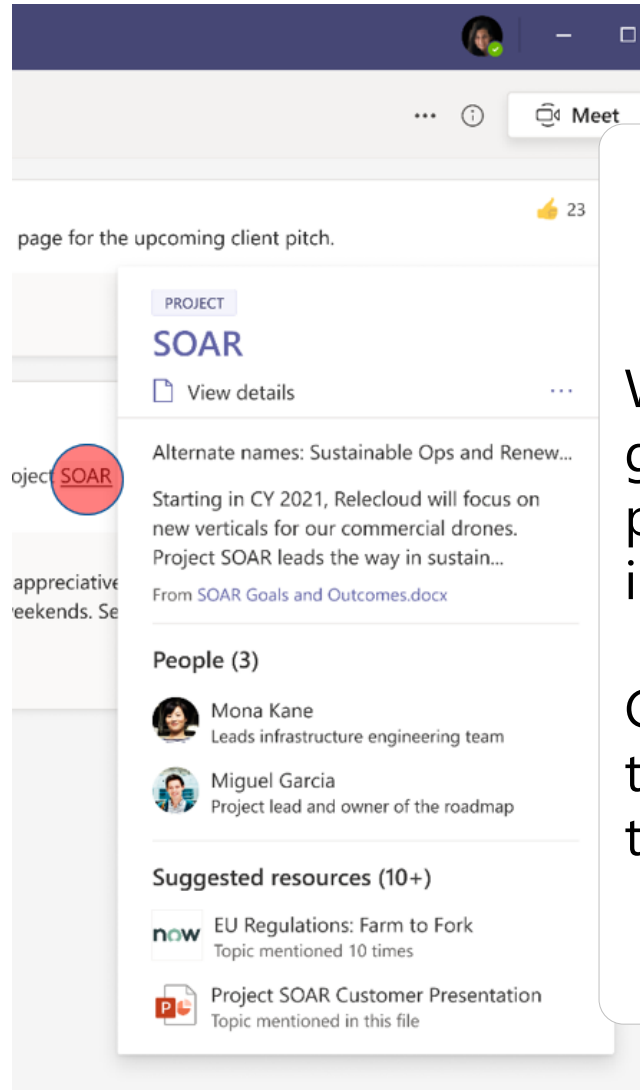
Let AI help you to gather bits of information from different sources and create a knowledge base that's right where you are.



Transform information into knowledge.

Shift from individual-driven culture towards shared knowledge.

Reduce context-switching and unnecessary gaps at work by bringing information where the users are.



How to get started?

What would be a good pilot case: products, projects, internal processes?

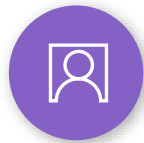
Gather a human task force to help the AI.



Learning

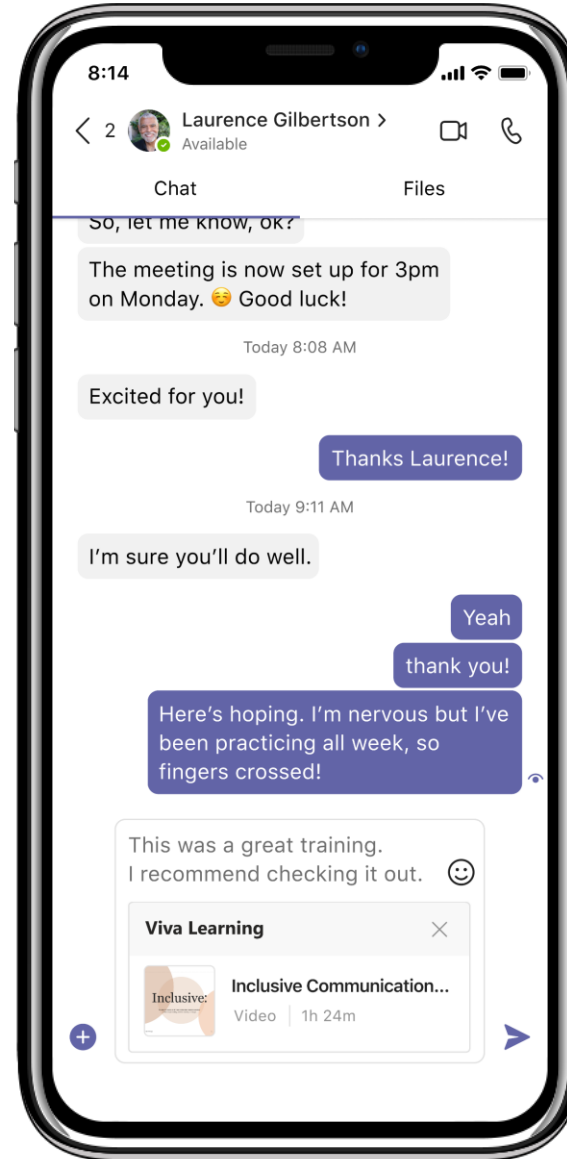


Support organisational learning and enable microlearning by bringing courses and instructions in the context of the work.



Digital training programmes boost employee engagement and performance.

Employees who learn at work, stay at the company longer.



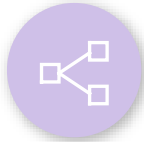
How to get started?

Hand-pick useful free videos and promote them via champions and managers in chat.

Investigate integrations to your LMS system.



Insights Pulse + Glint



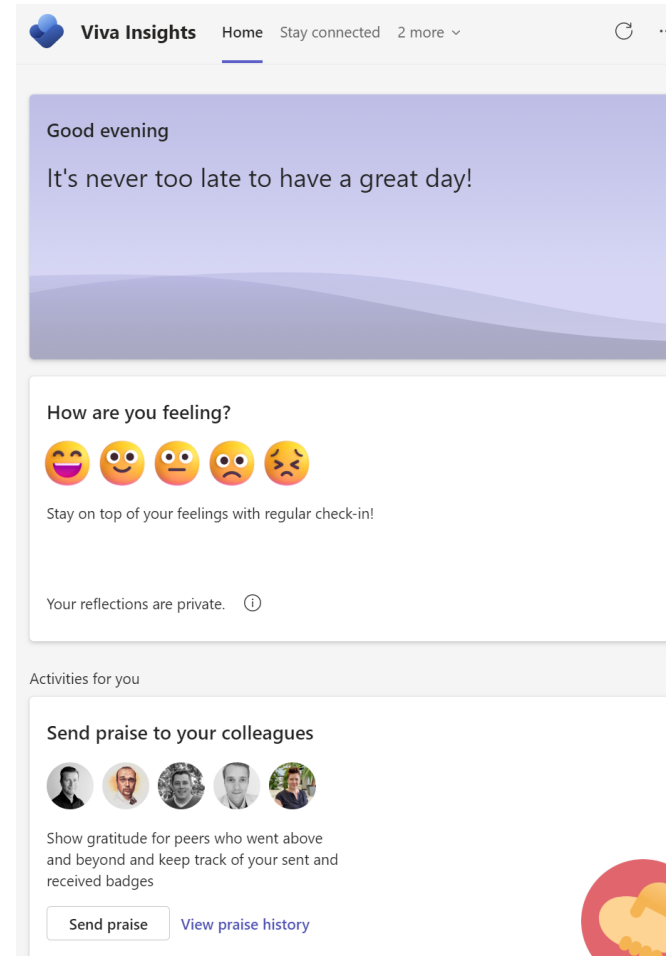
Your personal assistant who makes your work easier and takes care of your – and your team's – wellbeing.



Helps the management be connected with the team.

Stay focused on the task at hand.

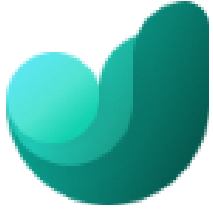
Give kudos and spread the love.



How to get started?

Promote praise and focus time. Promote often and show example.

Investigate the HR & legal possibilities of organisational & team Insights.



Goals



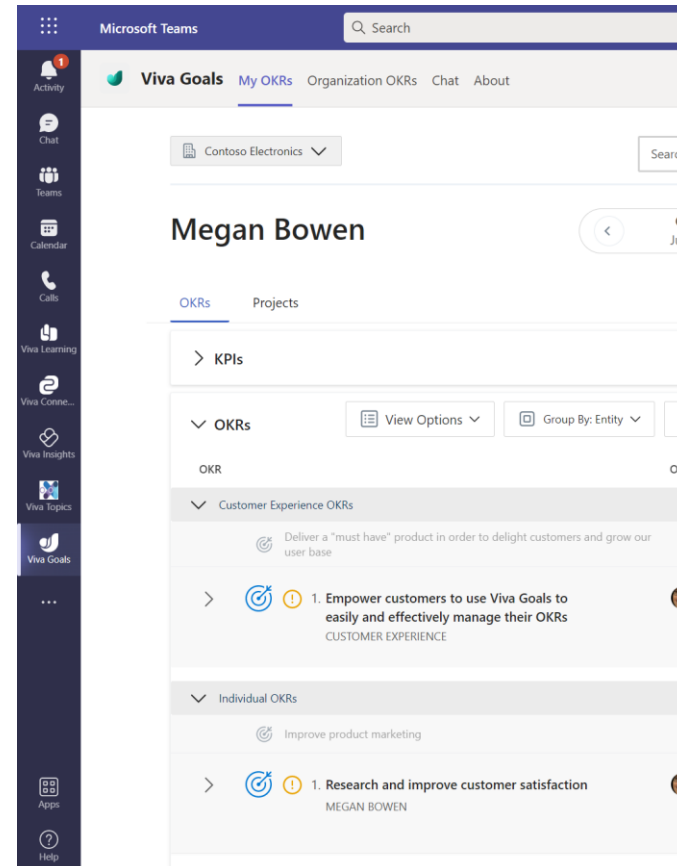
Create and follow up a transparent path from employees' everyday tasks all the way to the company mission and back.



"My work matters."

Build trust and a sense of equality.

A clear goal management process leads to higher-performing teams.



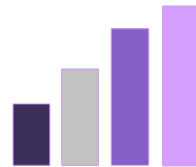
How to get started?

Learn the basics of OKR model and get the management involved.

You can pilot Goals with just one department or team, but you need to be serious with OKRs.



#PeopleFirst



Even with technology.

Microsoft Viva as the Employee Experience platform

Engaged and resilient employees are the most effective and **productive**.

Work smarter and reduce context switching by **bringing apps together**.

Use what you pay for: take the most out of the whole Microsoft 365 environment.

Empower every employee by enabling easy access to information and communication.

COMMUNITY

Thank you! ❤️
@kettukari

<https://collabdays.be>

Please rate my session – and have a
chance to win an awesome prize



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