Microsoft Viva

Reimagine the employee experience with Microsoft Viva

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Slik får du hybride team til å fungere

Det er særlig én type team som fungerer dårlig...
der noen jobber på kontoret og noen hje...

Kultur | Hjemmekontor

Hjemmekontoristen fikk viljen sin

Arbeidsgiverne forsøker å få dem tilbake på kontoret, men de ansatte vil ikke. Nå er forskningen klar: Hjemmekontoristene vinner.

Aftenposten

Kultur | Teknologi

Hybride møter er så dårlige at de frarådes av forsker. Nå bruker bransjen store summer på å løse dem.

...ransjen er på vill jakt etter en teknologisk løsning. Men de jakter på ...ed, mener Sintef-forsker.

Times Now + Follow   View Profile

WFH: Microsoft CEO Nadella feels there's a disconnect between management and employees over productivity

Times Now Digital - Yesterday 10:18 am

React   Comments   👍 6

A mid debates over moonlighting and effectiveness of work-from-home model, Microsoft CEO Satya Nadella has coined a new word called "productivity paranoia", saying there's a real disconnect between the management and the employees over productivity.

DN **Dagens Næringsliv** ✓
2 d · ⚙

Cecilia sliter med å ta helt fri fra hjemmekontoret, selv de dagene hun føler seg syk. Det er hun ikke alene om.

...t, han også, som mange andre.
ARKIVFOTO: Siri Øverland

Neat Frame (t.h.) gir mer plass til kollegers ansikter og bedre lyd på trange hjemmekontor. Men enda mer avanserte løsninger er på vei. Foto: Per Kristian Bjørkeng

DN.NO

Syk på hjemmekontor - jobber likevel (+)
Grensene flyttes.

Work Trend Index: Microsoft's latest research on the ways we work.

Work Trend Index Special Report · September 22, 2022

Hybrid Work Is Just Work.
Are We Doing It Wrong?

85%
of leaders say the shift to hybrid work has made it challenging to have confidence that employees are being productive.

12%
leaders say they have full confidence their team is productive

73%
of employees say they need a better reason to go in than just company expectations

76%
of employees say they'd stay longer at a company if they could benefit from learning and development support

Read the latest report

People come in for each other

73%

of employees say they need a better reason to come into the office than policy alone

85%

of employees are motivated by rebuilding team bonds

Re-recruit your employees

76%

of employees say they'd stay at their company longer
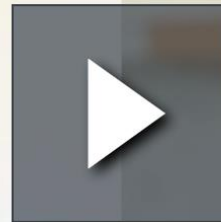with more learning and development support

Empowering Your Workforce in Economic Uncertainty

Watch Satya Nadella, Chairman and CEO of Microsoft; Ryan Roslansky, CEO of LinkedIn; and Jared Spataro, CVP of Modern Work at Microsoft, to get urgent insights every leader needs to know in a rapidly changing economic environment.
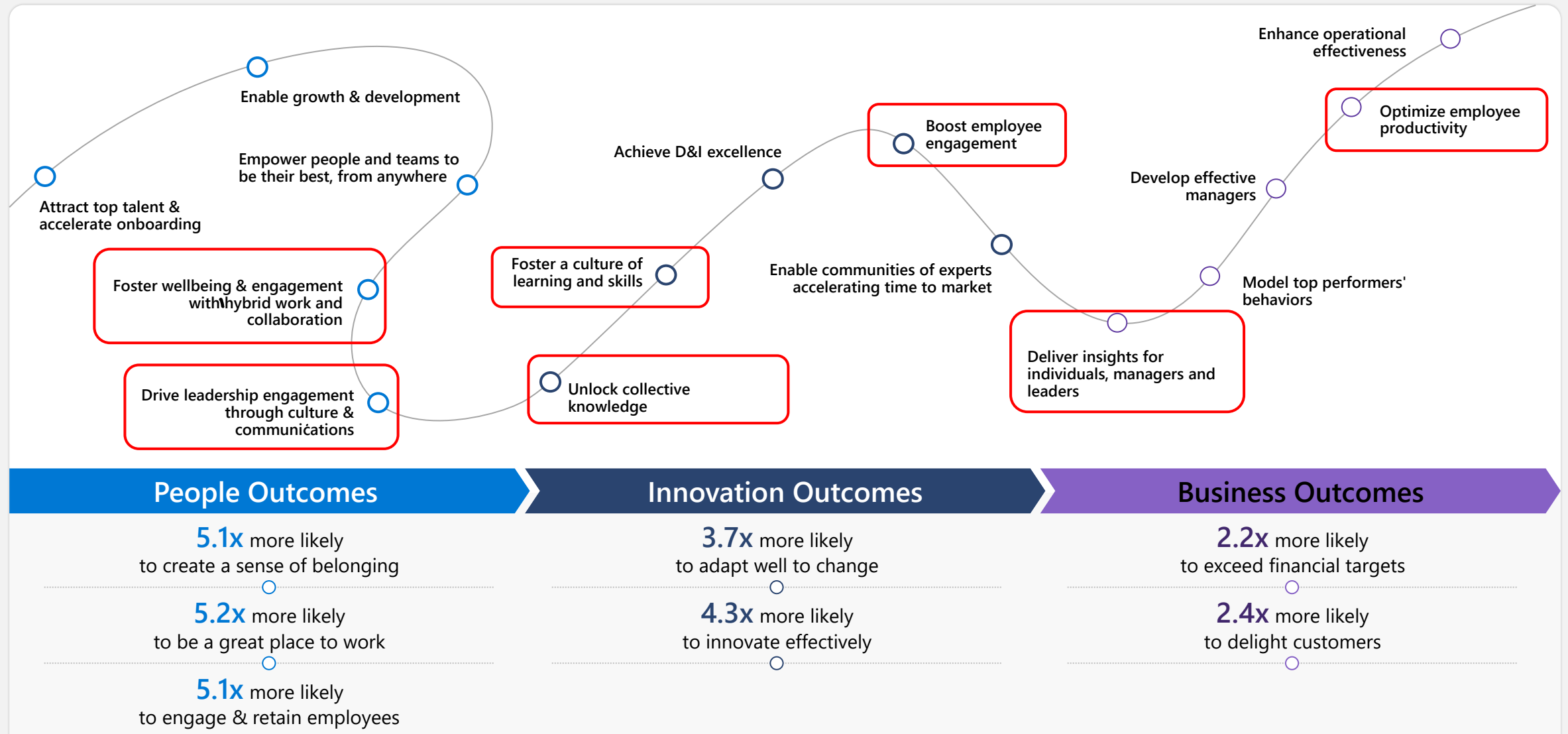
Companies leveraging the right Employee Experience strategies....

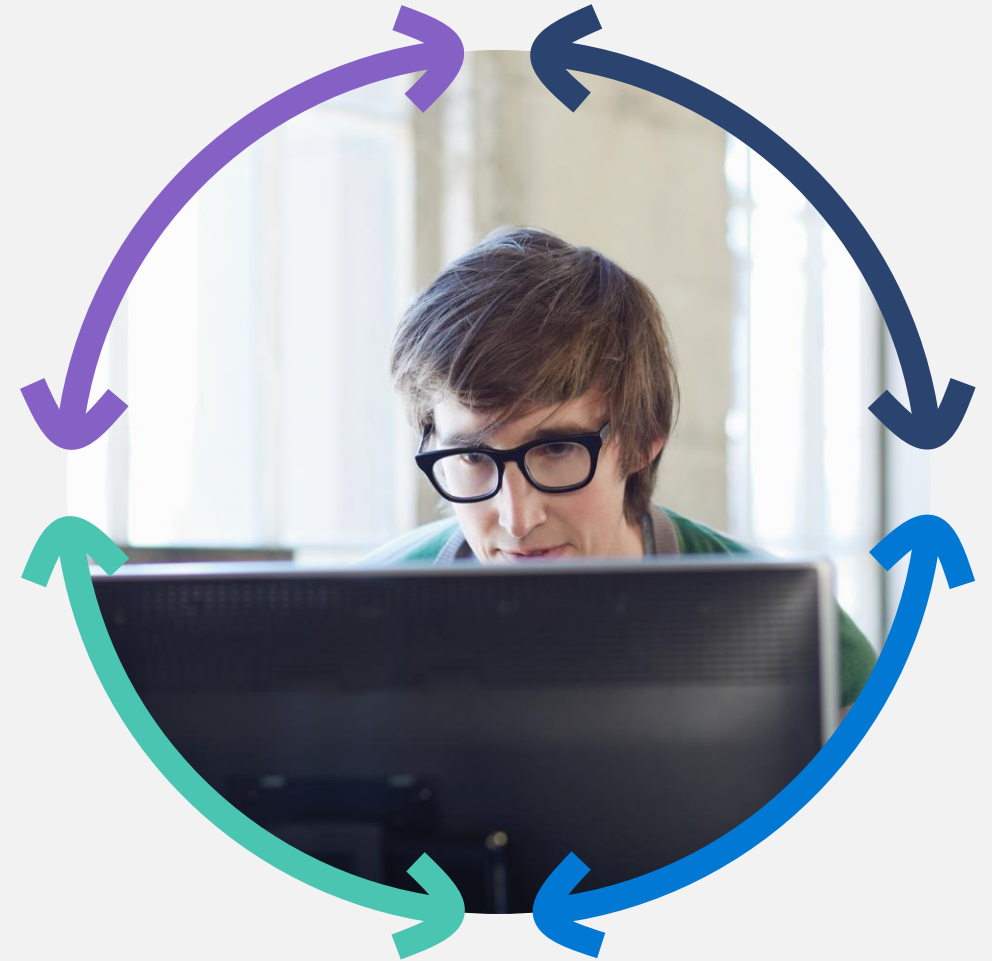...drive significant impact for people, innovation and business in the organization.

Enable growth & development

Empower people and teams to be their best, from anywhere

Attract top talent & accelerate onboarding

Achieve D&I excellence

Boost employee engagement

Enhance operational effectiveness

Optimize employee productivity

Develop effective managers

Foster wellbeing & engagement with hybrid work and collaboration

Foster a culture of learning and skills

Enable communities of experts accelerating time to market

Model top performers' behaviors

Drive leadership engagement through culture & communications

Unlock collective knowledge

Deliver insights for individuals, managers and leaders

People Outcomes	Innovation Outcomes	Business Outcomes
5.1x more likely to create a sense of belonging	**3.7x** more likely to adapt well to change	**2.2x** more likely to exceed financial targets
5.2x more likely to be a great place to work	**4.3x** more likely to innovate effectively	**2.4x** more likely to delight customers
5.1x more likely to engage & retain employees		

Josh Bersin, The Definitive Guide 2021 Employee Experience

But navigating the employee experience is hard

34% of companies have invested in six or more tools for employee experience goals[1]

68% of employees find these current tools outdated or irrelevant[1]

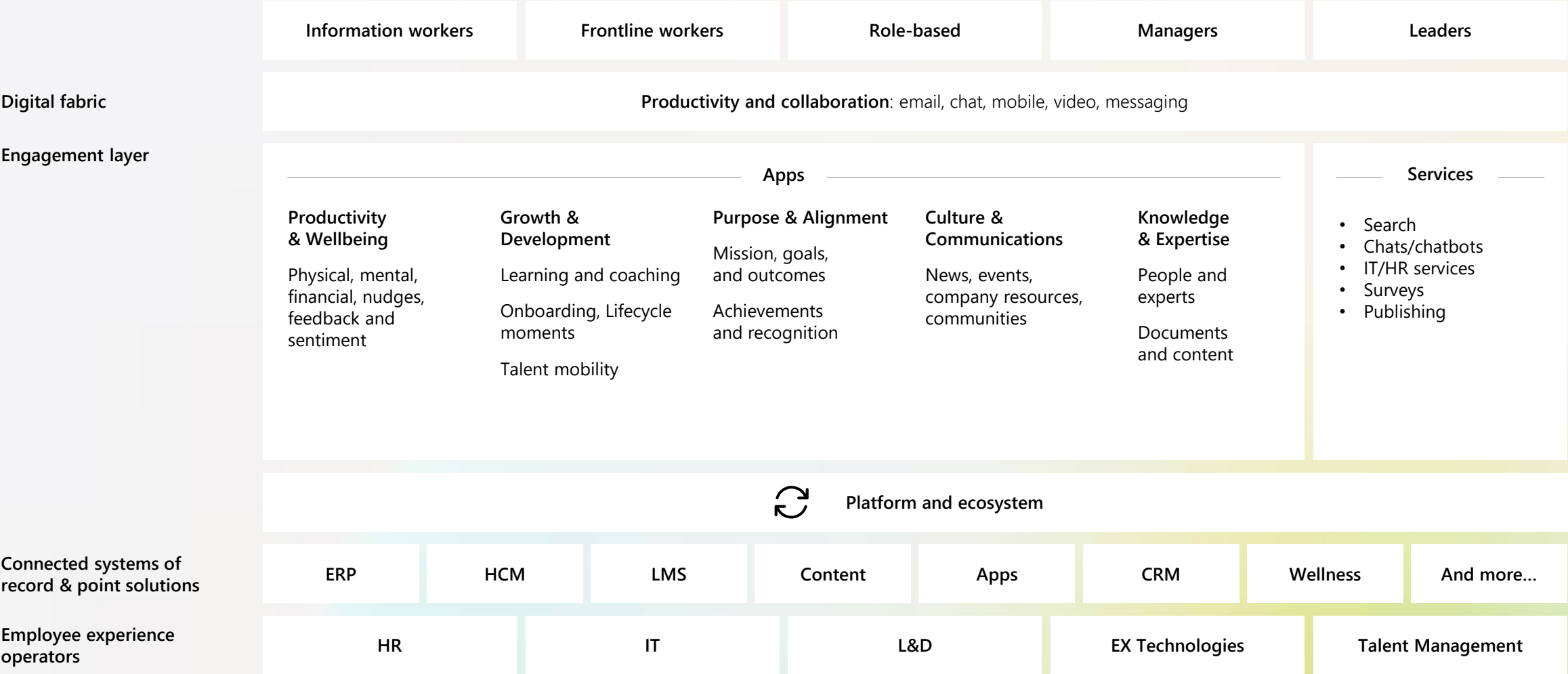94% of business leaders want one comprehensive system[1]

[1]Forrester Consulting. New Workforce, New EX Technology. A Microsoft-commissioned study. November 2021.

What is an **employee experience platform (EXP)**?

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

Learning & development
Learning and coaching onboarding, lifecycle moments, talent mobility

Purpose & alignment
Mission, goals and outcomes, achievements and recognition

Culture & communications
News, events, company resources, communities

Insights & wellbeing
Physical, mental, financial, nudges, feedback and sentiment

Knowledge & expertise
People and experts, documents and content

People at the center

Productivity and collaboration: email, chat, mobile, video, messaging

What is an **employee experience platform (EXP)**?

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

Information workers	Frontline workers	Role-based	Managers	Leaders

Digital fabric

Productivity and collaboration: email, chat, mobile, video, messaging

Engagement layer

Apps

Services

Productivity & Wellbeing	**Growth & Development**	**Purpose & Alignment**	**Culture & Communications**	**Knowledge & Expertise**
Physical, mental, financial, nudges, feedback and sentiment	Learning and coaching Onboarding, Lifecycle moments Talent mobility	Mission, goals, and outcomes Achievements and recognition	News, events, company resources, communities	People and experts Documents and content

- Search
- Chats/chatbots
- IT/HR services
- Surveys
- Publishing

🔄 **Platform and ecosystem**

Connected systems of record & point solutions

ERP	HCM	LMS	Content	Apps	CRM	Wellness	And more…

Employee experience operators

HR	IT	L&D	EX Technologies	Talent Management

Microsoft Teams

Meet

Chat

Call

Collaborate

Apps
Microsoft Viva

Microsoft Viva

The integrated employee experience platform that empowers people and teams to be their best

Viva Connections | All apps in one place

All employees ◄ ► Role-based experiences

Connection	Insight	Purpose	Growth	
Keep everyone informed, included, and inspired	Improve productivity and wellbeing with actionable insights	Align people's work to team and organization goals	Help employee learn, grow, and succeed	

Viva Engage

Viva Insights

Viva Goals

Viva Topics

Viva Sales

Viva Amplify

Viva Pulse

Viva Learning

Microsoft 365

Platform and admin services	Privacy and security	Integrations to HCM, CRM, LMS, wellness, and more
Briefing email, people, answers, admin experience, common navigation	Granular feature access controls, inherited permissions for 3P, differential privacy for insights	Workday, Qualtrics, SAP SuccessFactors, LinkedIn, Headspace, and more
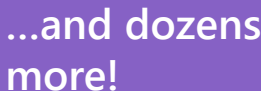
Microsoft Viva partner ecosystem

GLINT	Linked in Learning	servicenow	TRIBUTE	PLURALSIGHT	coursera
skillsoft	qualtrics XM	edcast	udemy business	workday	ZEBRA / REFLEXIS NOW PART OF ZEBRA TECHNOLOGIES
OpenSesame	UKG	limeade	KPMG	Moveworks	Halp
cornerstone	saba	headspace	LifeWorks	edX	HARVARD BUSINESS PUBLISHING
joshbersin academy	SAP SuccessFactors	go1	BlueYonder	TALENTSOFT	...and dozens more!

Home for your employee experience
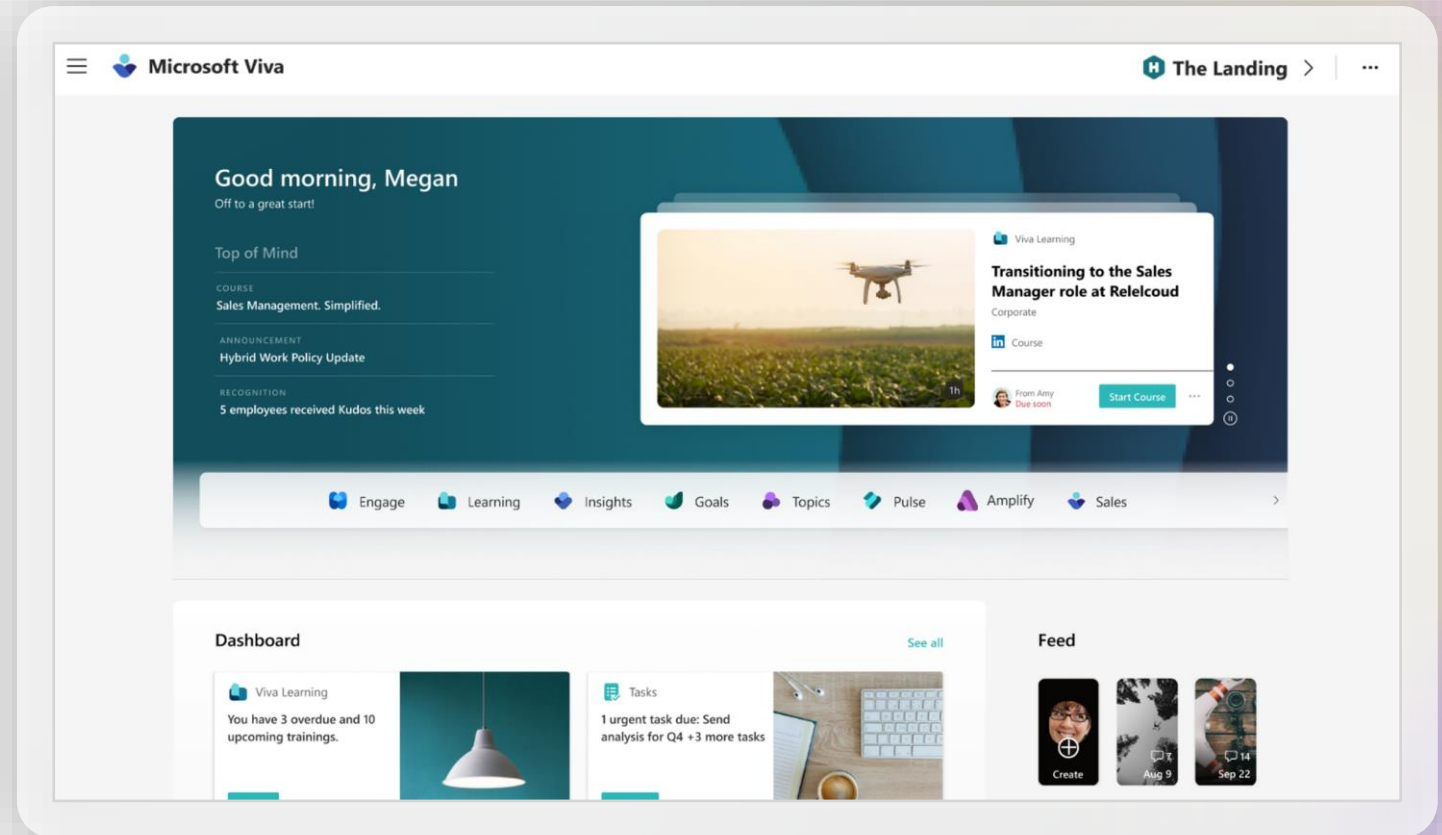
Simplify employees' day through an integrated and personalized dashboard, and keep employees connected with targeted news and information from across Microsoft 365

Viva Home | Coming in 2023

Personalized communication and resources

Tailor the experience to specific employee groups, roles, or geos with targeted news, conversations, and content powered by AI and Microsoft Graph

Viva Connections
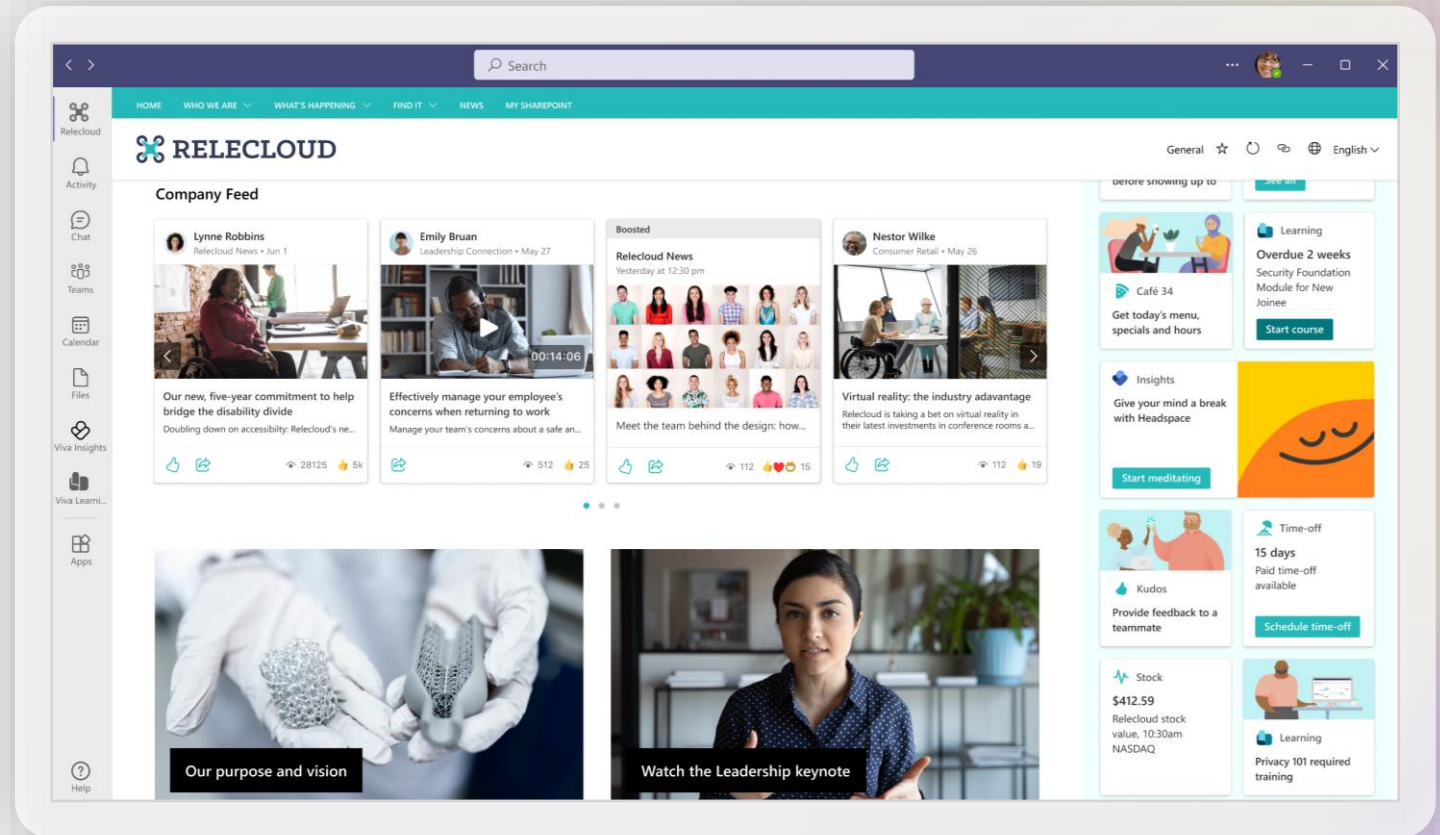
Employee engagement and communication at scale

Build a two-way dialogue between leadership and employees and foster open discussion and knowledge sharing amongst employees across departments, geographies, and languages

Viva Engage
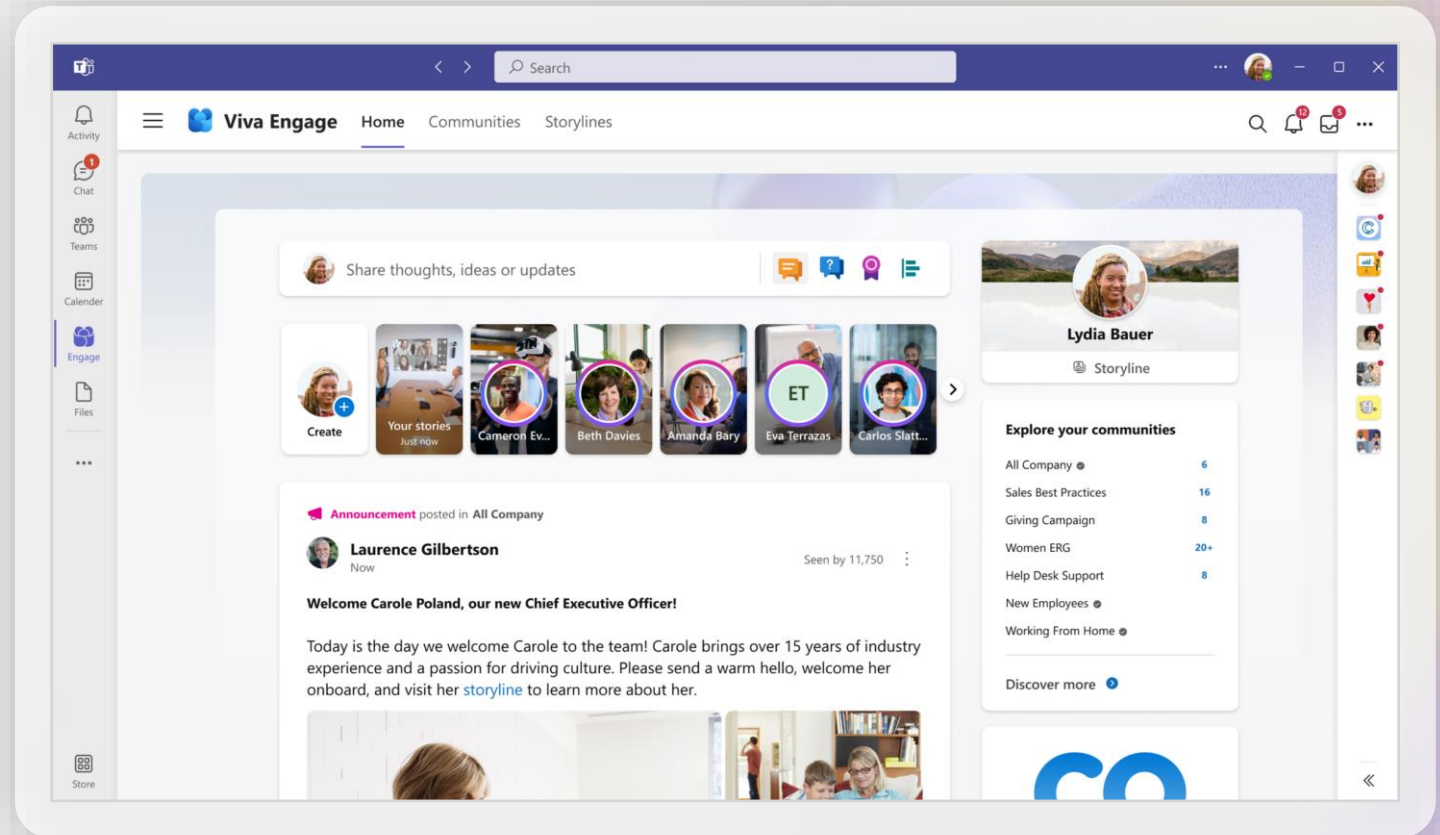
Personalized insights to build better work habits

Help employees prioritize wellbeing with actionable recommendations, such as reserving time for focused work, taking regular breaks, and practicing mindfulness
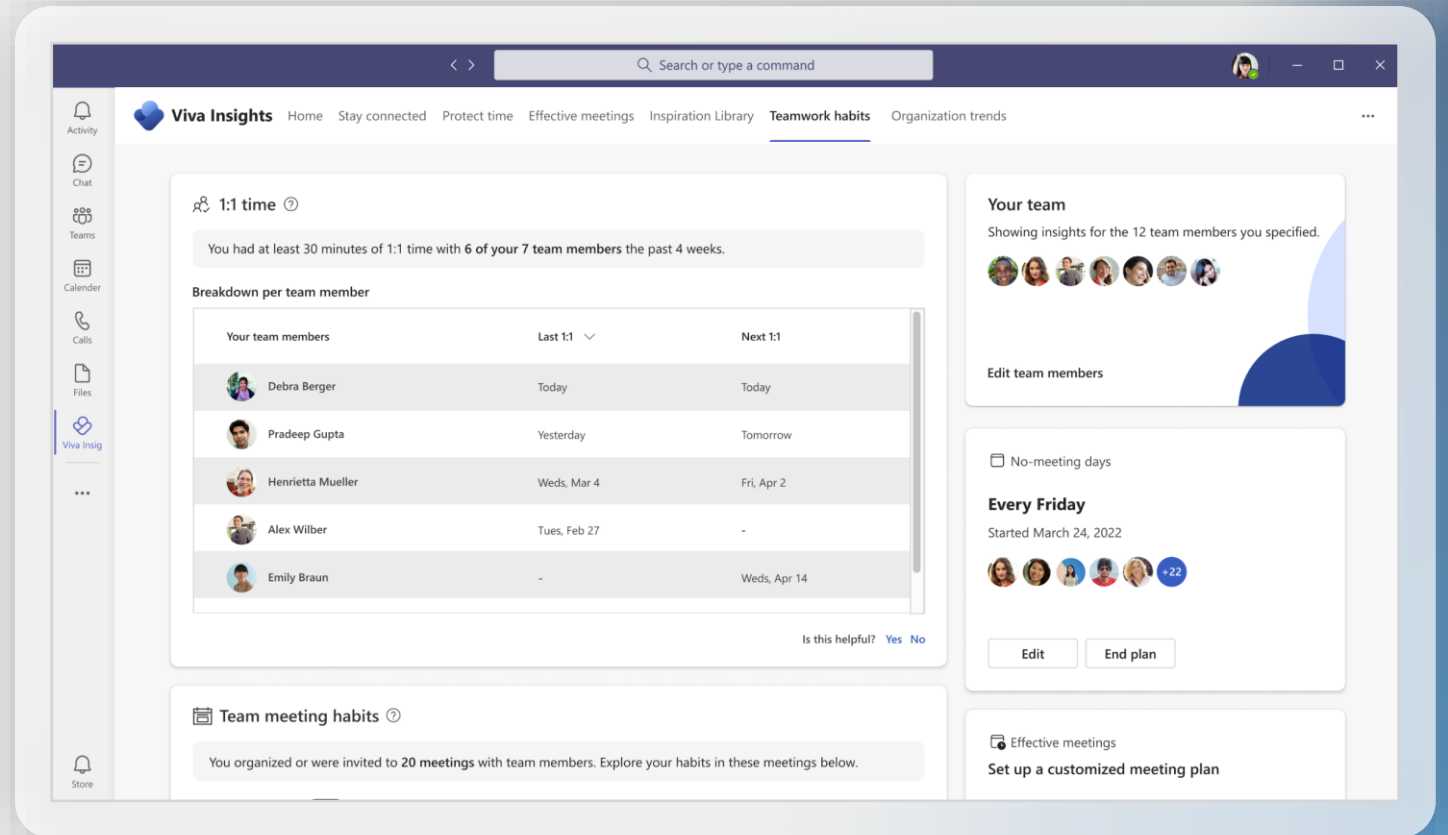
Viva Insights

Deep, enhanced analytics

Create rich customized insights about employee experiences by combining workplace analytics in Viva with active listening and other operational insights

Viva Insights
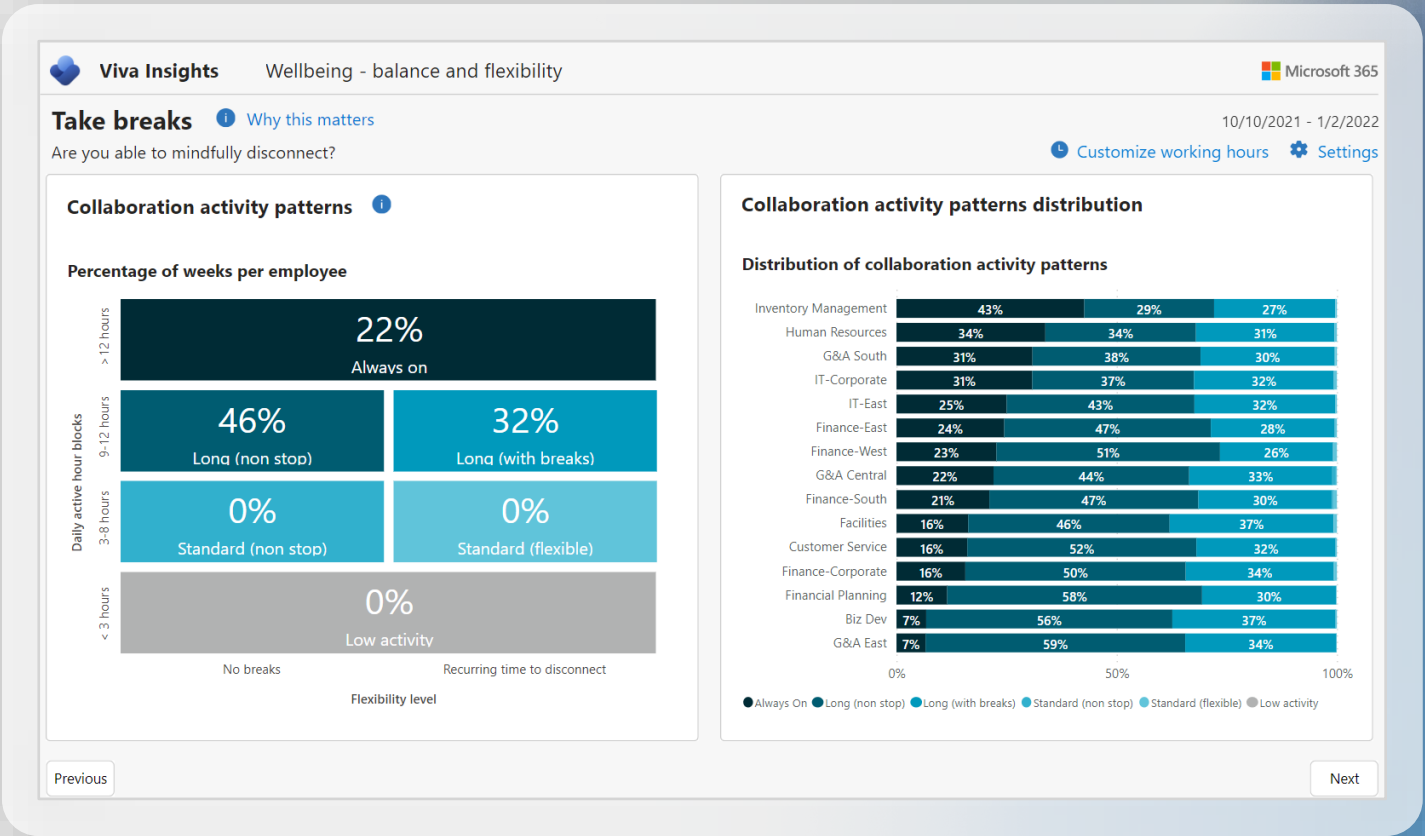
Regular and confidential employee feedback

Empower managers to get the feedback they need when they need it, and ensure employees that they are being heard by taking clear steps to address their needs

Viva Pulse | Coming soon!

Visibility into organizational health

Capture valuable employee feedback and translate insights into actions to empower managers and teams to measure and improve the employee experience

Glint

$3 per user, per month to add Glint to your Microsoft Viva suite subscription—a total of $12 for the entire suite[1]

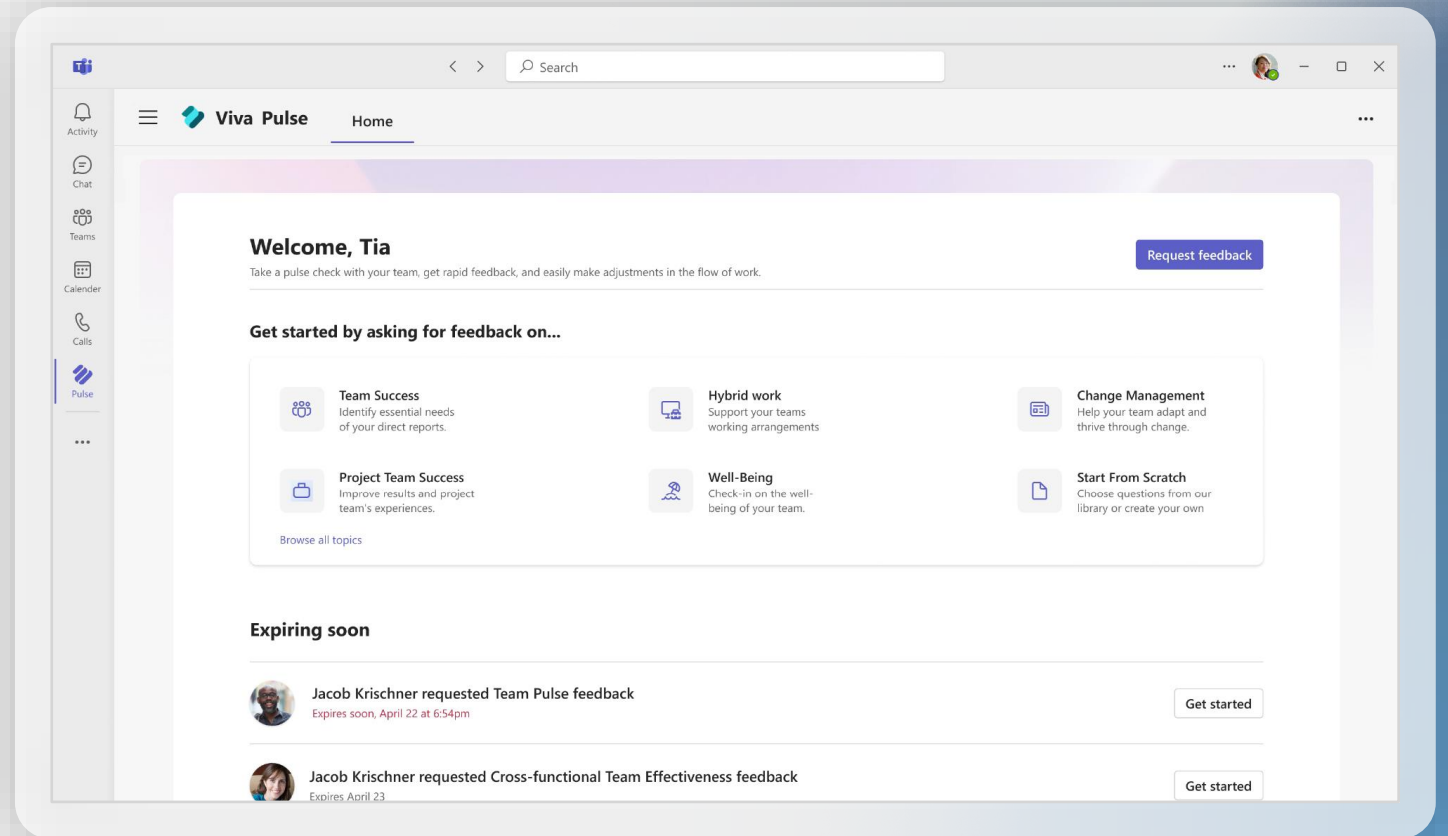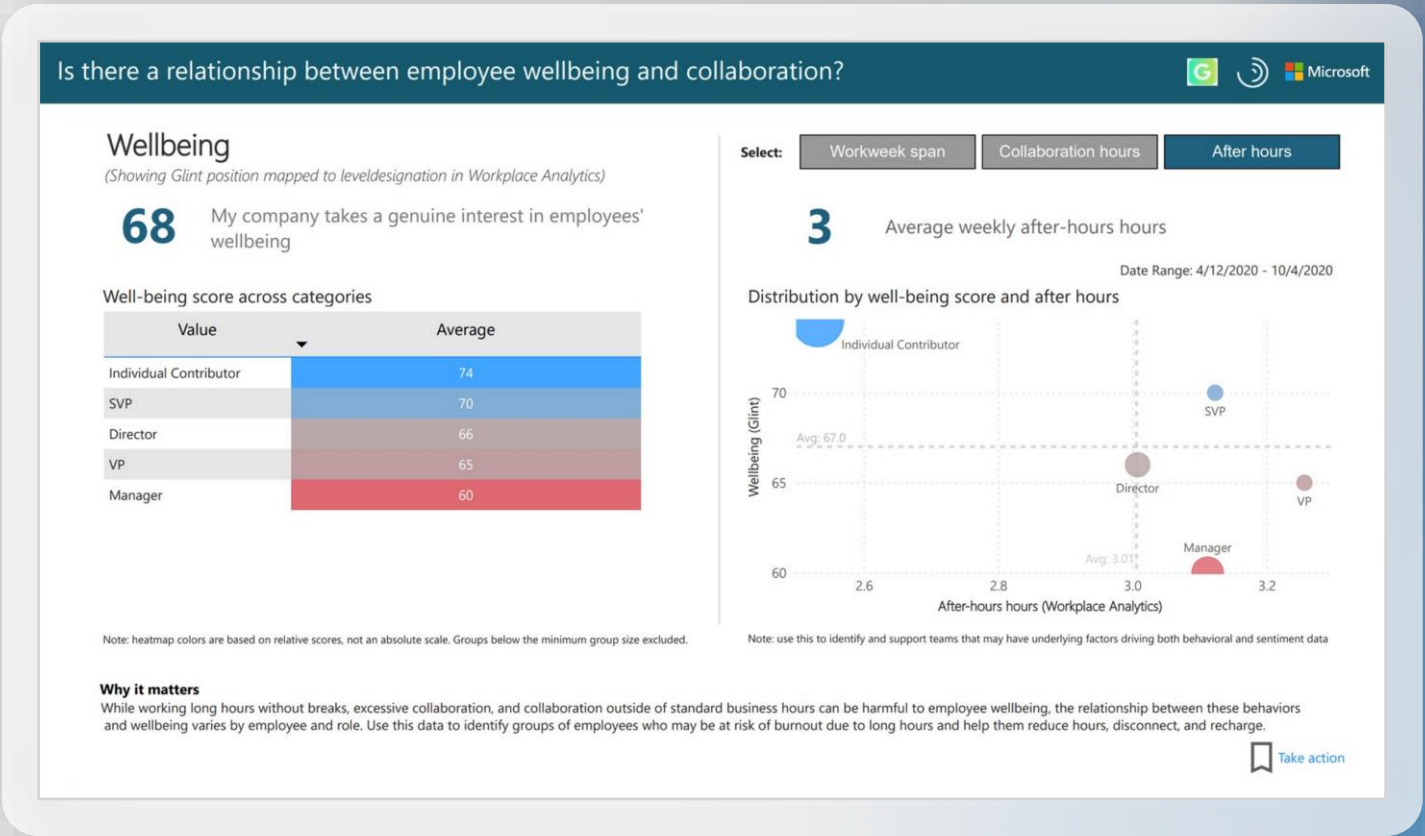

Is there a relationship between employee wellbeing and collaboration?

Wellbeing
(Showing Glint position mapped to leveldesignation in Workplace Analytics)

68 My company takes a genuine interest in employees' wellbeing

Well-being score across categories

Value	Average
Individual Contributor	74
SVP	70
Director	66
VP	65
Manager	60

Select: Workweek span | Collaboration hours | After hours

3 Average weekly after-hours hours

Date Range: 4/12/2020 - 10/4/2020

Distribution by well-being score and after hours

Note: heatmap colors are based on relative scores, not an absolute scale. Groups below the minimum group size excluded.

Note: use this to identify and support teams that may have underlying factors driving both behavioral and sentiment data.

Why it matters
While working long hours without breaks, excessive collaboration, and collaboration outside of standard business hours can be harmful to employee wellbeing, the relationship between these behaviors and wellbeing varies by employee and role. Use this data to identify groups of employees who may be at risk of burnout due to long hours and help them reduce hours, disconnect, and recharge.

Take action

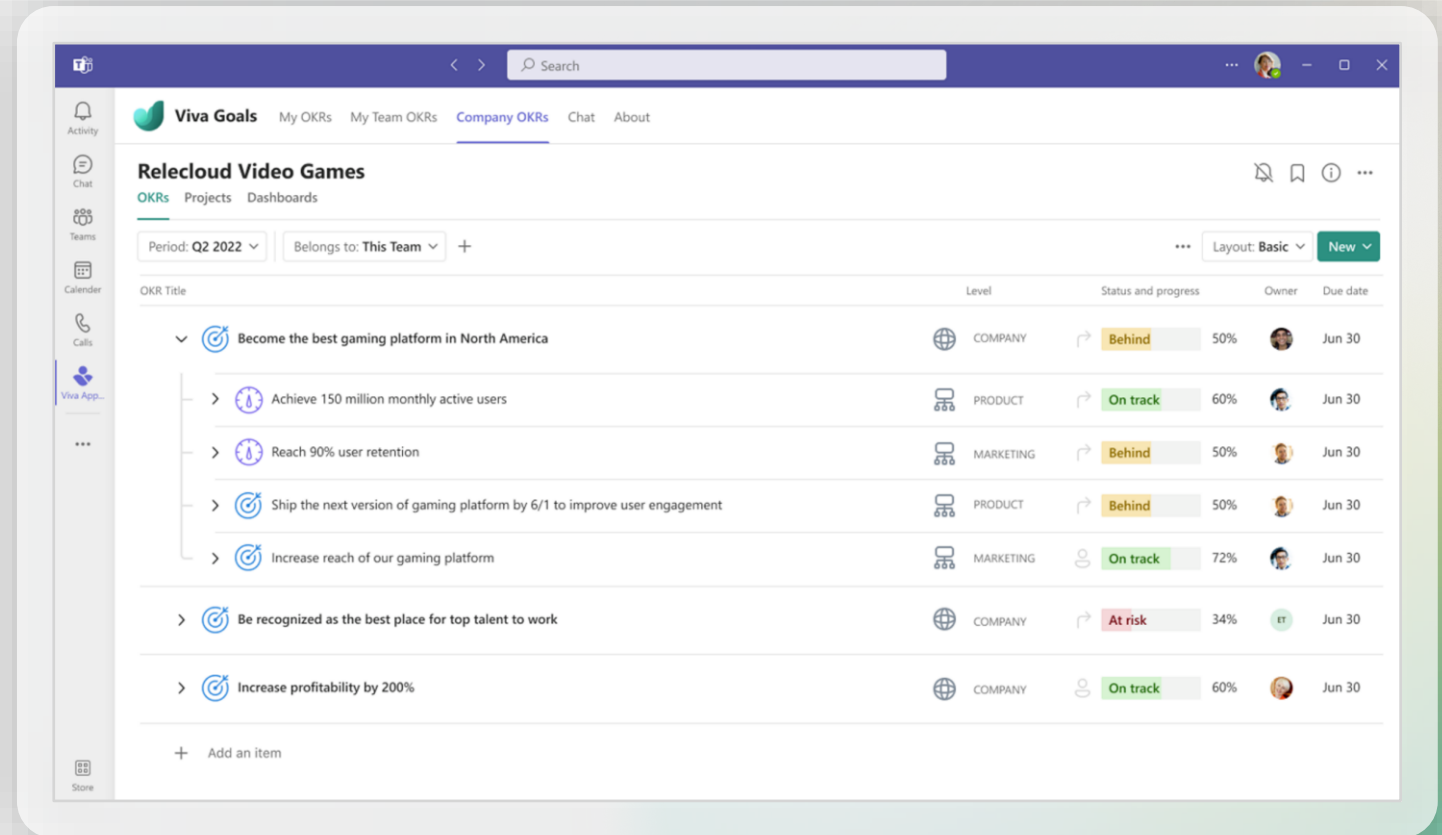[1]EA required for promo pricing; without Glint, the Microsoft Viva suite costs $9 per user, per month

Visibility into organizational goals and priorities

Help new employees make an impact from day one by aligning individual priorities to organizational objectives
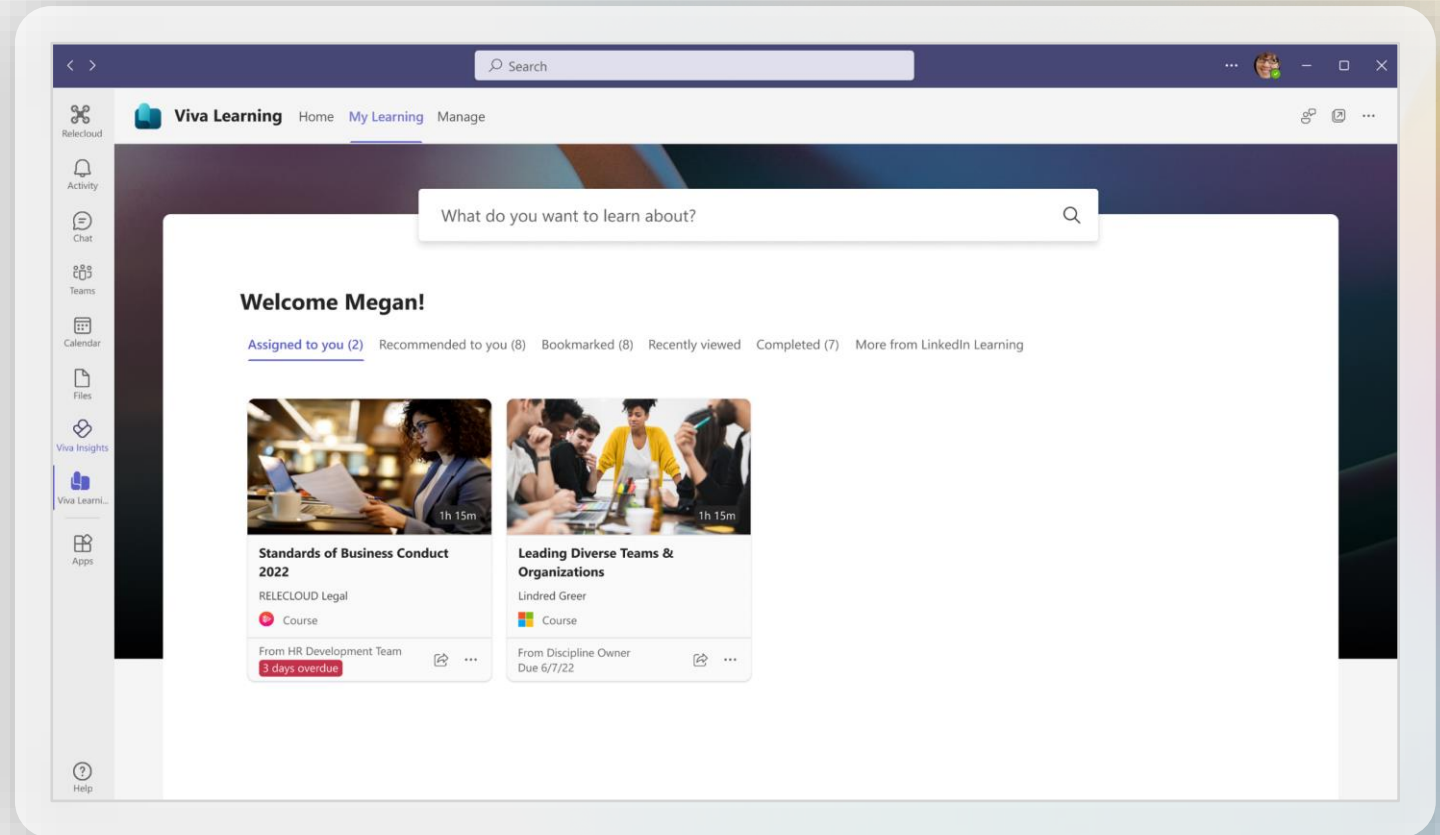
Viva Goals

Personalized and managed learning for employees

Access assigned learning in an easily discoverable interface within Microsoft Teams and see completed learning items to keep track of individual learning journeys
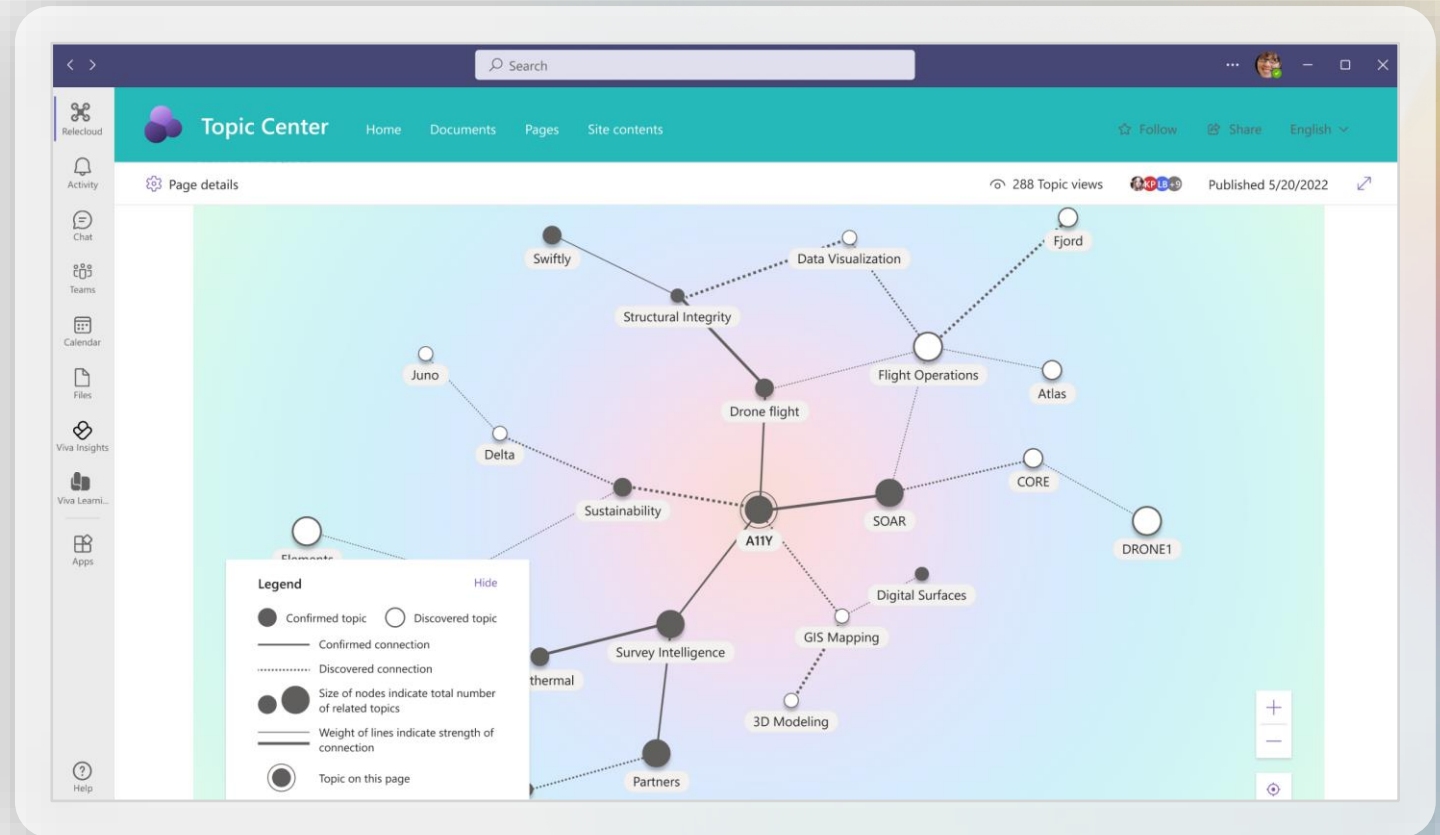
Viva Learning

Organizational knowledge graph

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

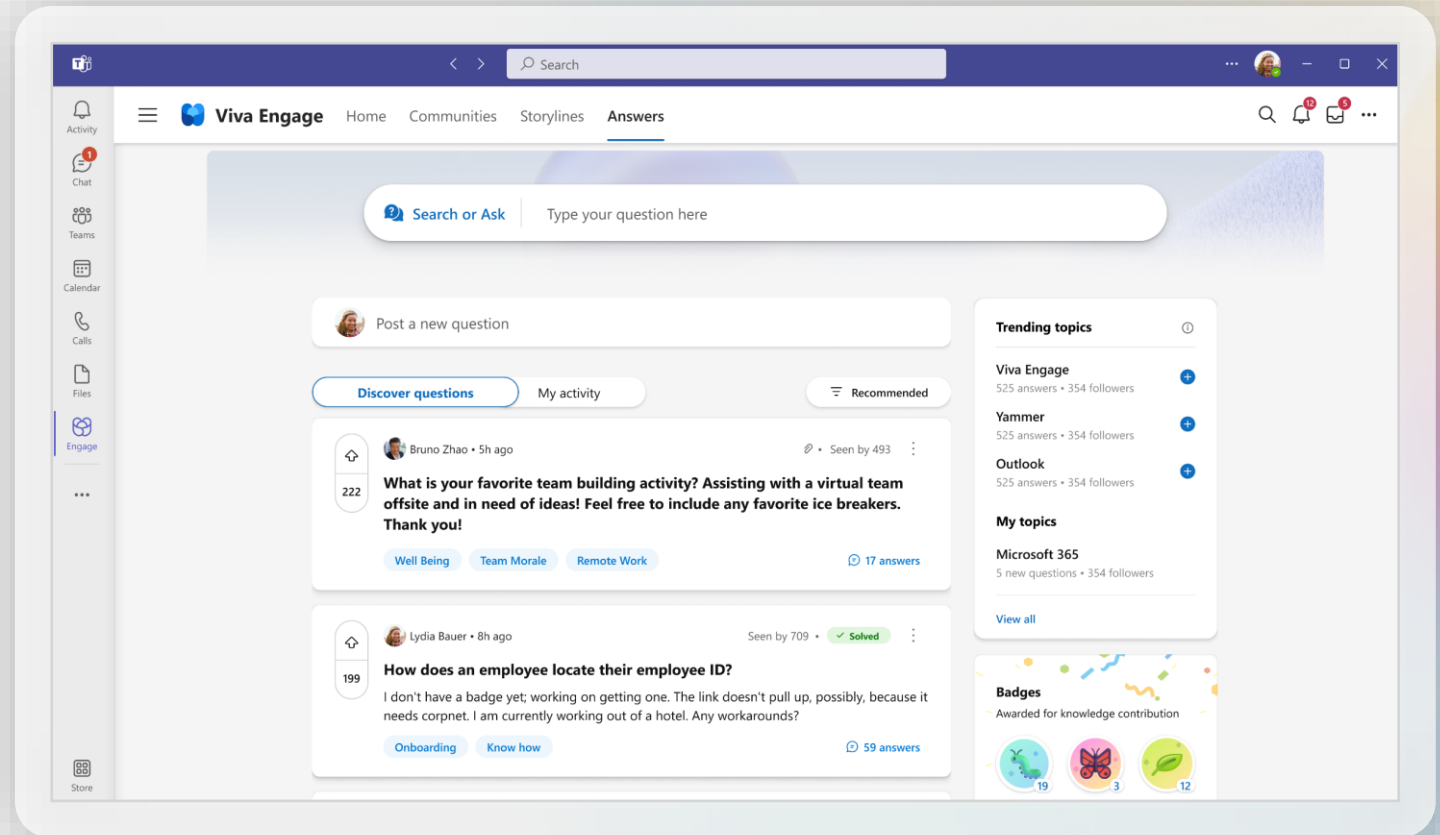**Viva Topics**

Real-time answers to critical questions

Leverage AI and NLP to match employee questions to answers and experts across the organization to help put collective knowledge to work for all employees
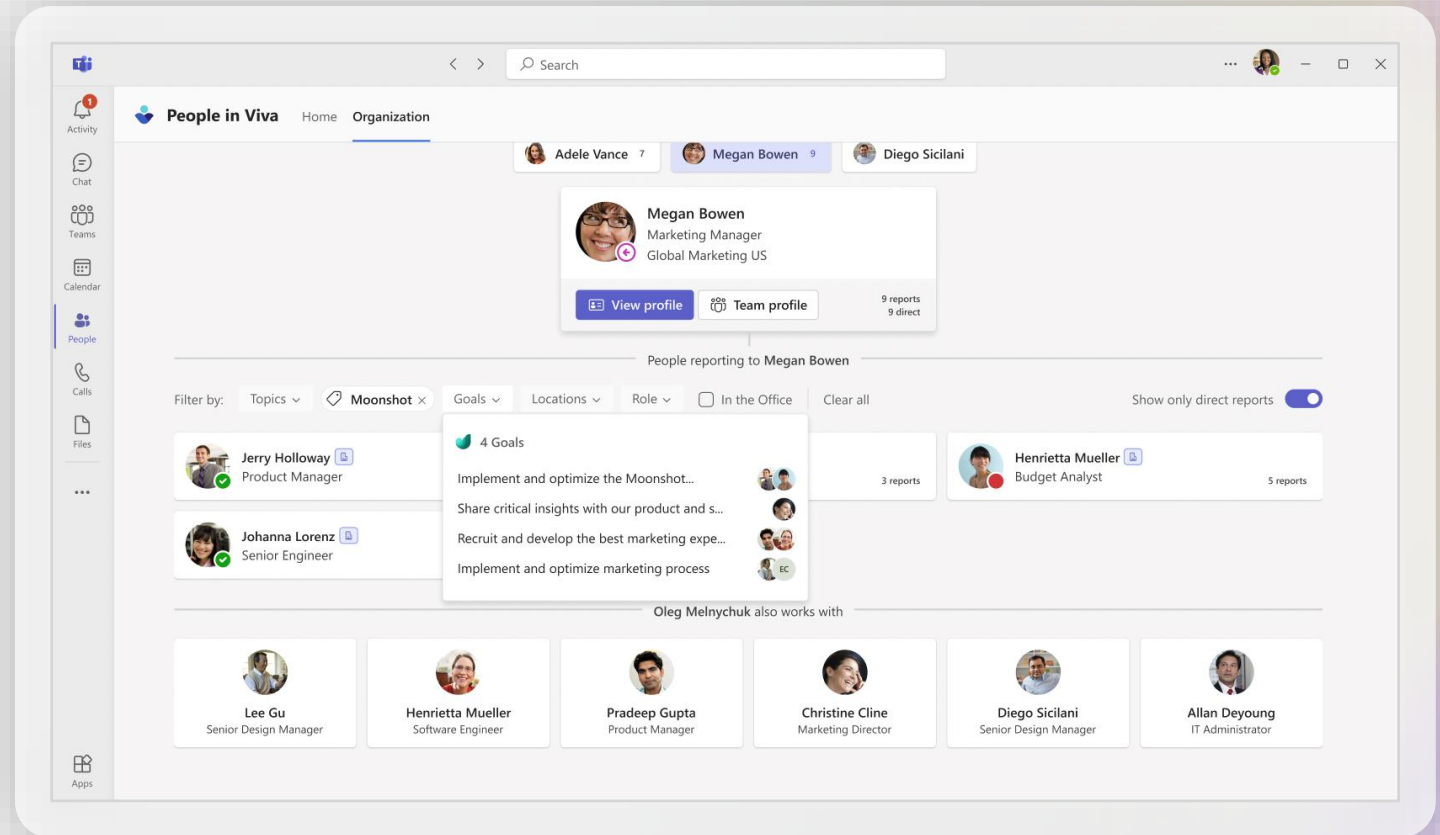
Answers in Viva | Coming soon!

Connection

People and org discovery

Highlight hybrid work preferences and detailed contact information, as well as information from Viva Goals and Viva Topics, across Microsoft 365 through profile cards and standalone experiences

People in Viva | Coming in 2023

Take the next step in **your employee experience journey**

Learn more

Browse the Microsoft Viva website and blog

Dive into the Microsoft Viva apps:

- Viva Connections
- Viva Topics
- Viva Engage
- Viva Learning
- Viva Insights
- Viva Sales
- Viva Goals

Watch the on-demand recording about all the latest innovations

Get started

Get a customized **Benefit & Cost Analysis**, including all aspects of your current IT estate and objectives
One-hour Value Calculator discussion

Experience Microsoft Viva with an **interactive demo**
20-minute role-based demo

Request a **partner-led workshop** to discuss your priorities and learn how Microsoft can help
One-day workshop, in person or remote

Microsoft Viva creates **business value**

327%
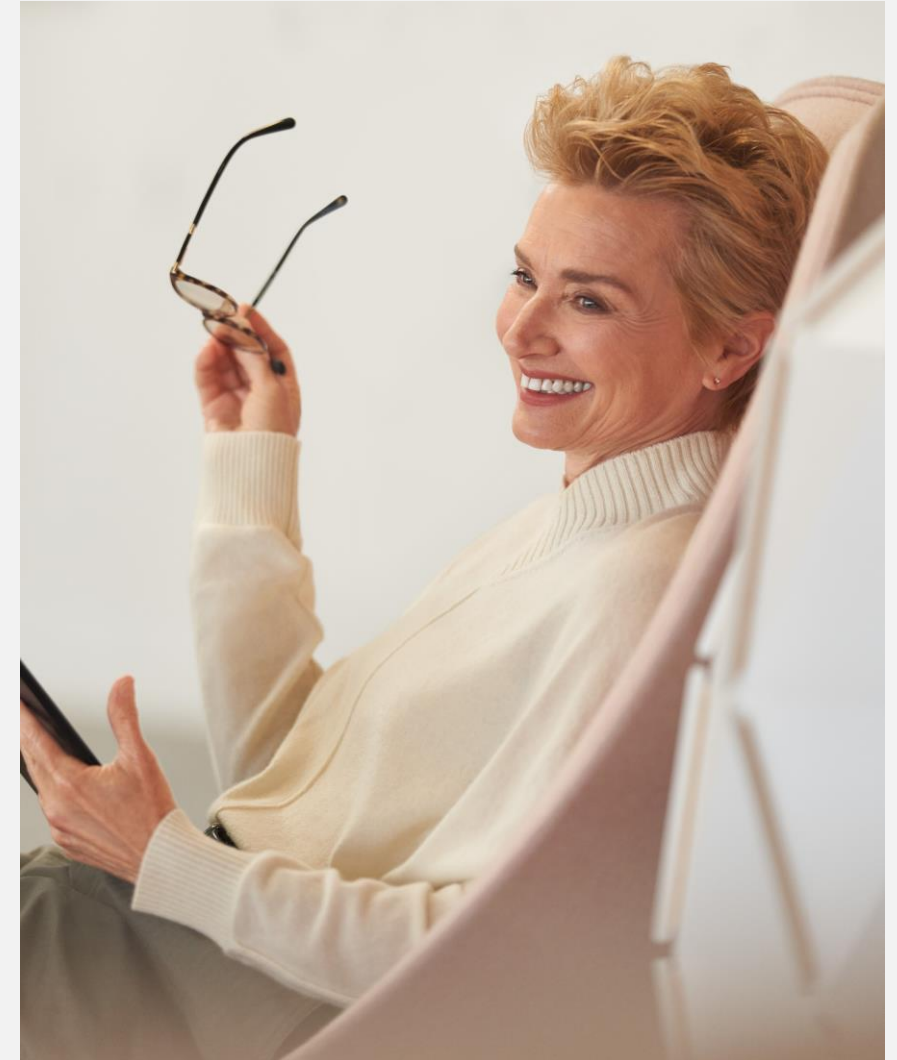total ROI, with payback in less than six months

50%
reduction in time to full productivity from faster onboarding

75%
reduction in search time

20%
reduction in employee attrition

Microsoft Viva: the employee experience platform

Microsoft Viva suite

Includes all premium subscription capabilities[1]

Viva
Connections[2]

Viva
Engage[3]

Viva
Amplify

Viva
Insights

Viva
Pulse

Viva
Goals[4]

Viva
Topics

Viva
Learning

Delivered through

(and other Microsoft 365 apps)

Extensible with

Partners • APIs

Managed in

Microsoft 365
admin center
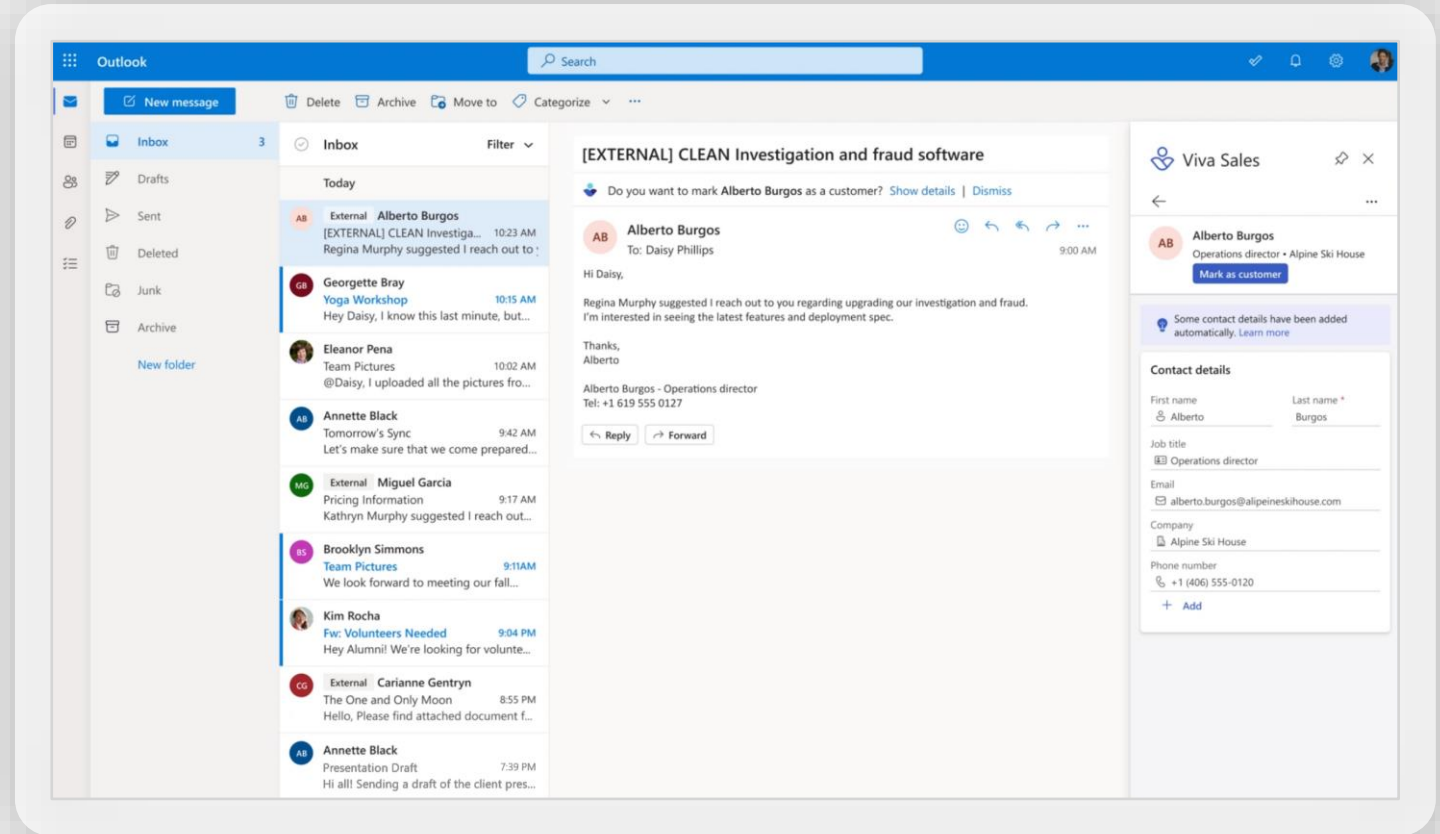
Promotional price of $9 per user per month[5]

[1]Without the Viva suite, the premium subscription for Viva Insights, Viva Topics, and Viva Learning is each $4 per user per month. [2]Viva Connections is available at no additional cost to any employee licensed for SharePoint. [3]Viva Engage is available with all Microsoft 365 enterprise (E) and frontline worker (F) plans at no additional cost. [4]Formerly Ally.io. [5]Promotional pricing ends Dec. 31, 2022, when the Viva suite will increase to the standard price of $12 per user per month.

Cut the forms, connect the data, and crush the sale

Automatically collect customer data in Office 365 and Teams, get real-time insights about the customer purchase journey, and leverage AI-driven recommendations to make more sales

Viva Sales

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