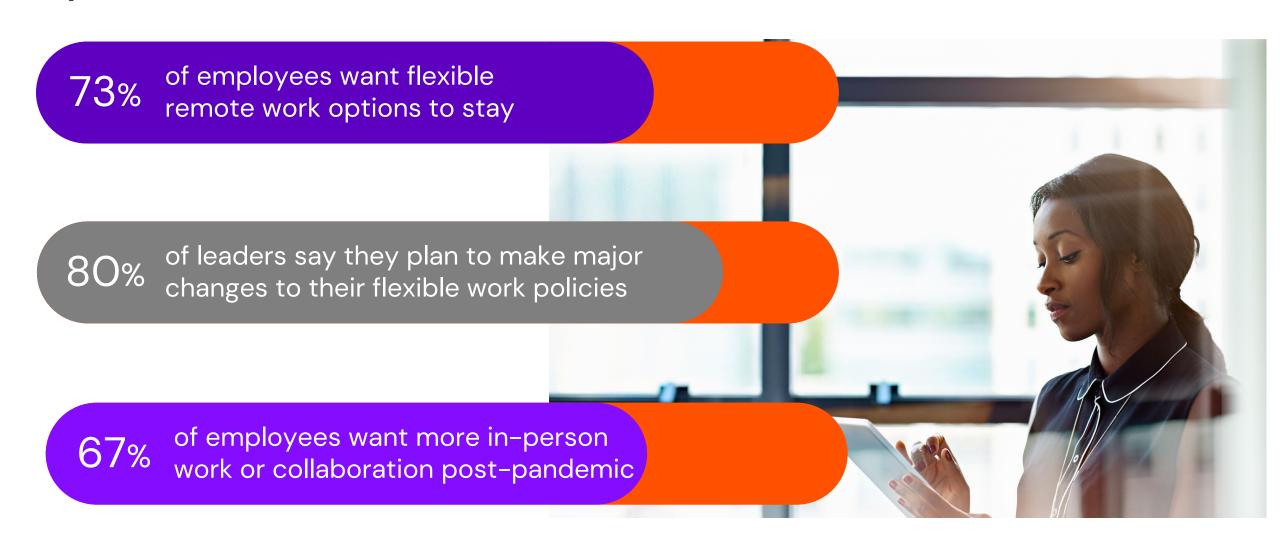


# Hybrid Work: What We Know





# 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



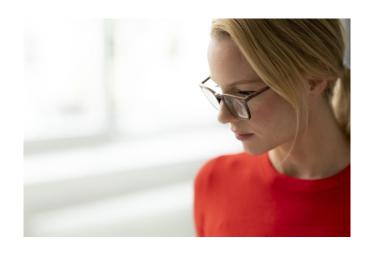


# The Better Way

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**



Burnout



Decreased Productivity

**Challenges:** 



Wellbe

Wellbeing



Work-Life Balance

Lack of Collaboration





- 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



## 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

## 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

