

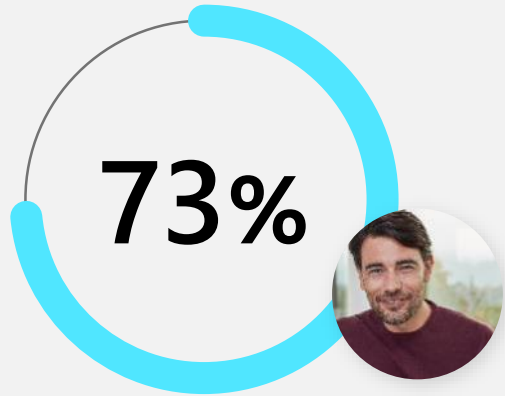


Microsoft Viva

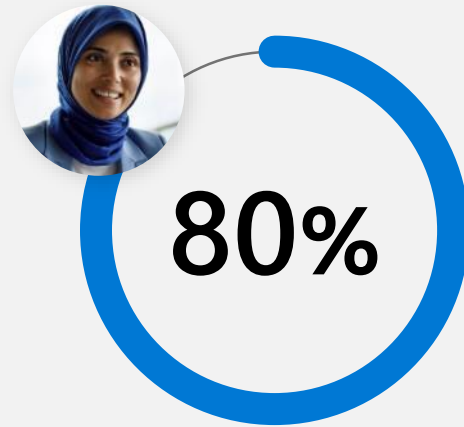
Microsoft Viva



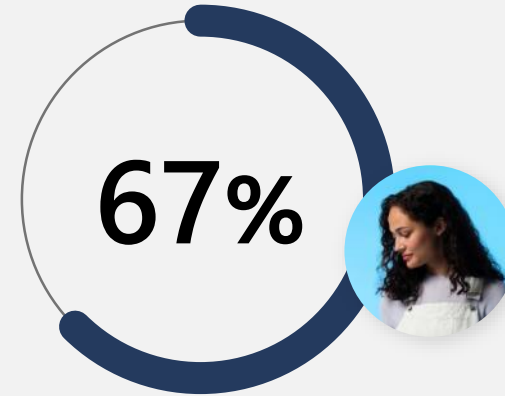
Hybrid work: a durable trend



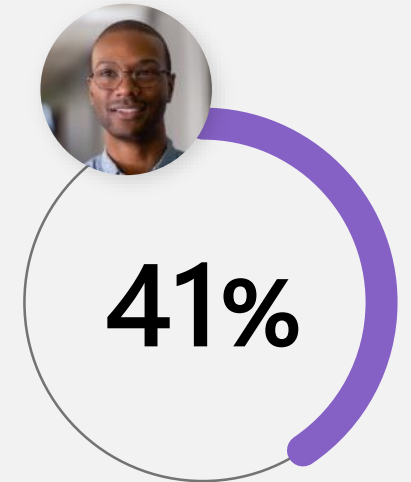
of employees want flexible remote work options to stay¹



of leaders say they plan to make major changes to their flexible work policies¹

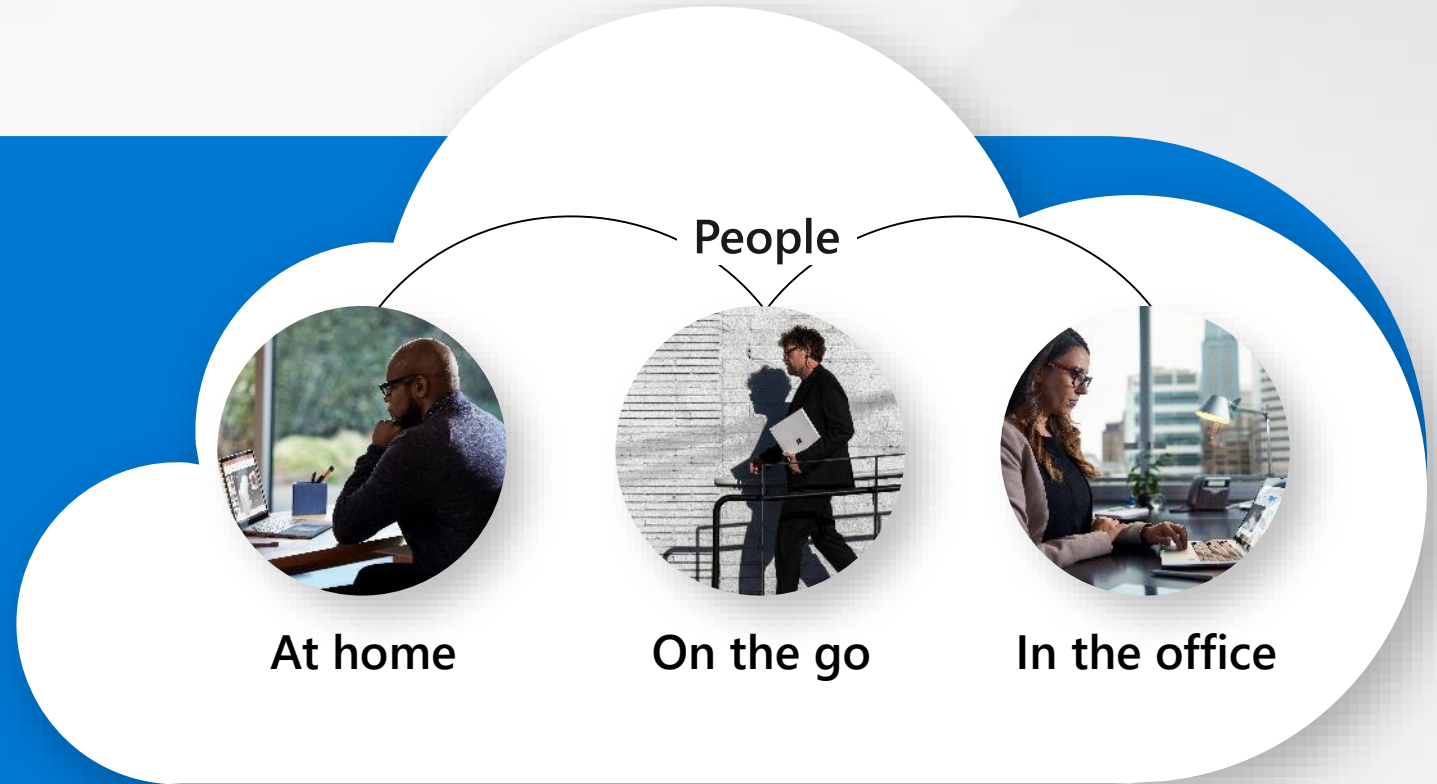


of employees want more in-person work or collaboration post-pandemic¹



of employees say they are considering other roles or companies coming out of the pandemic²

The shift to Hybrid Work



Challenges

People feel disconnected

Nearly **60%** of people say they feel less connected to their team after shifting to remote work.¹

Burnout is a global problem

85% say wellbeing has declined and **56%** say job demands have increased.²

People spend about an hour per day searching for or recreating information

Using multiple tools drives context switching, drains productivity and creates frustration.³

CEOs are concerned about talent and skills

79% of CEOs worldwide are concerned that a lack of essential skills in their workforce is a barrier to future growth.⁴



¹ Microsoft Work Trend Index: 2020 Annual Report

² Jennifer Moss, Beyond Burned Out, Harvard Business Review, February 10, 2021

³ Spiceworks/Ziff Davis survey commissioned by Microsoft, 2021

⁴ PwC CEO Survey, 2019

The driving force for any business is its people



Employee engagement

86% of top-performing companies say that digital training programs boosted employee engagement and performance.¹



Employee satisfaction

94% of employees say they would stay at a company longer if it invested in their learning and development.²



Employee retention

Highly engaged employees are **12x** less likely to leave their company than those who are not engaged.³



Profitability

Organizations with highly engaged employees have **21%** greater profitability.⁴



Microsoft Teams



Meet



Chat



Call



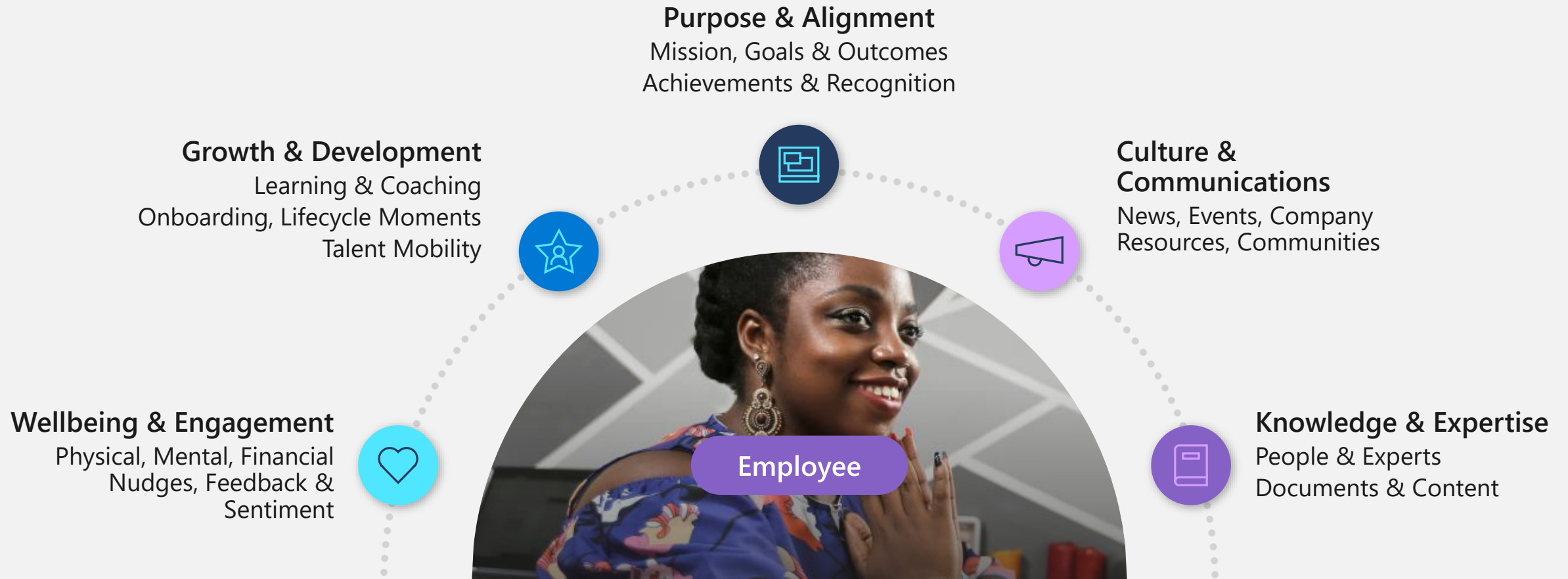
Collaborate



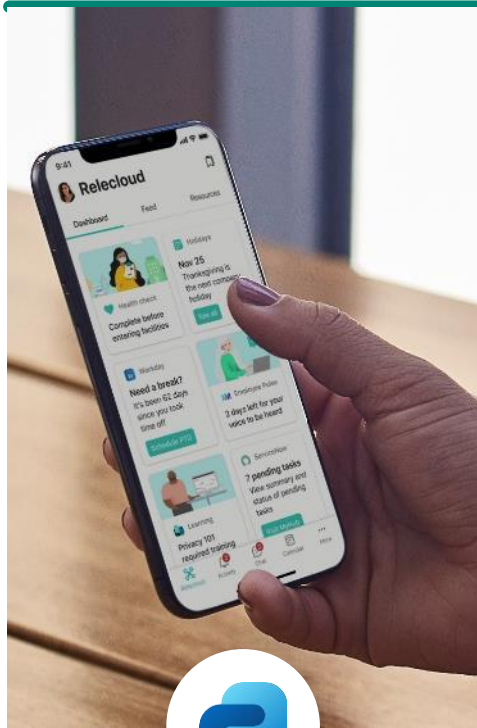
Apps

What is an Employee Experience Platform (EXP)

A digital platform that helps organizations create a thriving culture with engaged employees and inspiring leaders



Microsoft Viva: employee experience platform for the hybrid era



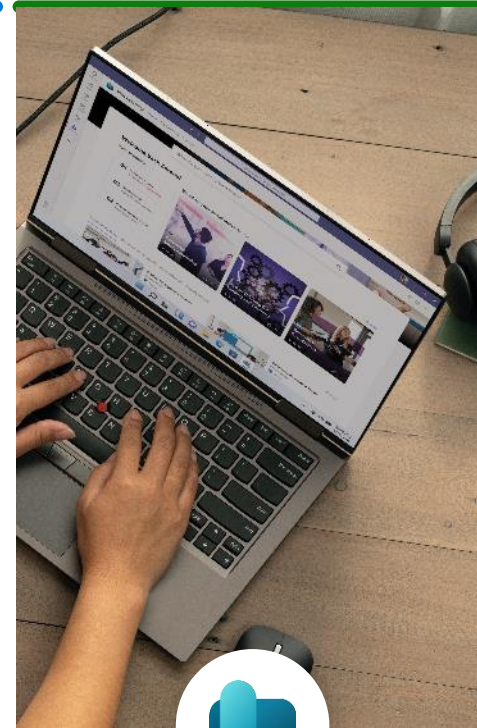
Viva Connections
Culture and communications



Viva Insights
Productivity and wellbeing

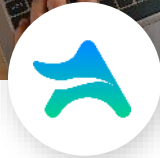


Viva Topics
Knowledge and expertise



Viva Learning
Skilling and growth

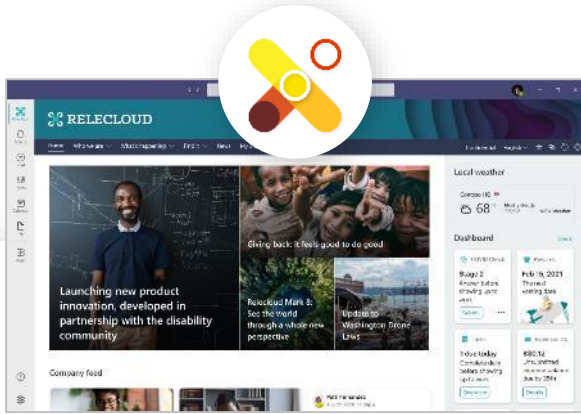
▶ Coming soon!



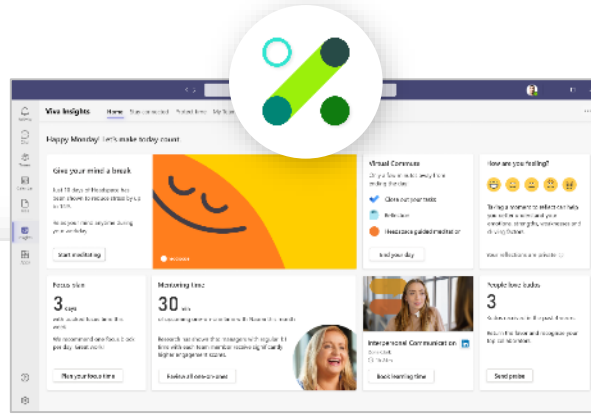
Ally.io
Objectives and key results

Microsoft Viva

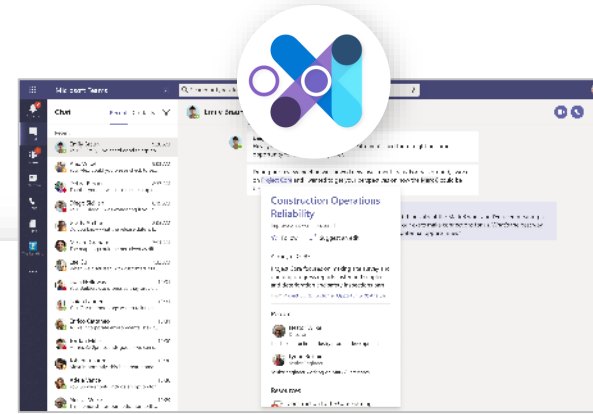
Employee Experience Platform for the Digital Era



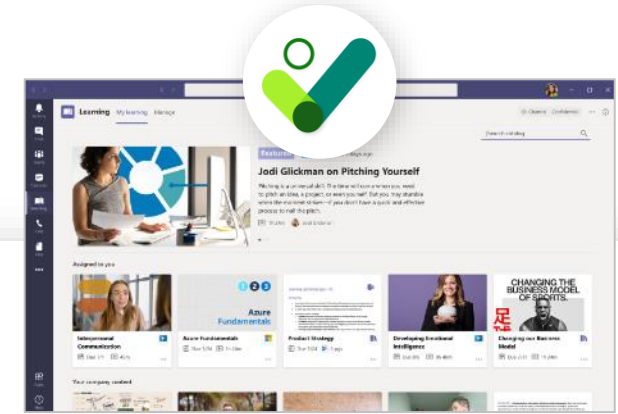
Viva Connections



Viva Insights



Viva Topics



Viva Learning



Viva Platform and Ecosystem

Microsoft 365

ERP

HCM

LMS

Content

Apps

CRM

Wellness

Many more...

Viva Connections Culture and communications

Keep everyone connected

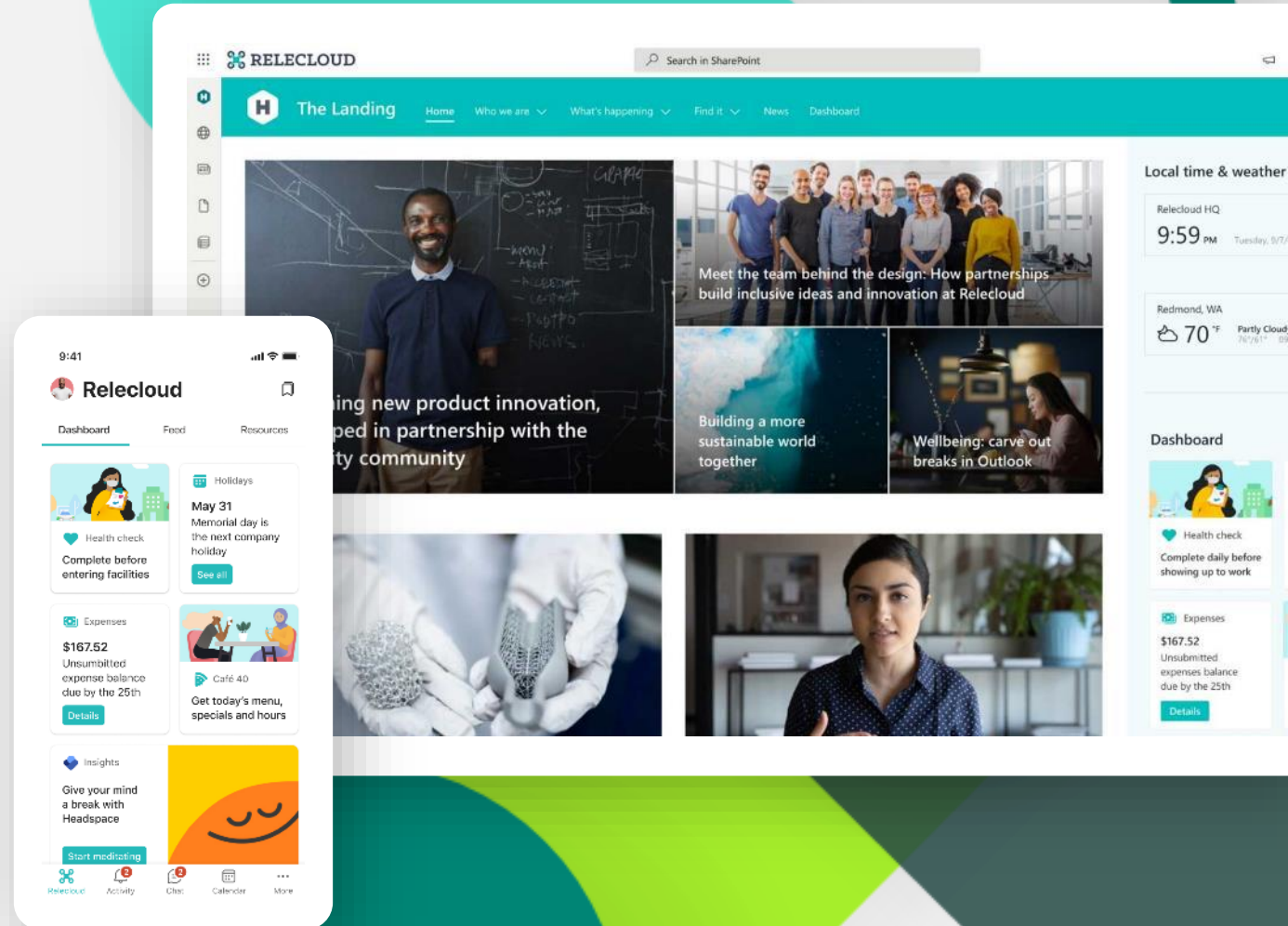
Encourage meaningful connections across the organization by enabling employees to easily discover relevant communications and communities.

Make it easy for people to contribute

Foster a culture of inclusion by empowering every employee to contribute ideas and share feedback.

Unite and inspire your organization

Align the entire organization around your vision, mission, and strategic priorities.



Viva Insights

Productivity and wellbeing

Deliver personalized and actionable insights

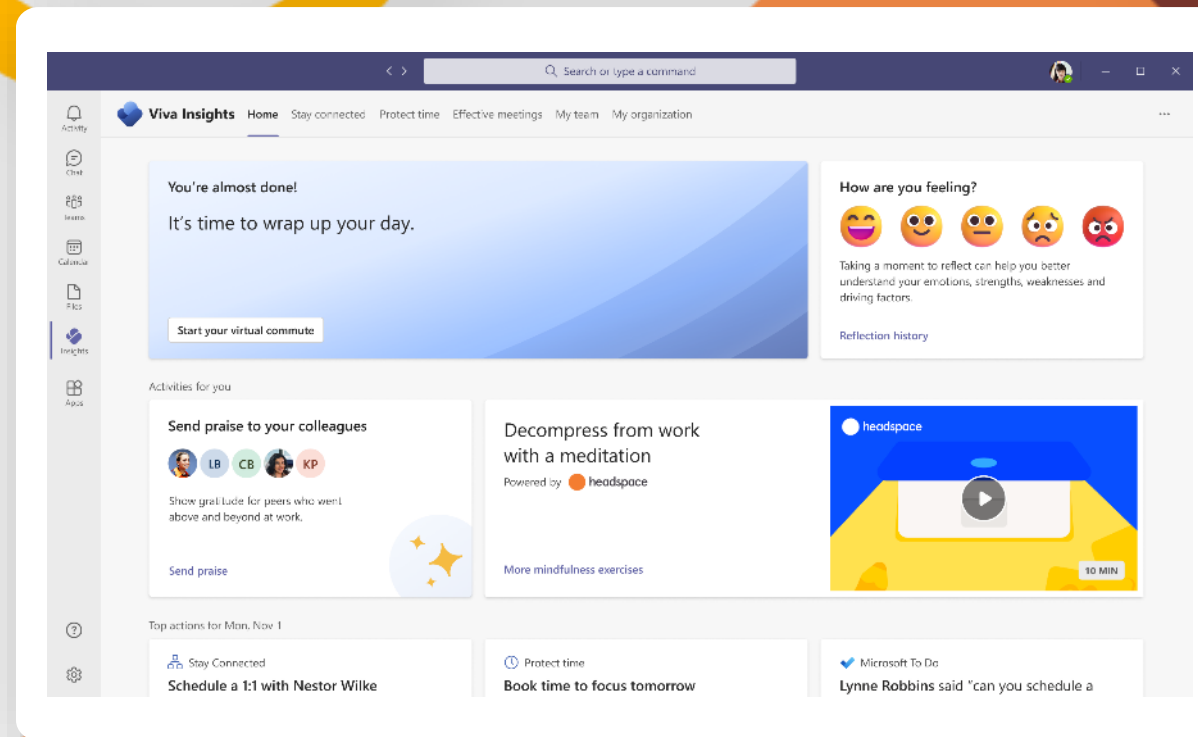
Empower individuals, teams, and orgs to achieve balance, build better work habits, and improve business outcomes with personalized insights and recommended actions.

Quantify impact of work on people and business

Gain data-driven, privacy-protected visibility into how work patterns affect wellbeing, productivity, and results.

Address complex business challenges

Use advanced tools and additional data sources to perform deeper analysis, address challenges important to your business, and respond quickly to change.



Viva Topics

Knowledge and expertise

Turn content into usable knowledge

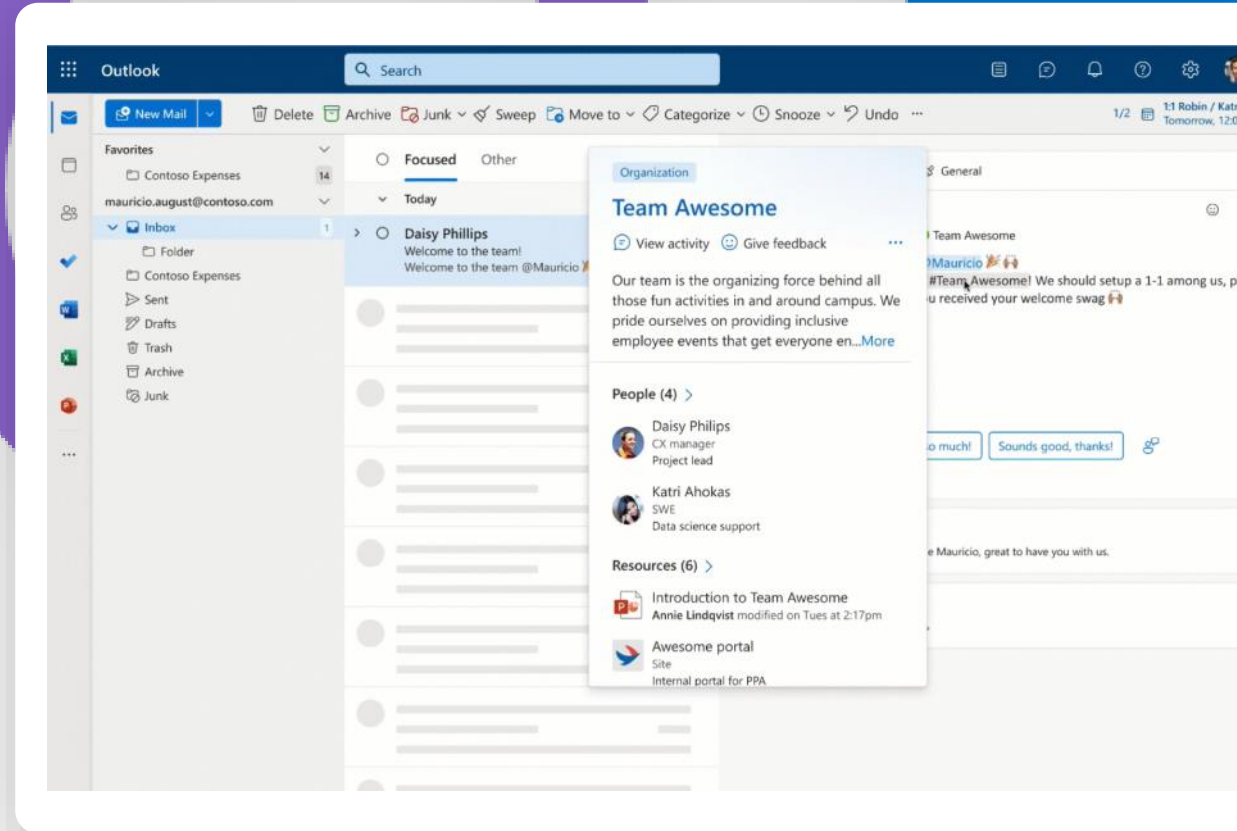
Use AI to reason over your organization's content and automatically identify, process, and organize it into easily accessible knowledge.

Organize knowledge into topic pages

Enable your organization's experts to share and refine knowledge through curated topic pages, automatically generated and updated by AI.

Make knowledge easy to discover and use

Deliver relevant topics cards in the apps people use everyday.



Viva Learning

Skilling and growth

Learn in the flow of work

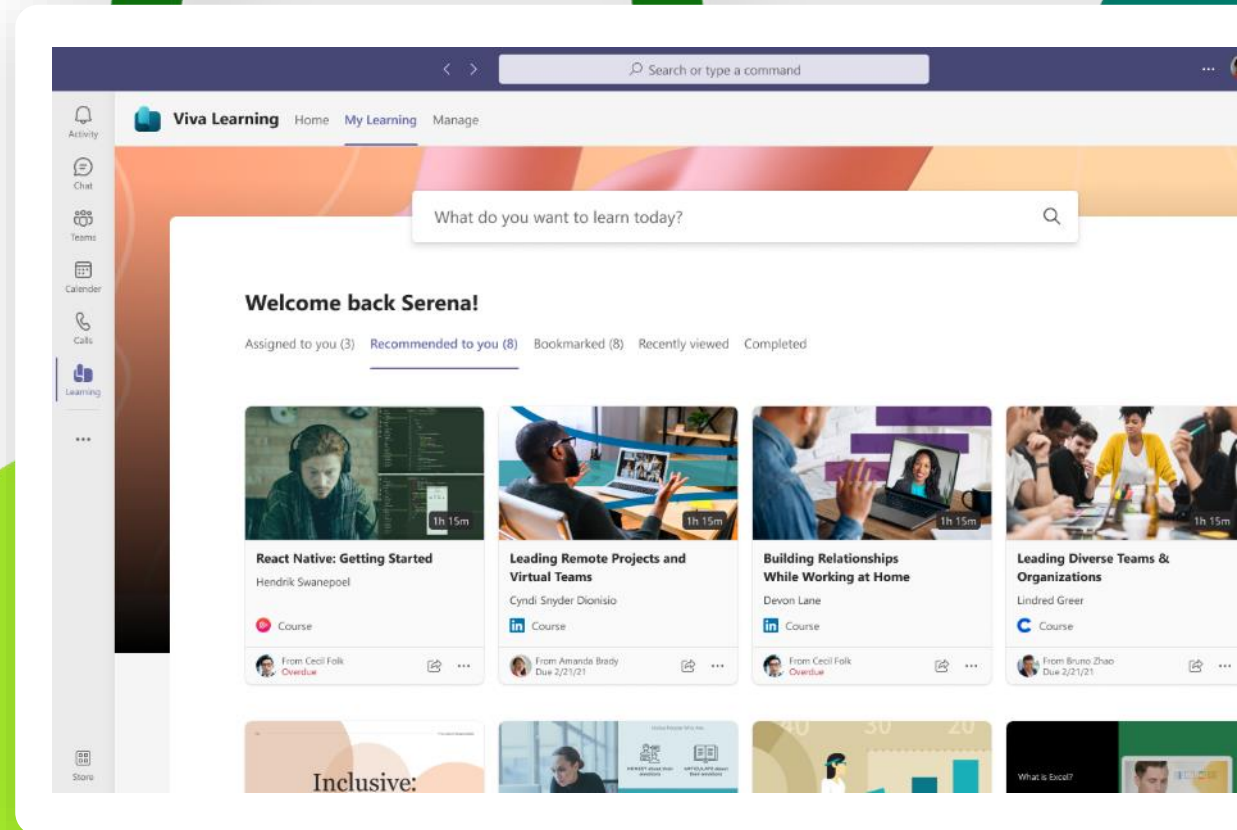
Integrate learning into the tools and platforms where users already spend their time with Microsoft Teams and Microsoft 365.

Simplify and centralize learning

Bring together learning content and tools from different sources in one central hub.

Get personalized and relevant content

Find the right content and discover new skills with personalized recommendations and search.



Microsoft Viva + Ally

Align people's work with team goals and company mission

COMING TO MICROSOFT VIVA IN 2022!

Encourage a deeper connection to work, purpose, and results in the hybrid world.

Ally.io will soon power a new Microsoft Viva module that aligns everyday work with team goals and company mission, through objectives and key results (OKRs) for all in the organization

Throughout 2022, Microsoft will weave Ally.io into Microsoft Viva, Microsoft Teams, Microsoft Power BI, and other Microsoft 365 apps and services. Current Ally.io customers can continue to expect the same support and service.



End-to-end goal management

A central hub to access and update goals, check in on progress, and see a shared view of team priorities



Integrate with employee workflows

Keep your top priorities top of mind, right where you're already working



OKRs embedded in the employee experience

Connect everyday work to the company's strategic objectives

Microsoft Viva

What makes it unique?

Organization layer

for employee experiences through Microsoft Teams

People at the center

with skills, resources in the flow of work

Powerful insights

that are actionable

Privacy and security

that you can trust

Platform and ecosystem

with customization and extensibility



Microsoft Viva: employee experience platform for the hybrid era



Viva Connections



Viva Insights



Viva Topics



Viva Learning



Ally.io



Viva Platform and Ecosystem

Microsoft 365

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Content

Apps

CRM

Wellness

Many more...

Microsoft Viva partner ecosystem



Developing Microsoft Viva to transform our employee experience

Teams across Microsoft had been developing individual employee experience tools well before the pandemic. While the efforts met the organization's goals, the teams working on those projects realized their efforts were sometimes disjointed, and that the ideal employee experience would come from a centralized platform that delivered a holistic, personalized user experience.

“Our goal was that regardless of where people are located, we give them the tools they need to be successful: the culture and connection, the ongoing learning and development, as well as the ability to balance productivity with wellbeing.”

— Seth Patton
General Manager, Microsoft 365 and Microsoft Viva



This customer story is part of a series that describes how Microsoft Viva was developed and deployed at Microsoft. Read the first blog [here](#); read the second blog [here](#).