Microsoft

Addressing the Human Energy Crisis: A guide for HR leaders

Contents

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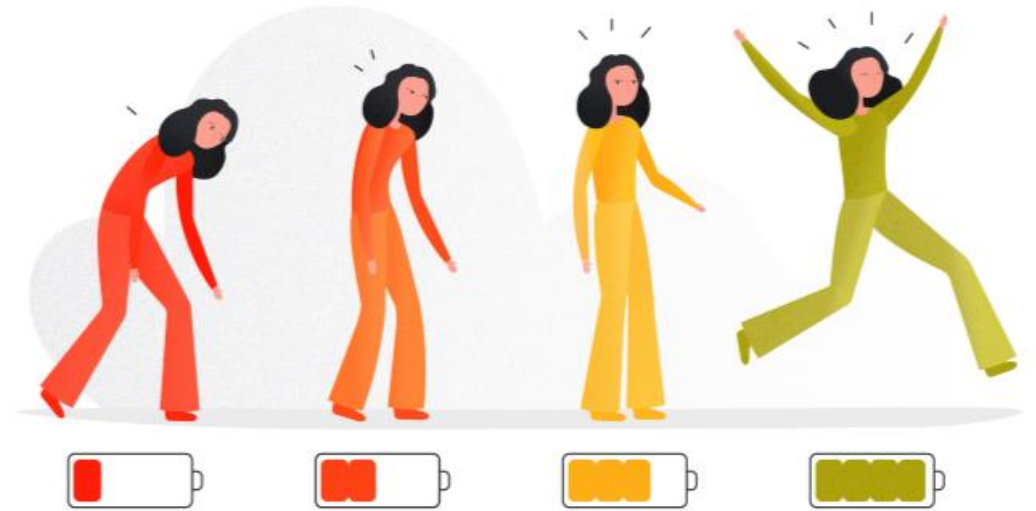
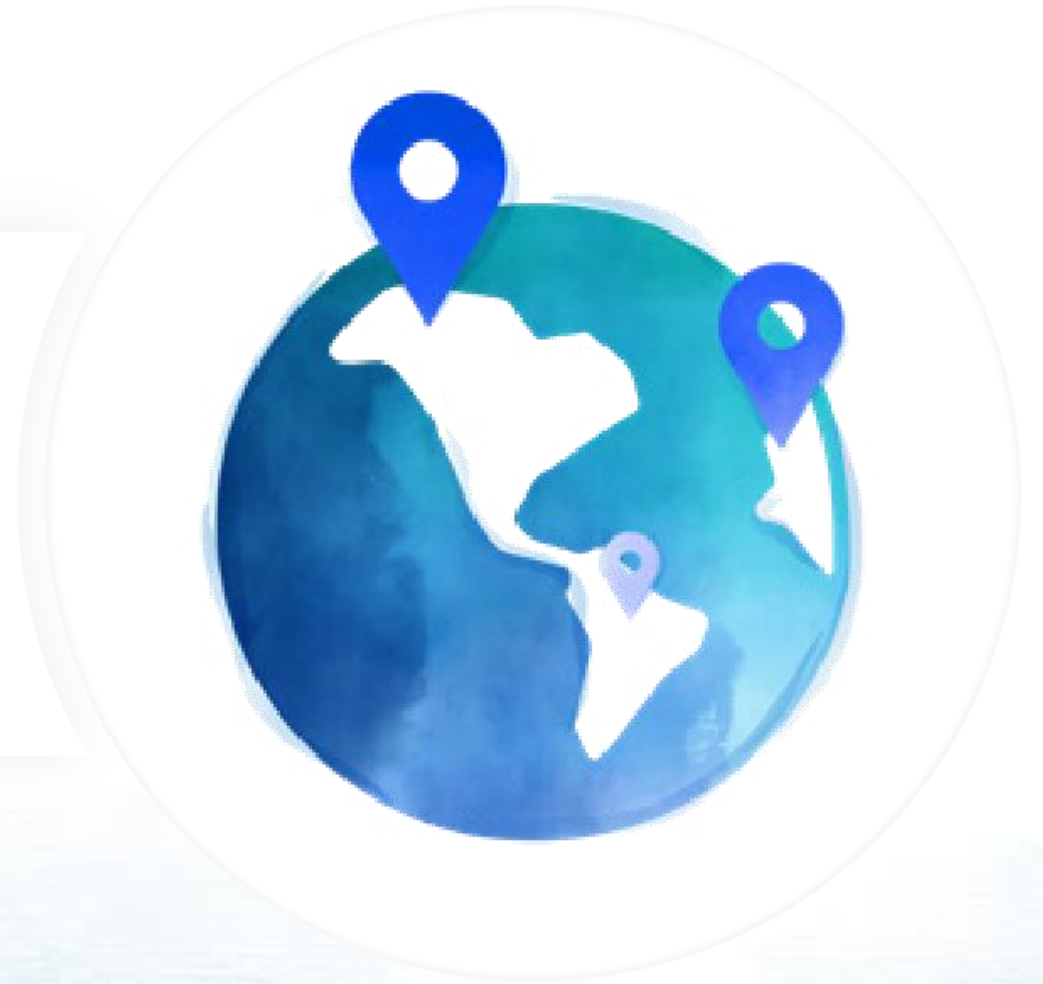# Addressing the Human Energy Crisis as HR Leaders

What is the Human Energy Crisis?

Today, employees are feeling something bigger than burnout: Social unrest, geopolitical instability, and economic uncertainty have also combined in a perfect storm causing strain on the invaluable human capital that keeps our companies running.

We're facing a human energy crisis that calls for a **new kind of workplace sustainability**. The task ahead of us as leaders is about **regenerating energy** for our employees at work and ensuring it's **renewable and sustainable.**

What's at stake if we don't? Employee happiness, inspiration, retention—and ultimately, innovation. Positive business outcomes depend on positive people outcomes.

At this critical moment, how well companies and teams can regenerate and sustain energy will help determine their future resilience.

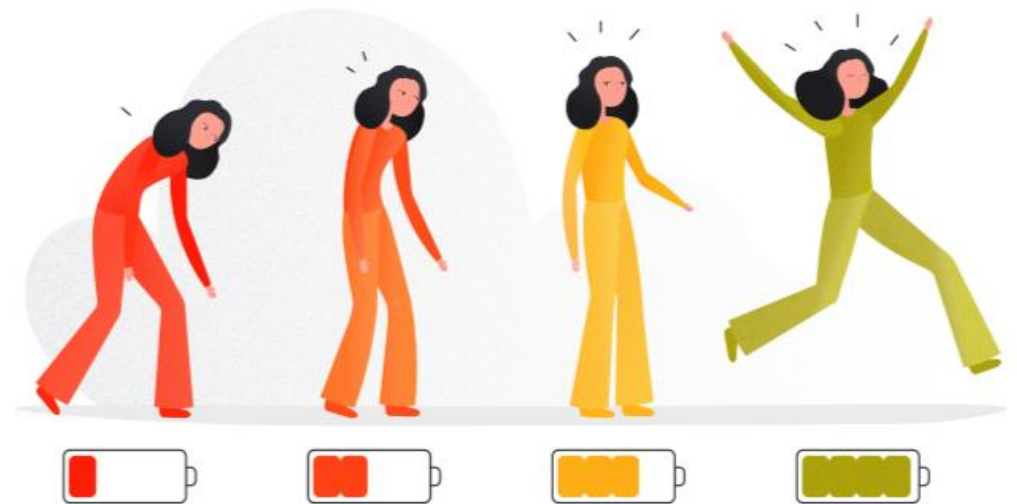*According to Gallup, seven in 10 people globally report they are struggling or suffering.*

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Addressing the Human Energy Crisis

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Here are **6 solutions** to address this crisis:

The Human Energy Crisis is the depletion of energy among the workforce.

1 Put **culture and purpose** front and center

2 Make **wellbeing holistic**

3 Support **career growth** in meaningful ways

4 Focus on **leader and manager capabilities**

5 Be intentional to offer **flexibility** where possible

6 Build supportive **team connections**

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Best practice:
Building supportive team connections through a Team Connection Day

What is Team Connection Day?

As leaders, we must regenerate energy for our employees at work and ensure it's renewable and sustainable. The future of work depends on our ability to create an environment where employees can thrive.

Microsoft HR executed a Team Connection Day in 2022: A hybrid, half-day event held in 25 global locations in-person and three virtual sessions. This supported one of the Human Energy Crisis solutions – *Building supportive team connections*.

Our goal was for employees to gain:

- A renewed sense of connection to teammates, increased energy, and enthusiasm

- An increased interest in exploring connection and building relationships in a hybrid landscape, and

- A deeper understanding of where we individually and collectively are feeling energized and connected, and where we are not

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How Microsoft HR executed Team Connection Day

Team Connection Day in-person and online sessions were led by a senior-level leader "host" whose role was to generate energy while leading employees through connection activities and discussions.

The two connection activities included self-reflection and group discussions:

- Connection Activity 1: Self-reflection on connection

- Connection Activity 2: Assess overall energy level around purpose, empowerment, and well-being

Attendee feedback was largely positive:

- 94% shared overall satisfaction and would recommend Team Connection Day to others

- 94% gained new connections

- 90% deepened their sense of connection to the team

- 90% expressed an increased understanding of their individual and our collective energy

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Download your Team Connection Day event-in-a-box

What's included?

Team Connection Day presentation slides (customizable) including:

| Welcome | Objectives | Agenda | Connection Activity 1 | Connection Activity 2 | Closing |

Host speaker notes

Each slide has the following information in the notes section:

- **Timing**: Expected time for each slide

- **Say**: Talking points for the slide

- **Do**: Any instructions and actions required for activities

Link to download

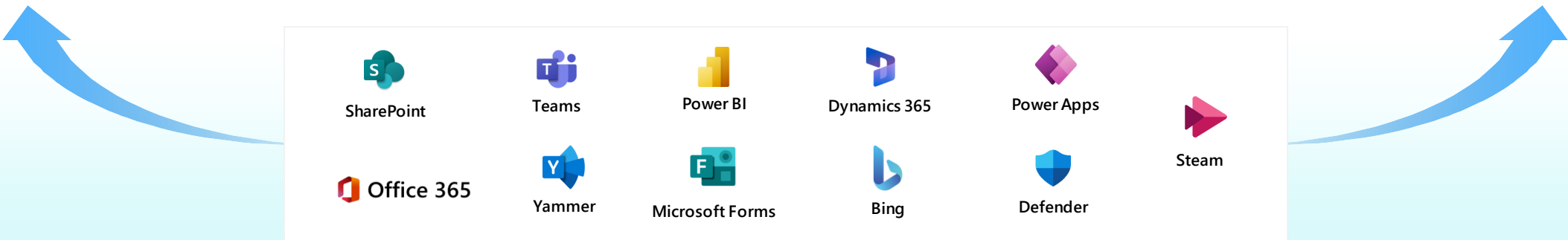We encourage you to customize the slides and images to your organization and/or team.

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Creating renewable energy with Microsoft technology solutions

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Renewing energy with Digital Employee Experiences

Technology has a role to play alongside culture, sparking creativity, improving workforce performance and faster iteration.

1	2	3	4		5	6
Focus on Culture & Purpose	**Holistic Wellbeing**	**Meaningful Career Growth**	**Leader & Manager Capabilities**		**Building Team Connections**	**Intentional Work Flexibility**
Viva Goals	Viva Insights	Viva Learning	Viva Insights	Glint	Viva Engage	Viva Insights
Viva Suite	Viva Suite	Viva Topics	Viva Learning		Viva Connections	Viva Goals

SharePoint
Teams
Power BI
Dynamics 365
Power Apps

Office 365
Yammer
Microsoft Forms
Bing
Defender
Steam

Empowering HR leaders with Microsoft Viva

Viva Suite

The Microsoft Viva Suite brings together all the tools that employees need to be successful in today's world of work into one unified solution that enables employee connection, insight, purpose and growth. Viva applications support all stages of the employee journey by keeping everyone informed, included and inspired; improving productivity and wellbeing with actionable insights; aligning people's work to team and organization goals; and helping employees learn, grow and succeed.

Viva Insights

Viva Insights gives executives and leaders the ability to make informed decisions and drive positive change within their organizations by providing data-driven insights and personalized recommendations which increase workforce performance.

Glint

Glint and Viva help leaders and managers capture valuable employee feedback, helping managers and teams to measure and improve the employee experience by turning insights into actions. Glint drives actions across Viva to change behavior.

Viva Connections

Viva Connections is the digital home to access all Viva apps and a one stop shop for company news and employee resources. Corporate communicators can curate the newsfeed while AI pushes personalized content for each employee.

Viva Engage

Viva Engage connects leaders, managers, employees and communities. Executives can employ Leadership tools to foster communication at the appropriate altitude within their organizations to strengthen communication with their employees.

Viva Goals

Viva Goals provides senior leaders a way to empower their managers to set clear team and individual objectives which align with their business goals. This enables teams to focus on work that directly contributes to the organization's broader aspirations.

Viva Learning

Viva Learning aggregates and curates learning content from various sources and platforms all in one place. Employees and managers can discover, consume, share, and recommend learning content within Microsoft Teams, helping everyone learn, grow, and succeed.

Viva Topics

Viva Topics curates information on topics across an organization using AI to collect and update in real-time. Leaders and employees can easily access internal content and identify knowledge managers.

Re-energizing your workforce with M365 foundation

SharePoint

Share and manage content, knowledge, and applications to empower teamwork, quickly find information, and **seamlessly collaborate across the organization.**

Teams

Microsoft Teams is a hub for teamwork – **Stay connected by chat, phone & video calls** and keep all your content, apps, and conversations together in one place.

Power BI

Create rich, interactive data visualizations from multiple data sources and share important business insights that drive success.

Dynamics 365

Drive more efficiency, reduce costs, and create a hyperconnected business that links people, data, and processes across your organization—**enabling every team to quickly adapt and innovate.**

Power Apps

Easily develop mobile and web apps for your people needs—even if you have no technical or development experience—with Power Apps.

Steam

Video in the flow of your everyday work – Add your videos to Teams channels, SharePoint sites, Yammer posts, Viva Connections, and Office.com to inform and align with colleagues in the flow of work.

Office 365

Whether you're **at work or on the go, create your best work** on Word, PowerPoint, Excel and more on the cloud.

Yammer*

Easily create and host town halls, company meetings, and training. **Invite people to view and engage with video and discussions** across web and mobile apps.

Microsoft Forms

Collect better data and make better decisions – Get feedback effortlessly with surveys, polls, and quizzes.

Defender

Enterprise-grade endpoint security to ensure **employees are protected from ransomware, malware, phishing, and other threats.**

*Yammer will be rebranded and folded into Viva Engage in 2023

Thank you!