

The People-Powered Workplace:

Reimagine Your Employee Experience
with Theta and Microsoft Viva



This guide is for you:

- Business leaders and decision-makers who want to understand the impact and benefits of investing in employee experience using the Microsoft Viva suite.
- Organisations managing hybrid/remote teams.

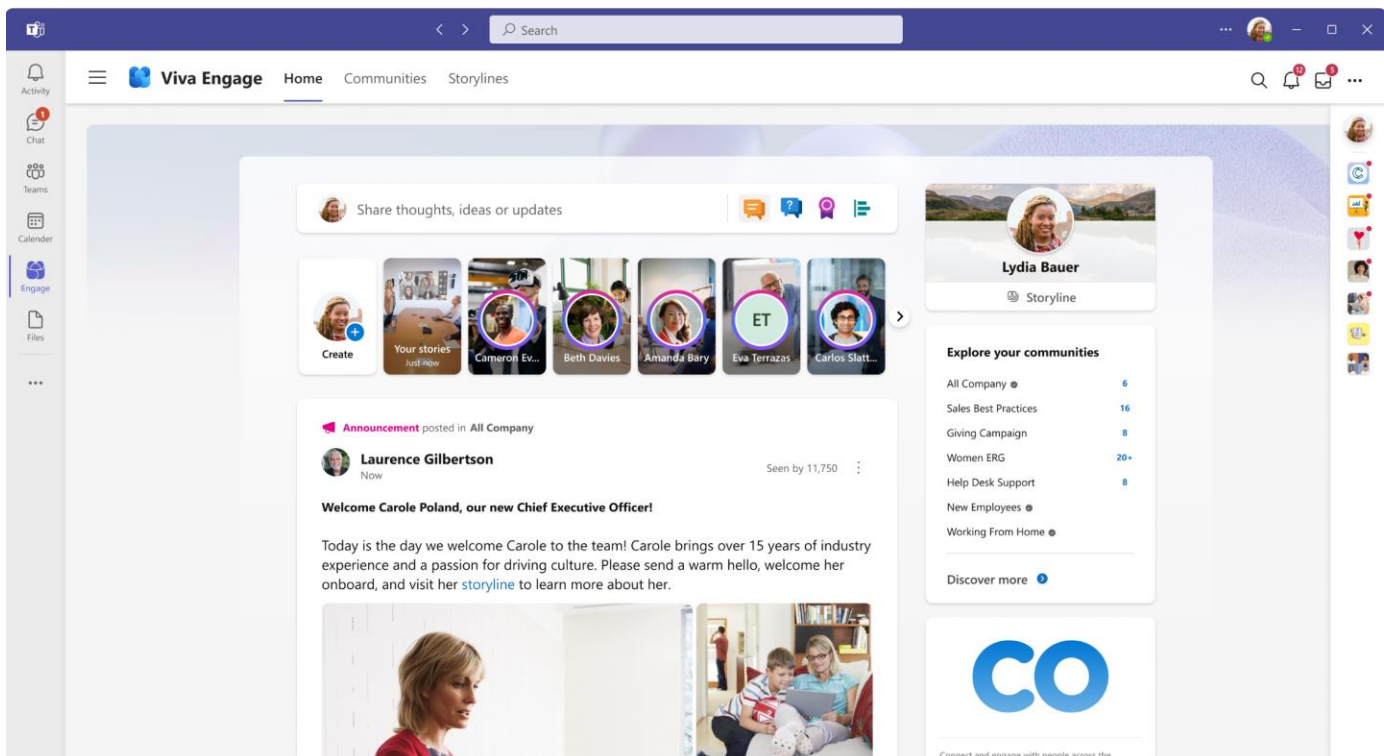
Key takeaways

- Microsoft Viva is an employee experience platform that combines communication, knowledge, learning, resources, and insights. Powered by Microsoft 365 and experienced primarily through Microsoft Teams, Viva fosters a culture where people and teams are empowered to be their best from anywhere.
- The ultimate upshot of Microsoft Viva is that it allows your employees to achieve more while doing less. So much time can easily be wasted if employees are subject to unnecessary meetings, sifting through massive amounts of information, and working extended hours, increasing the risk of stress and burnout. With Viva, your employees can work more effectively, collaboratively, and efficiently, no matter where they are.
- Viva has several modules, some of which are already included as part of Microsoft 365 subscriptions – it's just a case of setting them up.

What is an employee experience platform?

An employee experience platform (EXP) is a digital solution that combines work and support systems into an integrated employee experience. It provides your team with the resources and support they need to succeed and thrive, regardless of their physical location. It helps:

- Employees identify ways to balance well-being and productivity and respond to changing needs over time.
- Managers develop their teams and respond to employee needs while fostering decisions that improve team performance, work/life harmony, and well-being.
- Business leaders drive better outcomes with tools to help them understand and guide how work happens.



There are six key elements to a great employee experience:

1. Purpose:

I see how I am part of something bigger than myself – how my work has a meaningful impact on others and helps **drive company success.**

2. Connection:

I feel a sense of belonging as a valued, trusted and integral member of a diverse community of people who give me a voice, appreciate my contributions and treat me with respect. I have collaborative and **high-quality relationships with colleagues.**

3. Wellbeing:

I feel safe, secure and equitably treated. I can best direct my talents, time and energy to **maintain my health and happiness.**

4. Growth:

I maximise my strengths, take on challenging work, learn new skills, and diversify my experience **to expand my impact.**

5. Clarity:

I know what success looks like and how to prioritise I know when I'm on track and I get regular feedback that helps me change course as needed to **progress toward my goals.**

6. Empowerment:

I can access the information, people, tools and resources to work effectively. **I am trusted** to make decisions, take risks and try new approaches in my work.

Meet Microsoft Viva

To address these needs, Microsoft created the Viva suite of systems and tools which empower people and teams to be their best from virtually anywhere. It helps elevate each employee's experience – how they engage, find knowledge, learn and work. By improving productivity while supporting people's well-being, Viva helps the whole organisation thrive.

What makes Microsoft Viva unique?



It is an **organising layer for employee experiences**, powered by the full breadth and depth of Microsoft 365 and is experienced primarily through Teams.



It puts **people at the centre**, uniting them to share knowledge, skills, resources, and connections in the natural flow of the workday.



It delivers **personalised and actionable insights** when and where they're needed throughout the workday.



It aligns the everyday work of leaders, teams and individuals to **meet core business goals**.



It offers **privacy and security** you can trust through aggregated and de-identified data, maintaining global privacy protection standards.

What does the Viva suite include?



Viva Connections | All apps in one place

PEOPLE EXPERIENCES

CONNECTION

Keep everyone informed, included and inspired.



Viva Engage



Viva Amplify*

INSIGHT

Improve productivity and wellbeing with actionable insights.



Viva Insights



Viva Pulse*

PURPOSE

Align people's work to team and organisational goals.



Viva Goals

GROWTH

Help employees learn, grow, and succeed.



Viva Topics



Viva Learning

ROLE-BASED EXPERIENCES

CUSTOMER FOCUS

Help eliminate manual data entry and give sellers more time to focus on selling.



Viva Sales¹

*Coming in 2023

¹Not included in the Theta Viva Workshop

Microsoft Viva: Business impact



REDUCE LABOUR COSTS

- Reduce hiring costs from improved employee retention.
- Decrease onboarding costs and speed time-to-value
- Fill skills gap by promoting internally.
- Improve productivity with fewer meetings and better team alignment.



ENHANCE EMPLOYEE ENGAGEMENT

- Improve employee wellbeing and productivity.
- Improve customer satisfaction and experiences.
- Increase profitability.



INCREASE REVENUE THROUGH BUSINESS TRANSFORMATION

- Boost the speed of product development.
- Improve close rates.
- Increase customer retention.
- Increase collaboration, focus, and goal alignment.

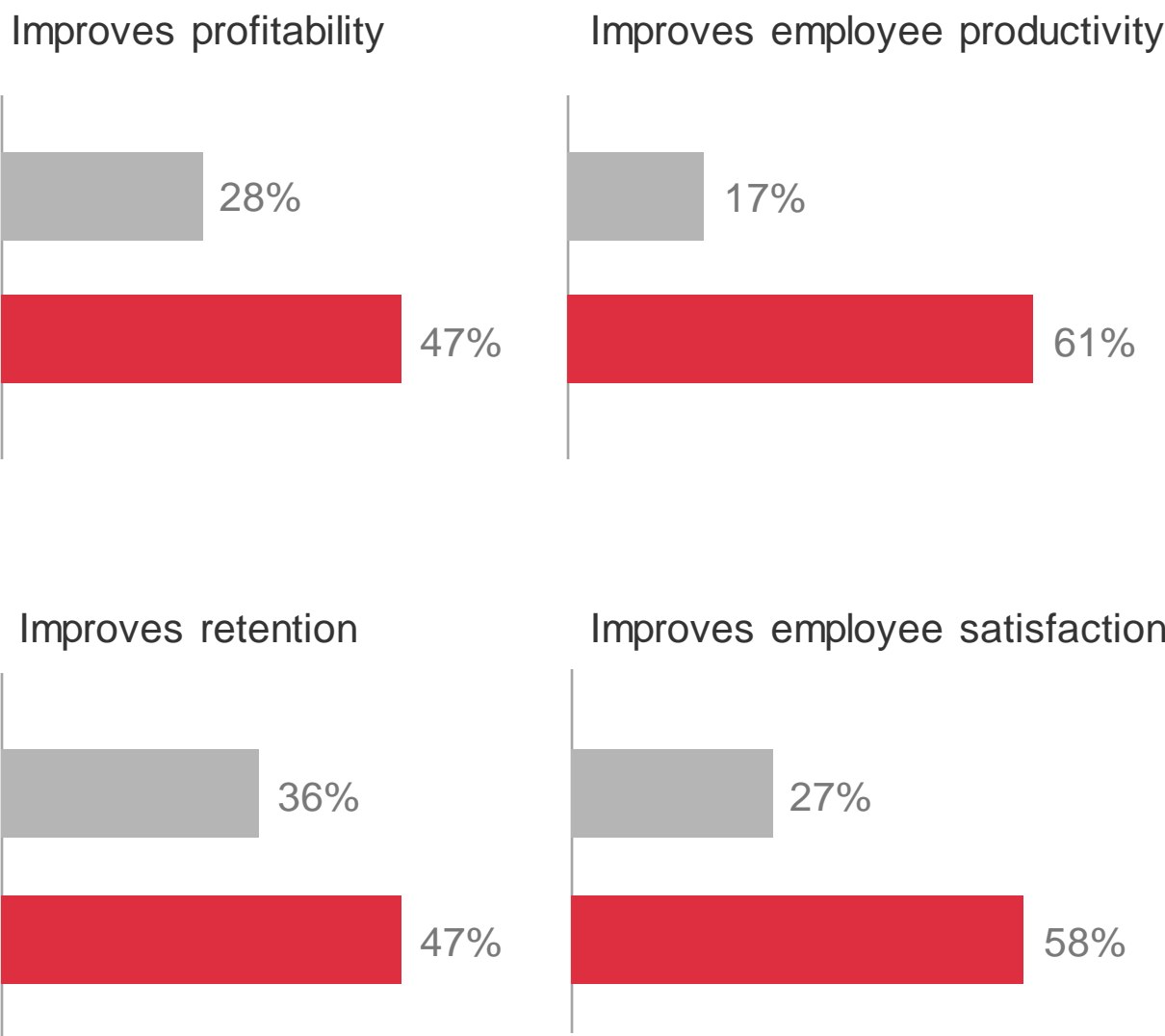


REDUCE IT ADMIN, DEPLOYMENT AND DEV COSTS

- Simplify management on a single platform.
- Reduce development and integration efforts.

Microsoft Viva: Business value

In a survey of 250 US HR leaders, **60%** of employee experience leaders agree strongly that an integrated platform leads to measurable results. Employees who use a fully implemented solution believe that it improves key business areas significantly more than those who do not use such tools.



● No employee experience system ● Fully integrated system

Microsoft Viva creates value!

Forrester Consulting interviewed customers who have adopted Viva over the past year, and published a study highlighting the impact that Viva has had on the bottom line:



50%

reduction in time to full productivity from faster onboarding



327%

total ROI, with payback in less than six months



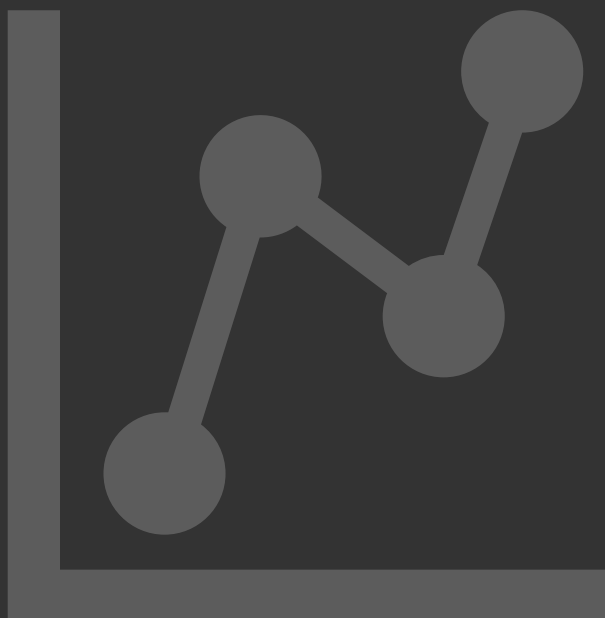
75%

reduction in search time



20%

reduction in employee attrition



Next steps...

Theta has developed a **Microsoft Viva Workshop**, which involves thoroughly assessing your environment, a deep-dive into the Viva modules, and a plan to implement a solution based on your top use cases and scenarios.

WORKSHOP FRAMEWORK



ASSESS

- Gather information on key business scenarios and your employee experience maturity.
- Define scope
- Identify business stakeholders.
- Introduce Microsoft Viva.



UNPACK

- Microsoft Viva overview with selected pathways.
- Showcase employee experience transformation.
- Deep dive into each module.
- Demos and immersive experiences.



PLAN

- Prioritise your top employee experience use cases and scenarios.
- Document a plan and define next steps to improve employee experience with Microsoft Viva.
- Adoption and change management approach.

Outcomes you can expect:

- A **prioritised list of business scenarios** that can be addressed by deploying Microsoft Viva.
- **Recommended preparation** in terms of skills and best practices.
- A **roadmap** outlining potential workstreams and dependencies with **clear next steps**.
- An **adoption framework**.

GET STARTED ON YOUR EMPLOYEE EXPERIENCE JOURNEY!

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