

# Viva Insights implementation and HR consulting

Today many organizations are struggling with **high turnover, burnout, low motivation, and engagement**. They don't even know how to **measure and counteract them**. If this sounds familiar to you, it is a clear sign that you need to focus on the **Employee Experience** area. One of our Customers needed help with **improving employee well-being and satisfaction**. Design Thinking workshops and As-Is process analysis led to implementing **Viva Personal** and **Manager & Leader Insights**.

## Challenges

- Employee overload and long working hours
- Too many meetings
- Lack of recognition and celebration of successes
- Too little time for individual work, self-learning, and development

## Solution

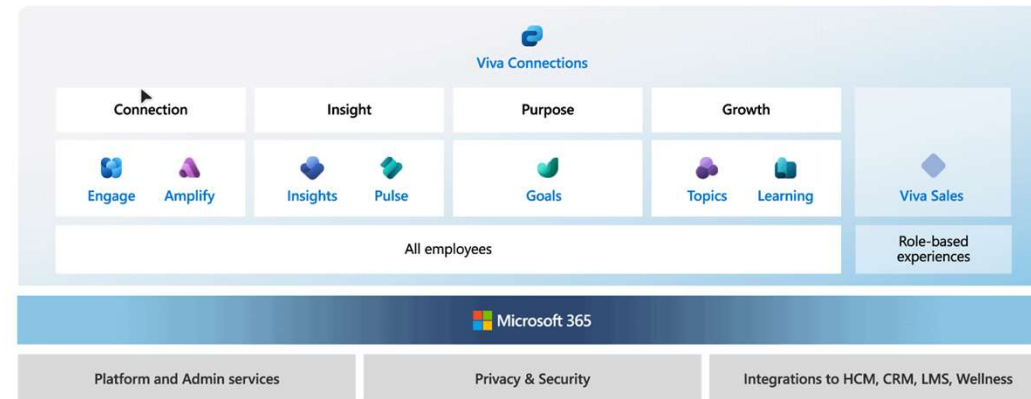
- Design Thinking workshops and As-Is process analysis with HR and technical experts
- Viva Personal and Manager & Leader Insights implementation
- Advanced Power BI reports with forecasting capabilities and HR data monitoring
- Support with a communication plan design, execution, and adoption

## Benefits

- Well-being of employees and managers improved by allocating focus and self-development time, better task monitoring, implementing meeting rules and policies, promoting praises and recognitions, scheduling regular calls with the leader
- Data-driven decisions and actions
- Identification of best practices and challenges that employees may face to help build better work habits

## Microsoft Viva

The integrated employee experience platform



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## Microsoft Viva Insights

**Empowers individuals, teams, and organizations** to build better work habits, achieve balance, and improve business outcomes with personalized insights and recommended actions.