

A man with a beard and mustache, wearing a blue denim shirt, is smiling and looking at a laptop screen. He is holding a pair of glasses in his left hand. The background is a blurred office or home workspace with a wooden door and a potted plant. A large, diagonal graphic element in shades of orange and purple is overlaid on the right side of the image.

Viva Insights Quick Start

Employee Experience Transformation

Hybrid Work: What We Know

73% of employees want flexible remote work options to stay

80% of leaders say they plan to make major changes to their flexible work policies

67% of employees want more in-person work or collaboration post-pandemic



Challenges

Employee burnout is a global problem

- Stress between work-life balance has increased, negatively impacting the employee experience, productivity and collaboration

Wellbeing is top-of-mind

- Decreased wellbeing is negatively impacting performance
- Employee well being is crucial to transformational change, but culture and mindset are the biggest barriers to change

Effects of change and uncertainty

- Organizations are unsure how to gauge the effects of change and uncertainty on their people or what to do to counteract the negative influence



The Better Way

People are the driving force of any business: Viva Insights puts them at the center with a personalized, data-driven space to help them:



Benefits



Work Smarter

We empower users to take the actionable recommendations within Insights to build better work habits to do their very best work.



Achieve Balance

We focus on your employees and enable them with opportunities to understand how to prevent burnout and protect wellbeing.



Change & Growth

Our consultative approach and years of adoption and change management experience helps guide people through change and improves employee engagement and collaboration to accelerate business outcomes.

The Layers of Viva Insights within the Organization

- Personal
 - Personalized recommendations to help you improve the way you work
- Manager
 - Overview & analysis of team stressors and patterns that lead to burnout
 - De-identified info (anonymous data)
- Leader
 - Data used to improve the employee experience and positively transform the business



How Do You Get There? Softchoice VIVA Insights Quick Start Program

Employee Experience Transformation

Challenges:



Burnout



Work-Life Balance



Wellbeing



Decreased Productivity



Lack of Collaboration



Negative Employee Experience



Why Softchoice?

Softchoice can help you **transform** the employee experience by providing insights into existing practices that hinder success. With a business-focused approach to understanding pain points and prioritized opportunities for improvement, we provide **holistic guidance to determine the best approach and recommendations to successfully improve the work/life balance** for both onsite and remote employees.

Get started today with Microsoft Viva Insights with the **Softchoice VIVA Insights Quick Start Program**

- **Discovery and alignment** on your Viva Insights strategy and business transformation
- **Enable** employees to quickly adopt Insights to build better work habits
- **Envision** how to leverage Manager and Leader Insights to continue expanding your **Viva Insights** journey and improve organizational wellbeing

Workshop Discovery & Planning

- Viva Insights Overview Workshop
- Insights driven business outcomes
- Defined scope, key business stakeholders and initial deployment group
- Overview of privacy for Insights
- Prioritization of scenarios and next steps

Technical Implementation

- Pre-requisite checks (Utilization of Exchange online, mailbox & calendar)
- Roles and license assignments
- Configuration of workday system defaults (workdays, hours, time zone, etc..)
- Privacy settings adjustments
- Technical implementation of the business organizational data

Journey Roadmap Next Steps

- Overview of Manager and Leader Insights and envisioning your future state to continue expanding employees experience assessments and campaigns
- Guidance on how to leverage data to help managers and leaders understand current team trends and stressors and take action to create positive change to avoid stress and burnout

Adoption & Change Management

Customized, hands-on adoption, change management, training and champions programs
Empower employees to take full advantage of Insights to enhance their employee experience

