



# Enhance Employee Experience with Viva Goals

## Proof-of-concept

Keep your teams aligned with the Objectives and Key Results (OKR)

# Remote work is a reality

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



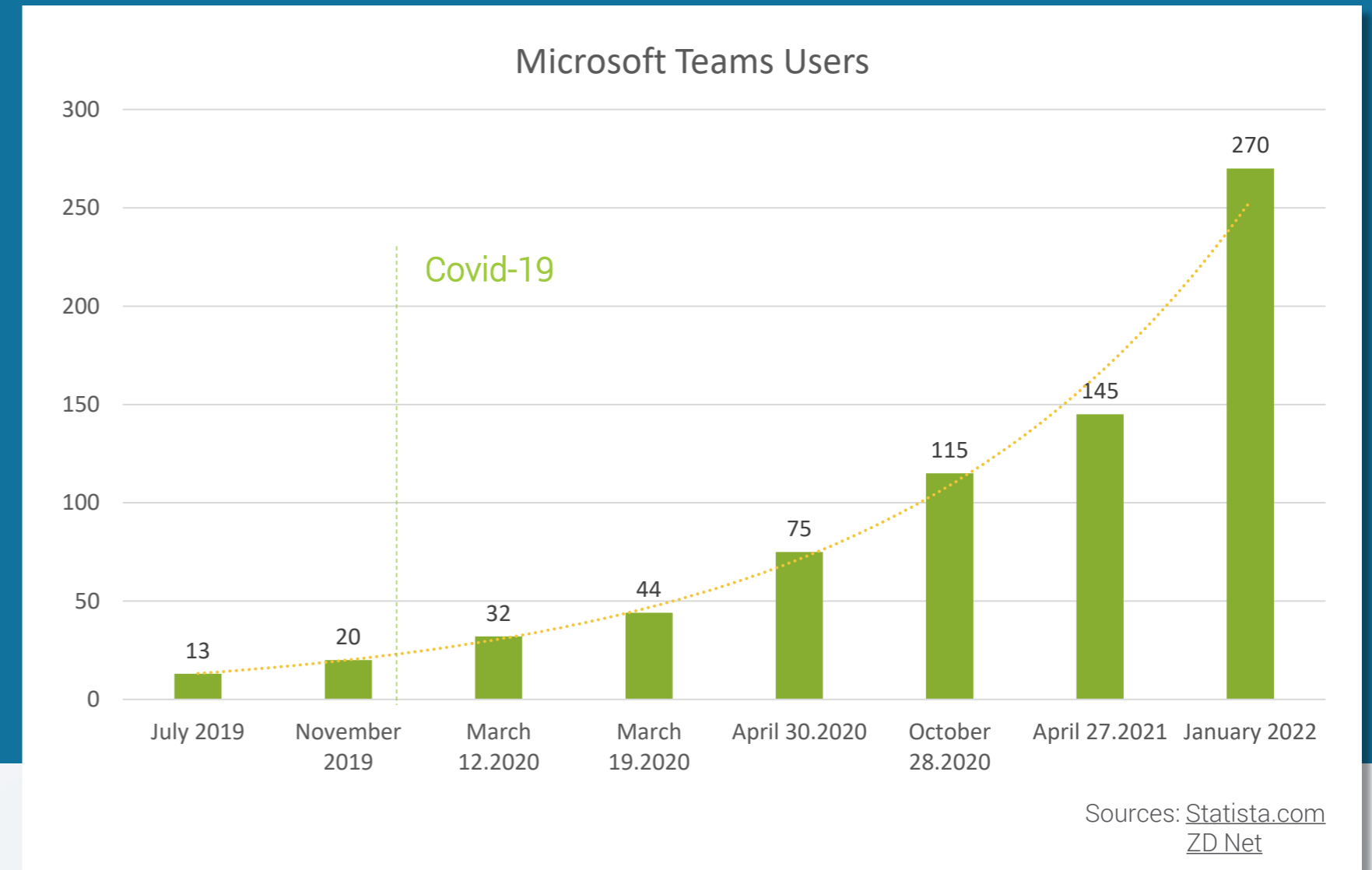
In January 2022, the remote workforce nearly doubled the past year

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\*

\*Sources: [The 2022 State of Remote Work](#)  
[Microsoft Work Trend Index, 2021](#)



# 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\*



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

# Main challenges in company's strategy engagement



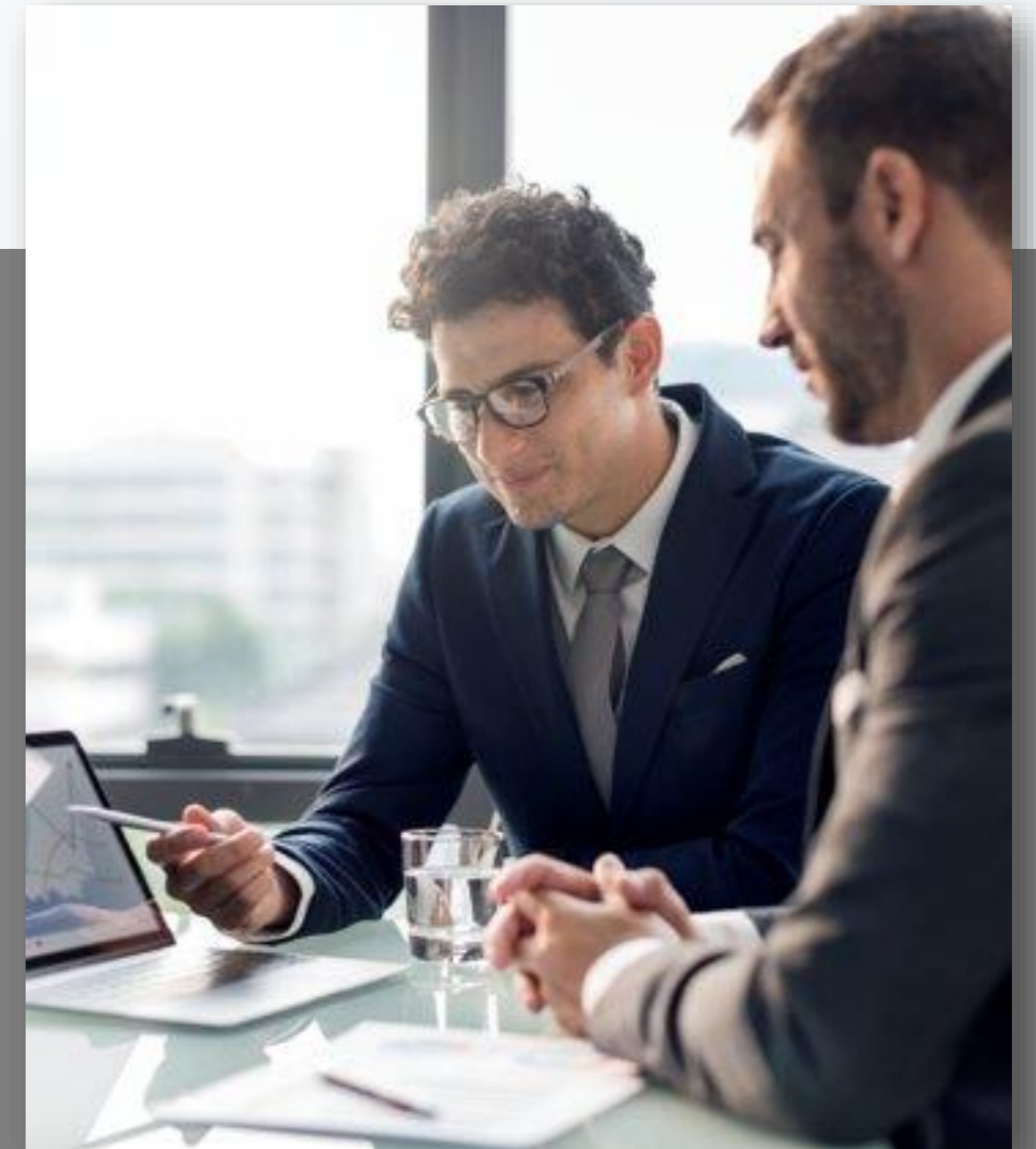
Purpose-driven Teams ought to have a clear strategy and framework

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"

# Our vision: Boost employee engagement

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



# Increase engagement and success, drive your business

In this offer we present an initiative that includes a Proof of Concept (POC) which foresees the leverage of organization's Objectives and Key Results (OKR), based in Viva Goals.

The solution adoption will enable a common business goal-setting and improve management methodology.



## CHALLENGES

The current hybrid working model presents extraordinary opportunities, both to employees as employees. The first need to be productive and feel connected (to their teams and organization as a whole), while the latest ought to provide proper work resources and grant teams engagement, as goal focus/mindset.

It is necessary to provide clarity (on company's vision and mission) and stay aligned across company, being required teams to focus on impact, not the output, bringing goals into the flow of everyday work.

## IDEAL SOLUTION

Establish a workflow which grants alignment (in terms of strategy, team and individual goals), focus (prioritizing work according with the objectives), transparency (taking ownership of core outcomes creates clear accountability), agility (dynamic real-time data enable faster decision making) and achievement (striving the goals, as an output of previous combination).

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

## DESIRED OUTCOMES

With our initiative, we intend to hold workshops on Microsoft Viva Goals and current workflow model on Objectives and Key Results (OKR), assess the existing organization's framework, 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.



# Everyone's commitment for Goals achievement

Count on all employees to create a dynamic and effective framework, more suited to the organization's needs, by monitoring OKR's in a focus/pilot group.

# 1

## OKR INTRODUCTION

Organizational experimentation with OKR methodology via a pilot group.

# 2

## OKR ADAPTATION

Pilot group learning OKR concept and building into business rhythm.

# 3

## OKR SCALING

Pilot group understanding how OKR will potentiate their framework at scale, in order to expand it.

# Proposed Approach

Recommended approach to deploy Viva Goals POC.

Total: 4 weeks



## Setup

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

## Discovery

- Viva Goals Introduction
  - Viva Goals Workshops
  - Data collection

## Envisioning

- Review results from Microsoft Viva Workshop to align on your Viva Goals and OKR strategy
- Deploy Licenses and configure Viva Goals
- Final adjustments to prototype

## Implementation

- Enable Viva Goals in Teams (up to 50 users), including:
  - Teams App Policy Configuration
  - Review OKR Leadership and Best Practices

## 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

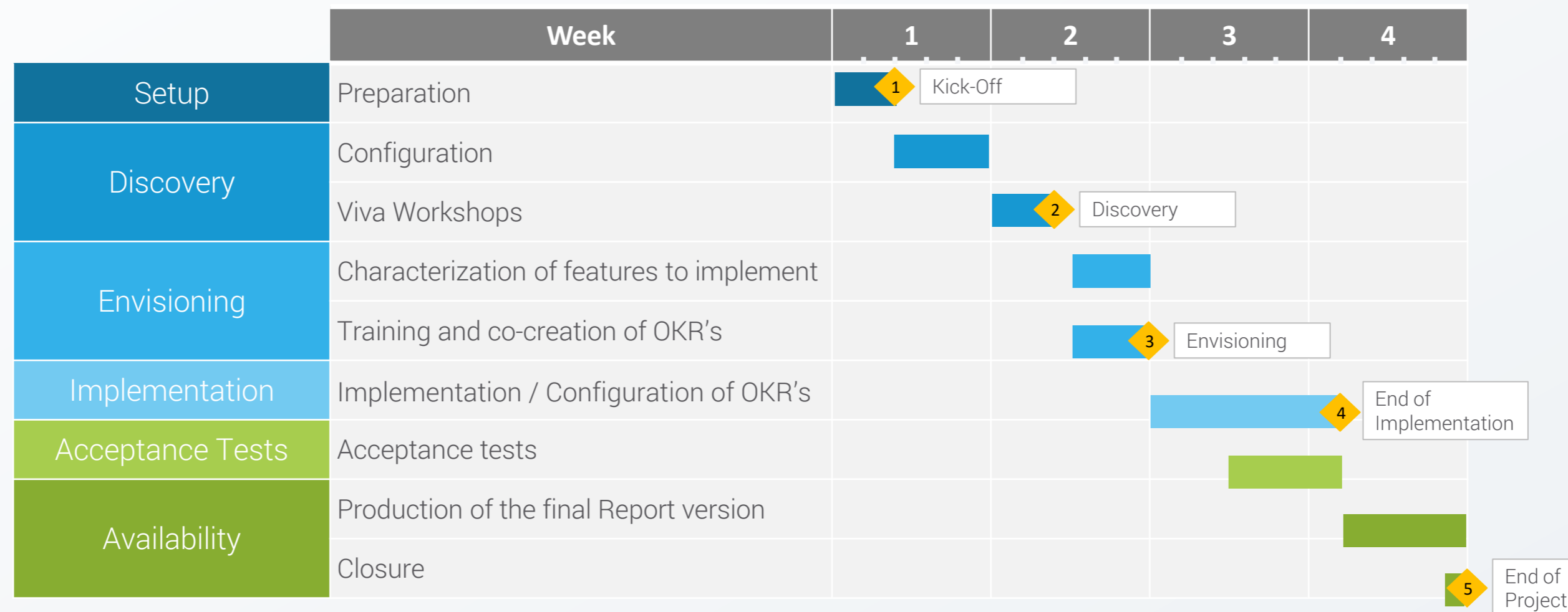
### Deliverables

- 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 Goals availability
- Go-Live email with support info



# Our Roadmap

Recommended plan for our proposed approach.





## 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.

# 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](mailto:contact@unipartner.com)

