Remote work is a reality

Remote working has accelerated the adoption of new communication and collaboration tools

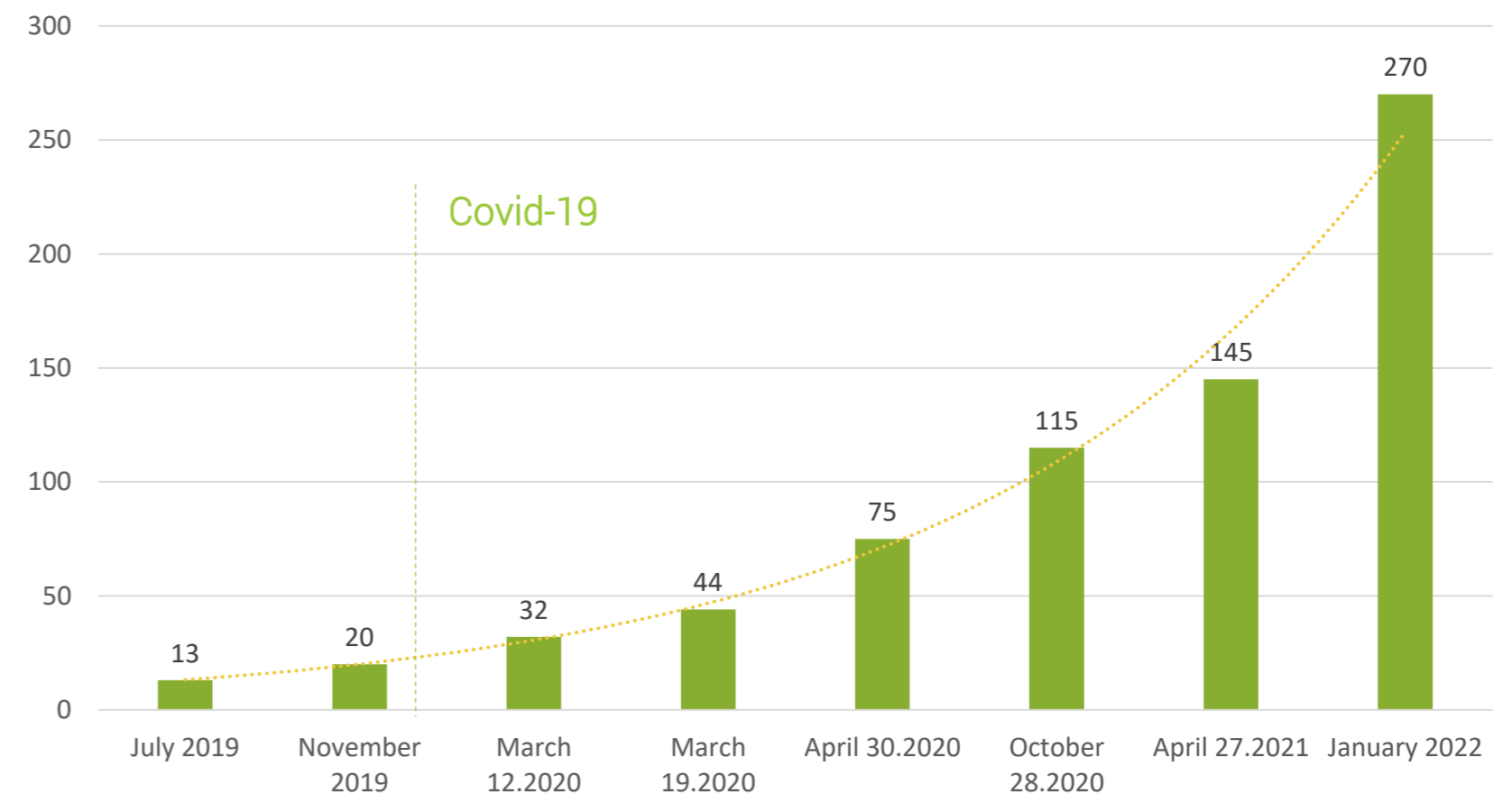## In January 2022, the remote workforce nearly doubled the past year

97% of them expressed wanting to have the option **to work from home** for the rest of their careers

However, nearly **60%** say they **feel less connected to their team** after switching to remote work*

Microsoft Teams Users

Covid-19

- July 2019: 13
- November 2019: 20
- March 12.2020: 32
- March 19.2020: 44
- April 30.2020: 75
- October 28.2020: 115
- April 27.2021: 145
- January 2022: 270

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Modern workforce mindset

Nowadays employees seek for a fit with company's vision and mission

46%

Percentage of employees who are looking for Positive culture from their Employers*

40%

Percentage of employees who are looking for a sense of purpose and meaning from their Employers*

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Main challenges in company's strategy engagement
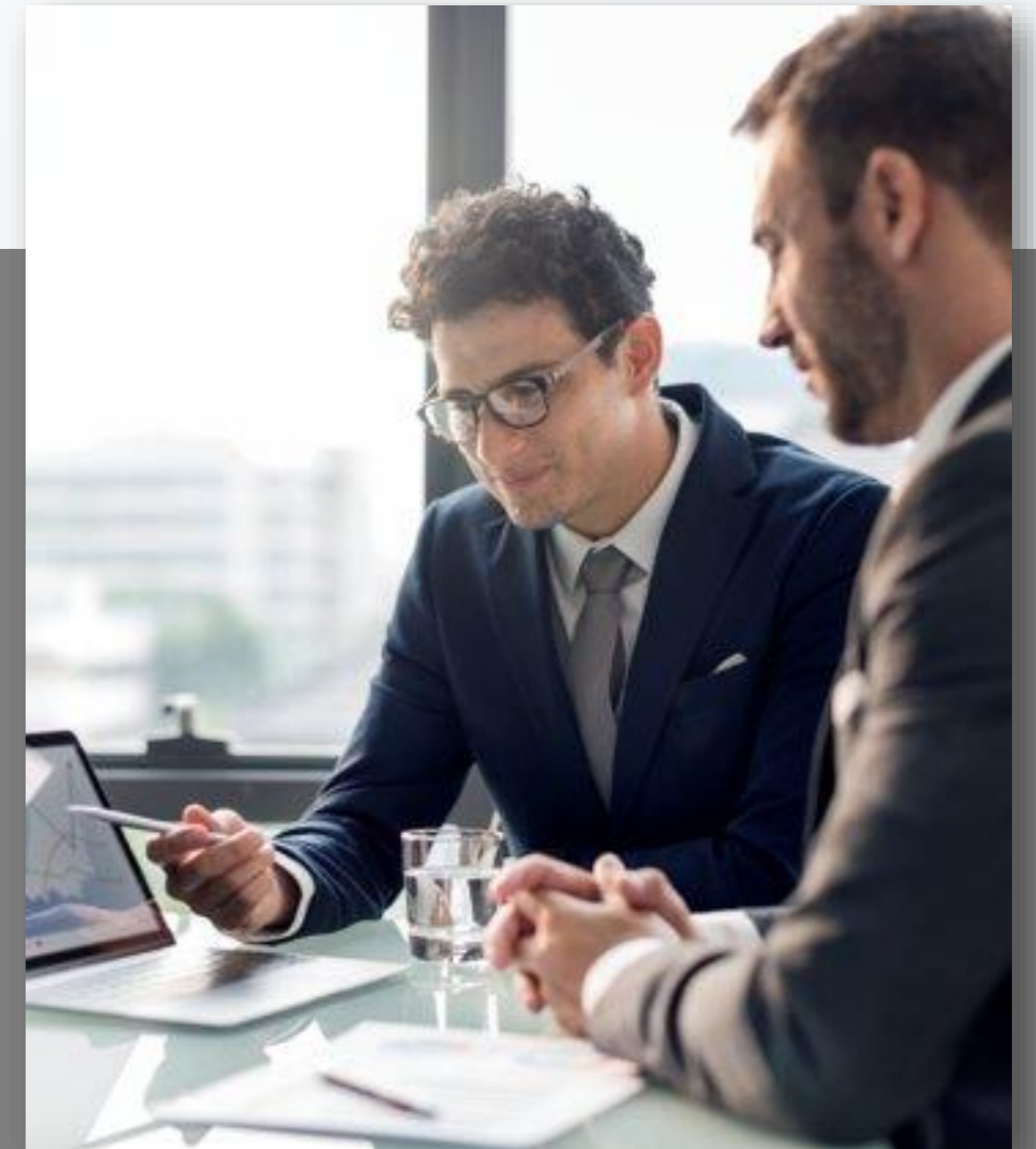
Purpose-driven Teams ought to have a clear strategy and framework

50%

Average percentage of leaders who say their company is planning full-time in-person work in year ahead*

13%

Average percentage of managers who know **how work** contributes to strategy*

*Microsoft Work Trend Index 2022, "No one knows your strategy – not even your top leaders"

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Our vision: Improve employee engagement

Help your employees stay informed, connected and productive with an Employee Experience Platform (EXP).

01 Promote meaningful connections through sharing of a common view on company mission

02 Improve access to information anywhere

03 Encourage employee inclusion by enabling individual sense of purpose and meaning

04 Centralize employees' day-to-day applications to reduce inefficient time switching work platforms

05 Align employees around your culture, objectives, results and strategic priorities

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Increase wellbeing with work balance, sustain your business

In this offer we present an initiative that includes a Proof of Concept (POC) which foresees the availability of insights to address complex organizational challenges, based in Viva Insights.

The solution adoption will help leaders nurture the wellbeing, resilience and productivity of the people and teams they lead.

CHALLENGES

The current hybrid working model presents extraordinary opportunities, both to employees as employers. The first need to be healthy to be productive (both at personal life and workplace), while the latest ought to promote work balance conditions and grant workforce productiveness.

It is necessary to provide empowerment (creating a culture of data-driven decisions), help your team to find a work balance (identifying work patterns that can lead to burnout and stress) and improve productivity (identifying improvement fields within individual frameworks).

IDEAL SOLUTION

Establish a workflow which grants balance achievement (by avoiding burnouts), transform meeting culture (in efficient framework), nurture effective managers (by releasing them from redundant tasks), enhance organizational resilience (by prioritizing workforce wellbeing) and improve operational effectiveness (by focusing on the core activities).

It can be developed with Viva Insights which is a customizable app in Microsoft Teams.

DESIRED OUTCOMES

With our initiative, we intend to hold workshops on Microsoft Viva Insights and assess work patterns/habits, deliver personalized and actionable insights adapted to organization's profile, and develop and implement an improvement prototype.

A change management service might be assessed as an add-on, according to your adaptation culture needs, in order to overcome natural human resistance to change.

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Wellbeing as a priority for the leaders

More than ever the balance between productivity and wellbeing is critical in a sustainable modern organization, and that is only feasible if the work habits insights are properly assessed, quantified and addressed.

1 INSIGHTS ASSESSEMENT
Based on track-record metadata, the assessment of work habits will determine the insights metrics in a pilot group.

2 INSIGHTS QUANTIFICATION
Advanced analytics will enable the quantification of patterns and their impact on individual daily productiveness.

3 INSIGHTS ADDRESSING
Actionable recommendations will be released, under privacy-protected visibility, leveraging work balance.

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Proposed Approach

Recommended approach to deploy Viva Insight POC.

Total: 4 weeks

Setup

- Detailed project plan
- Pilot group definition
- Team onboarding
- Kickoff

Discovery

Viva Insights Introduction
- Viva General & Insights Workshops
- Data collection

Envisioning

- Review results from Viva Insights Workshop to align on top scenario for Advanced Analytics
- Deploy Licenses and configure Viva Insights
- Set up Viva Insights and run 1 Advanced Insights Report Template (500 users)
- Final adjustments to prototype

Implementation

- Enable Viva Insights in Teams (up to 50 users / 1 org team, subset of above group)
  - Teams App Policy Configuration

Tests

- Training / Adoption /Knowledge transfer (end-user, content producer, admin)
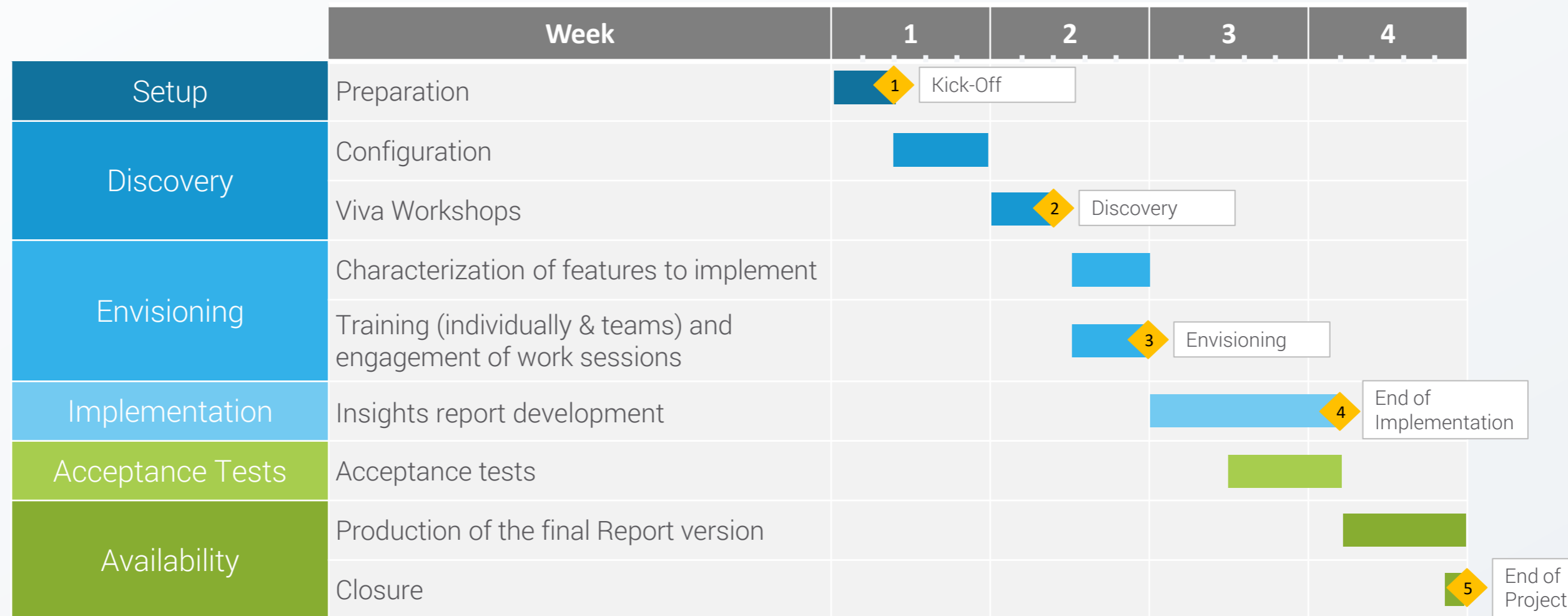- Acceptance tests

Availability

Go-Live
- Executive Readout
- Final Report issue
- Showcase next steps and reach full deployment
- Project Closure

Deliverables

Setup	Discovery	Envisioning	Implementation	Tests	Availability
- Project Plan - Kick-off meeting	- Workshops Readout	- Report preliminary template availability	- Email announcing initiative status and next steps (teaser)	- Training materials production	- Final Report release - Invite to launching session (with sponsor) - Live event announcing Viva Insights availability - Go-Live email with support info

Our Roadmap

Recommended plan for our proposed approach.

Week	1	2	3	4
Setup — Preparation	■ 1 Kick-Off			
Discovery — Configuration				
Discovery — Viva Workshops		2 Discovery		
Envisioning — Characterization of features to implement				
Envisioning — Training (individually & teams) and engagement of work sessions		3 Envisioning		
Implementation — Insights report development			4 End of Implementation	
Acceptance Tests — Acceptance tests				
Availability — Production of the final Report version				
Availability — Closure				5 End of Project

Our offer assumptions

- The present estimates assume that the client has already an Office 365 and Microsoft Teams installed;

- Being the solution based in Office 365, its performance it's directly dependent of the service online capacity, being required the access to Office 365 Tenants, as Azure, to our team;

- The scope of this SoW does not include any software or hardware. It will be the customer responsibility to provide any of these, when necessary;

- Additional services, namely, UX/UI design and change management can be designed and implemented, subject to assessment;

- All proposed workshops/sessions are remote and are based in up to 50 elements focus/pilot group;

- The customer will be responsible for making sure that all necessary participants and sponsors will be available in a timely manner to participate in the proposed activities;

- This offering can be customized accordingly to customer needs and requirements. Unipartner demonstrates now the availability to further detail and adapt it and to formalize it thru a Scope of Work written document.

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Are you ready to help your employees stay connected and engaged?

Call for more information: +351 210 171 610

Ask a question via email: contact@unipartner.com