

An aerial photograph of a coastal city, likely Miami, Florida, showing a dense urban area with numerous skyscrapers and buildings. A large body of water, possibly Biscayne Bay, is visible, with a long bridge crossing it. The sky is clear and blue.

Using Microsoft Viva for Employee Engagement

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Consultant
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Microsoft MVP



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The rising work tension



Organizations are
trying to balance

Engagement
&
Productivity

to fuel sustained business
performance

Creating a great employee experience is challenging

34% of companies have invested in six or more tools for employee experience¹

68% of employees find these current tools outdated or irrelevant¹

94% of business leaders want one comprehensive EX system¹



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

How do you become a high-performance organization?

Assess

Capture direct and indirect signals to identify opportunities

Take Action

Take data-driven actions that improve engagement and performance

Measure Impact

Measure impact to desired business outcomes and continuously improve

Microsoft Viva

Empower organizations to continuously improve workforce engagement and performance

Drive mission and alignment



Viva Goals



Viva Engage



Viva Amplify

Enable a high-performance workforce



Viva Connections



Viva Learning



Viva Topics

Measure engagement and productivity



Viva Glint



Viva Pulse



Viva Insights

Microsoft 365 + Copilot in Viva

Platform and admin services

Copilot in Microsoft Viva, people, answers, admin experience, common navigation

Privacy and security

Granular feature access controls, inherited permissions for 3P, differential privacy for insights

Integrations to HCM, CRM, LMS, wellness, and more

Workday, Qualtrics, SAP SuccessFactors, LinkedIn, Headspace, and more

How Microsoft Viva can help drive performance

Engaged employees

Leadership connection



Viva Engage



Viva Amplify

Focus and alignment



Viva Goals



Viva Engage

Culture and wellbeing



Connections



Viva Insights



Pulse

Productive teams

Team collaboration



Viva Insights

Skilling and onboarding



Viva Learning



Viva Topics

Creativity and innovation



Viva Learning



Viva Goals

Resilient business

Agility to change



Viva Glint



Viva Pulse

Efficient processes



Viva Connections



Viva Topics

Flexible workplace



Viva Glint



Viva Goals



Viva Connections

Modernize your employee experience

SHAPE CULTURE, FOSTER CONNECTIONS



One place to connect with news, conversation, and resources from across the organization.

Brand the experience with name, icon, colors and logos that reflect your organization's identity.

Personalized experience delivers relevant content, information & resources, powered by AI and Microsoft Graph.

Tailor the experience to targeted employee groups, roles or geographical regions

Create custom components that enrich the experience with powerful frameworks for developers

Integrate your investments in partner solutions from leaders including Workday and ServiceNow

Leverage your investments in SharePoint, Engage, Stream, Teams and Microsoft 365 security, compliance and identity.

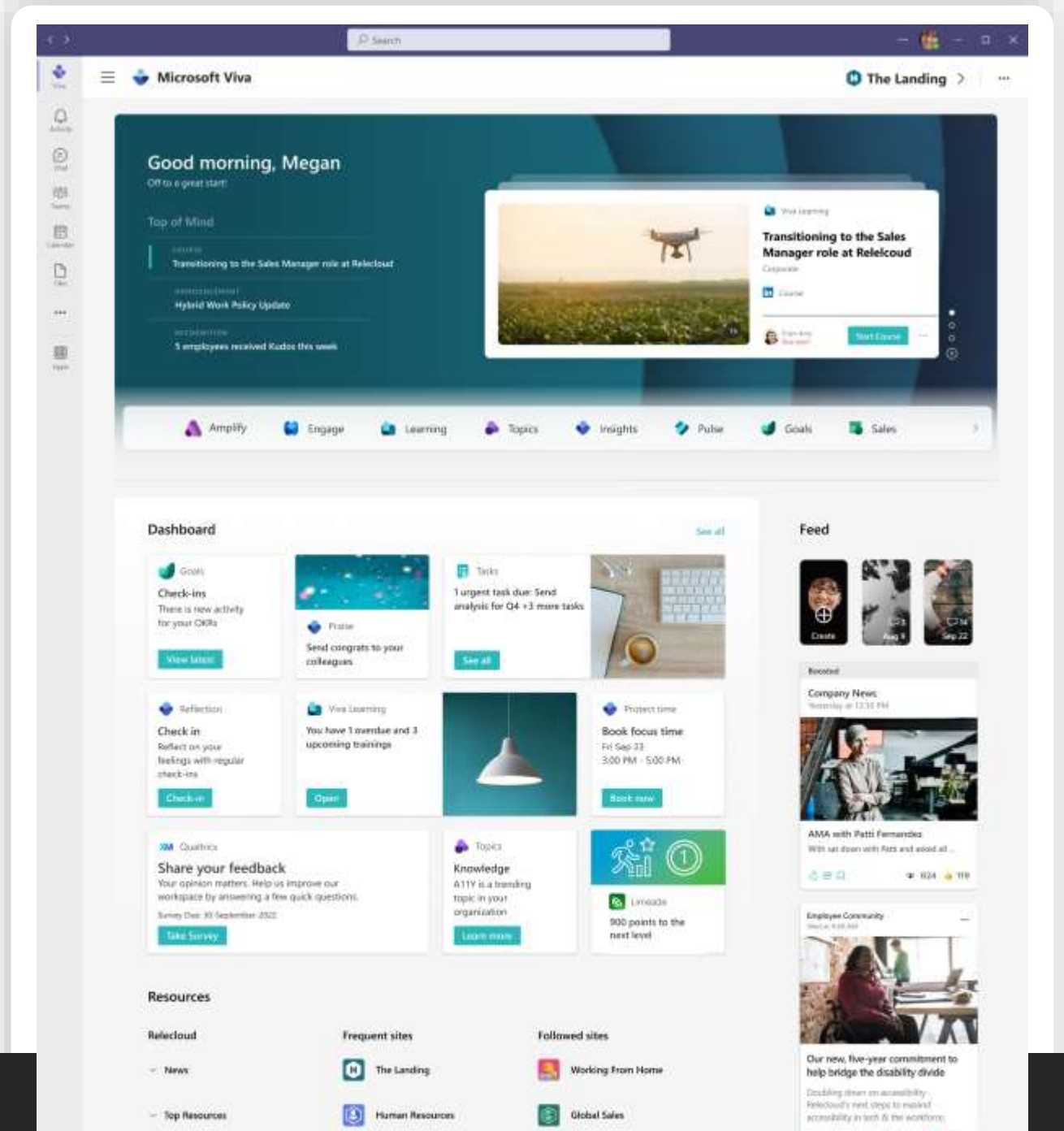
Viva Connections

The home for your employee experience

Simplify employees' days through an integrated and personalized dashboard

Keep employees connected with targeted news and information from across Microsoft 365

Seamlessly move across different Microsoft Viva apps without navigating away



Content, targeting, feed and experience

Microsoft Teams

Viva
Connections



SharePoint
home site

Feed
web part



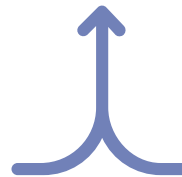
feed

SharePoint
news



Relecloud
Helping customers enable remote work
with speed and security

audience
targeting

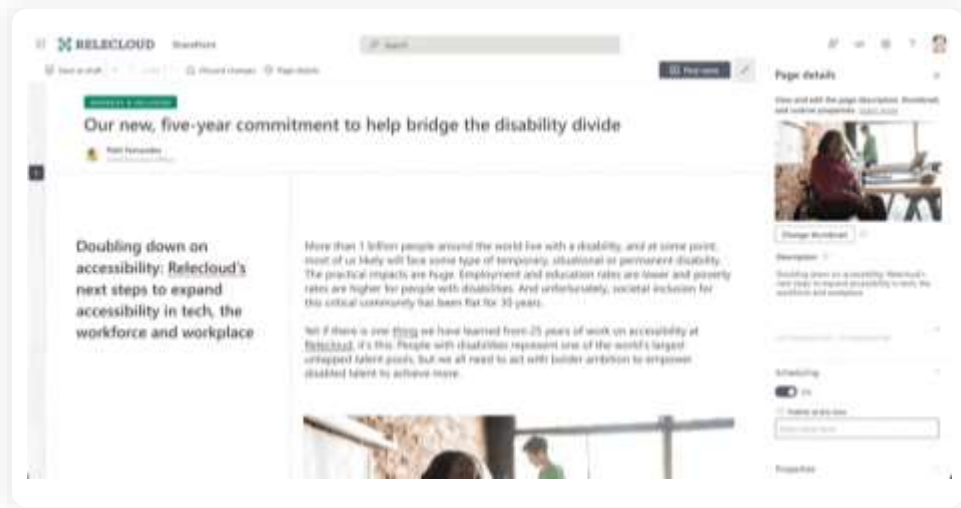
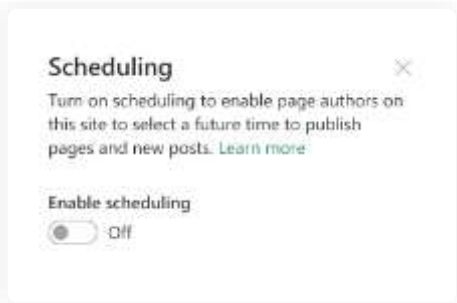
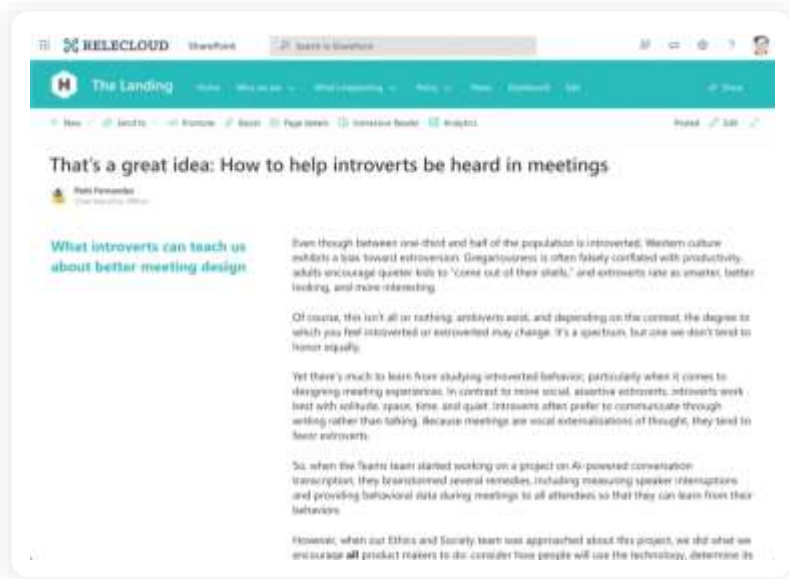
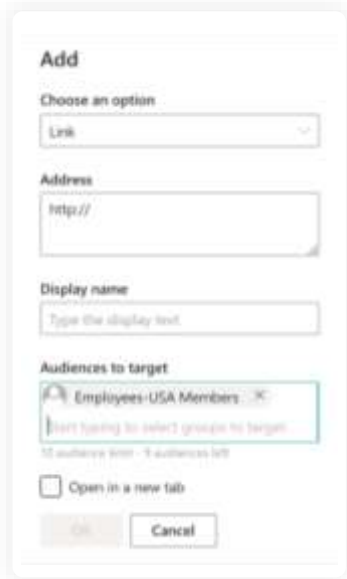
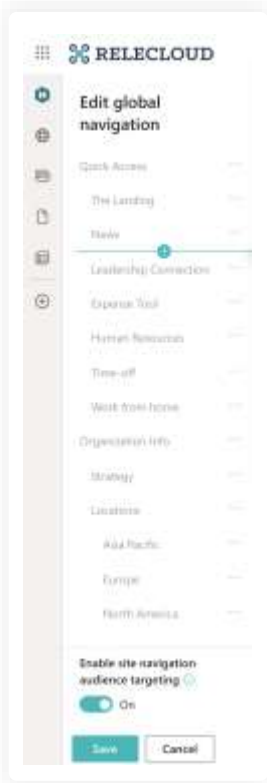


community



More!
Power BI,
Docs, When
tagged, etc.

Viva Engage
conversations



TARGET, PRIORITIZE AND SCHEDULE

Deliver updates to the right people at the right time

Scale up or down communications to keep everyone informed

Boost critical content to the top of employee feeds

Drive dialogue and engagement with announcements to specific communities or all employees

Leverage modern editing features to delegate posting, schedule publishing, and track impact

Viva Connections experiences

Dashboard

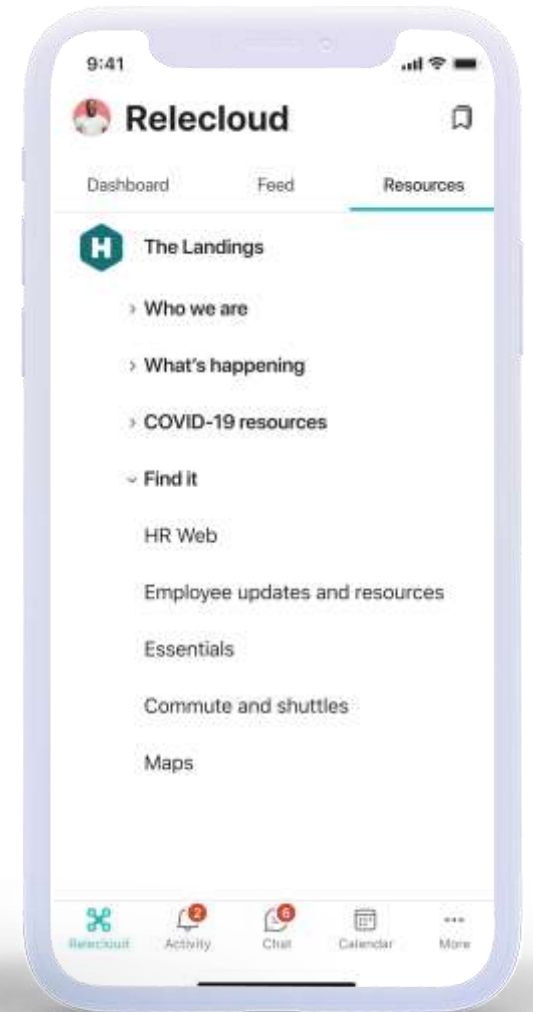
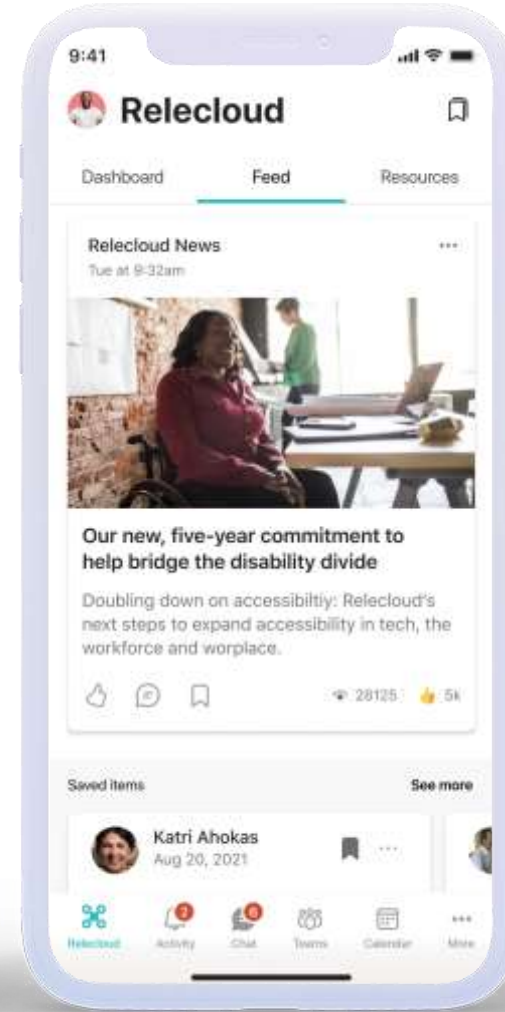
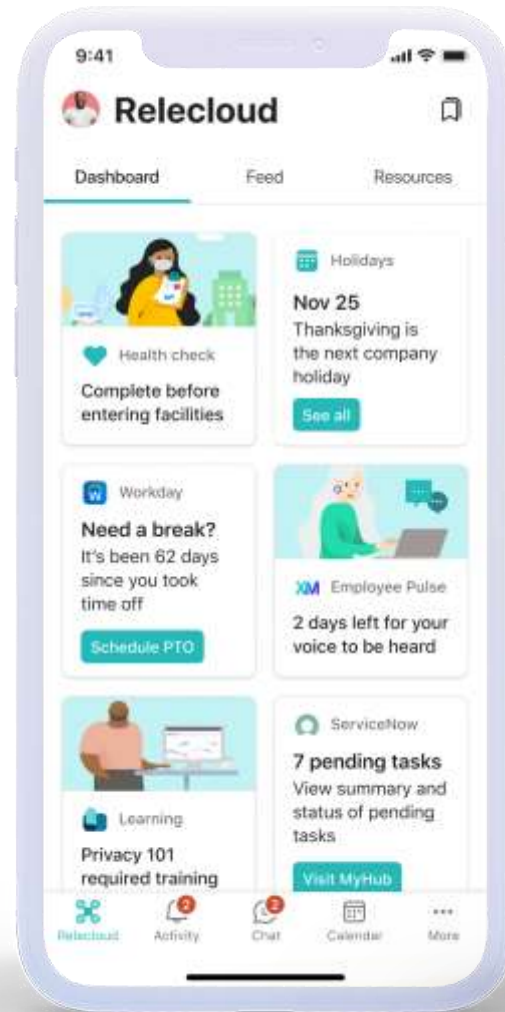
Complete tasks and focus on critical information

Feed

Discover and engage with news and conversations

Resources

Find what you need across your digital workplace



Viva Connections

DEMO



Viva Engage



Viva Engage

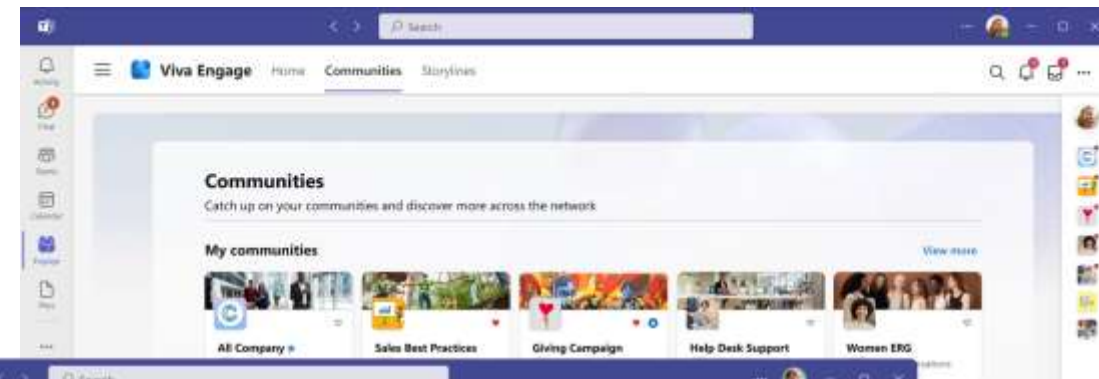
Connect people across the organization so everyone feels included & invested

Available for all Microsoft 365 customers at no additional charge

Replaces the Yammer and Communities apps in Teams & Outlook

Empowers people to connect and contribute with storyline & stories

Engage remains the standalone app on web, desktop and mobile



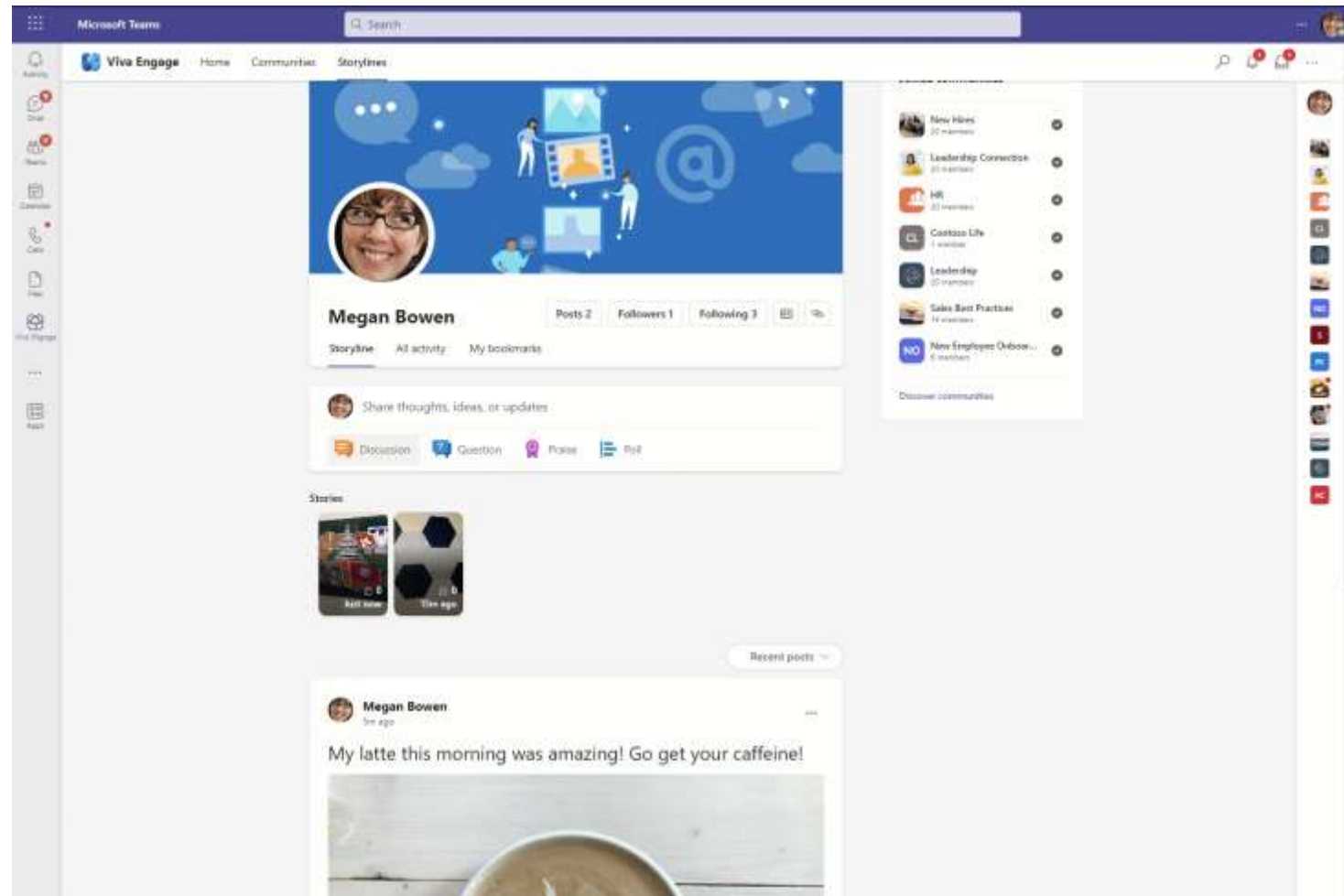
Storyline – Your Voice

Posting outside communities

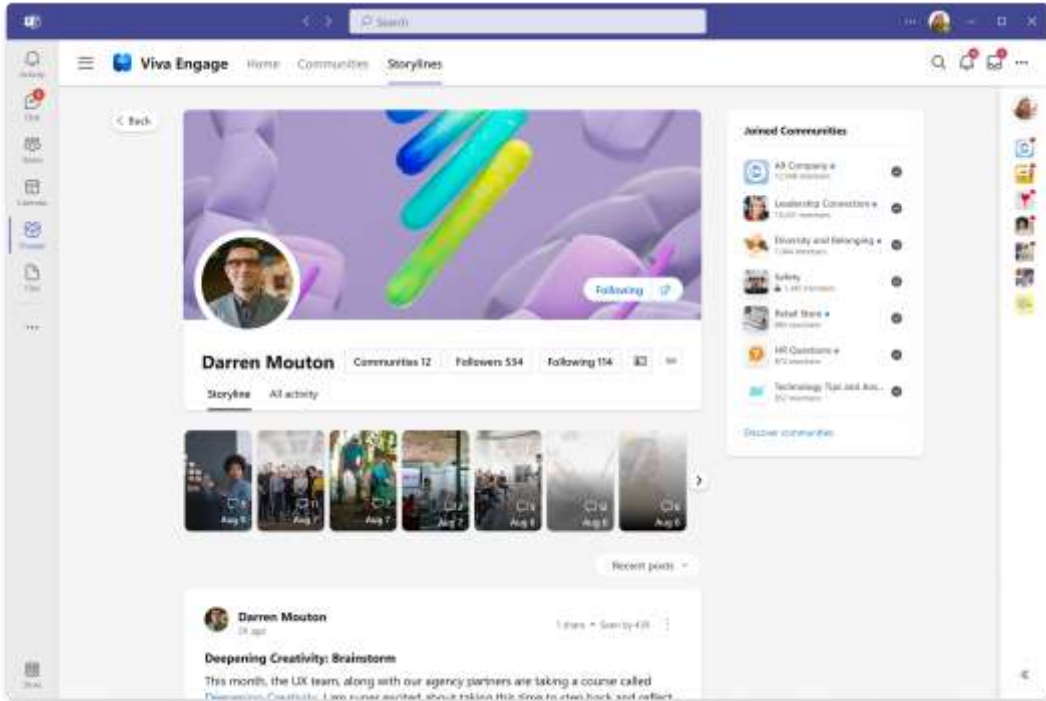
Use posts, video, and images to share perspectives & updates with people across the organization.

Find, follow, and engage with leaders and experts.

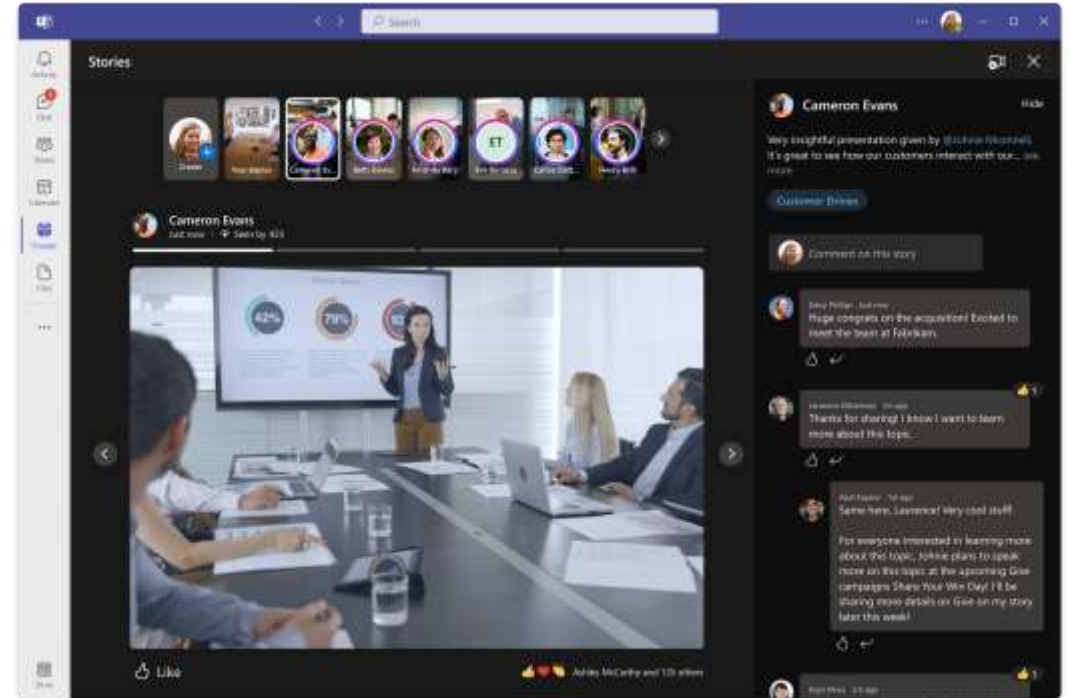
Connect and build your personal network to grow professionally and amplify your impact.



Storyline posts



You can create posts that include links, files, photos, or GIFs.



Posting photos or short videos that can be annotated is easy

Storyline Profile View

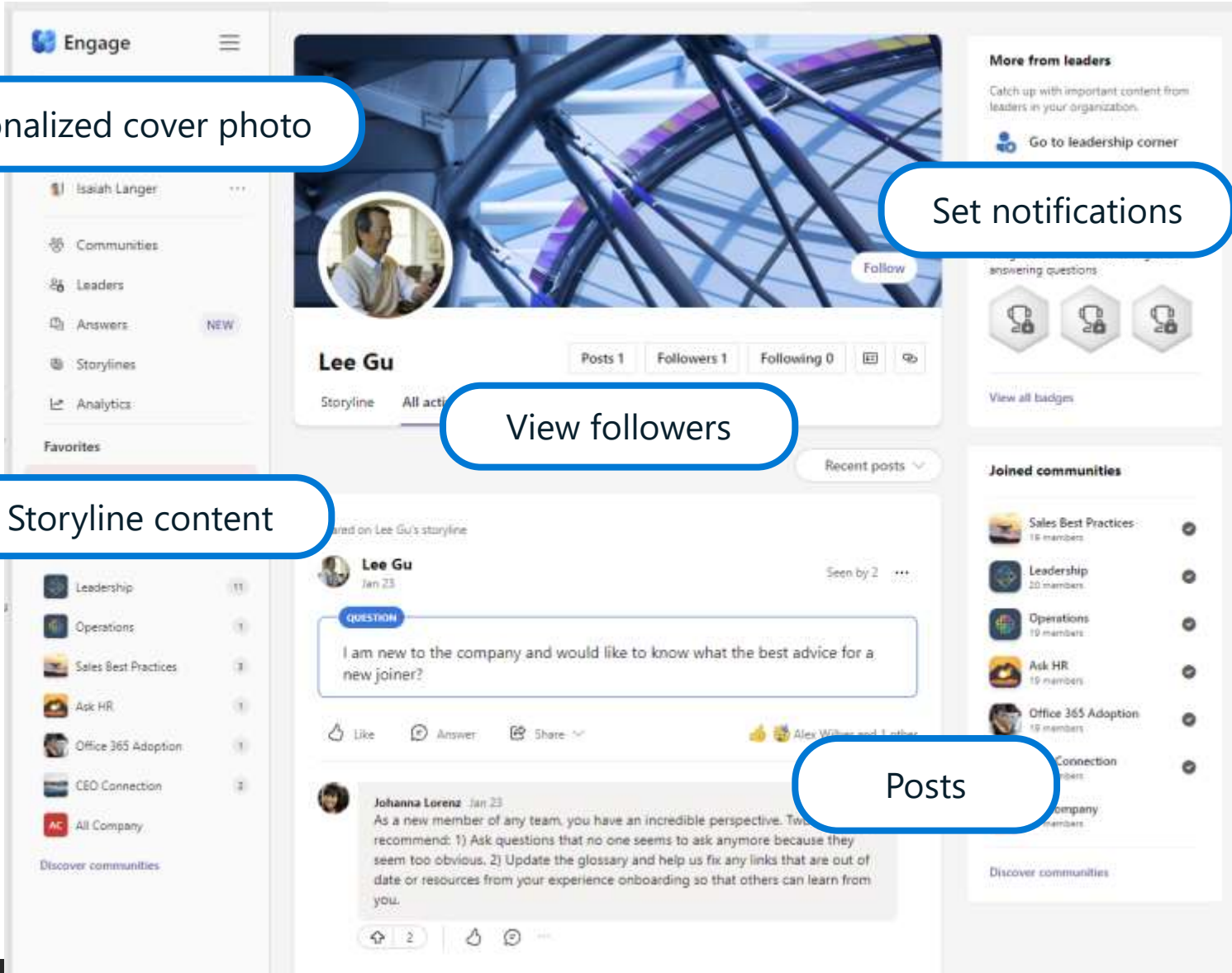
Personalized cover photo

Set notifications

View followers

Storyline content

Posts



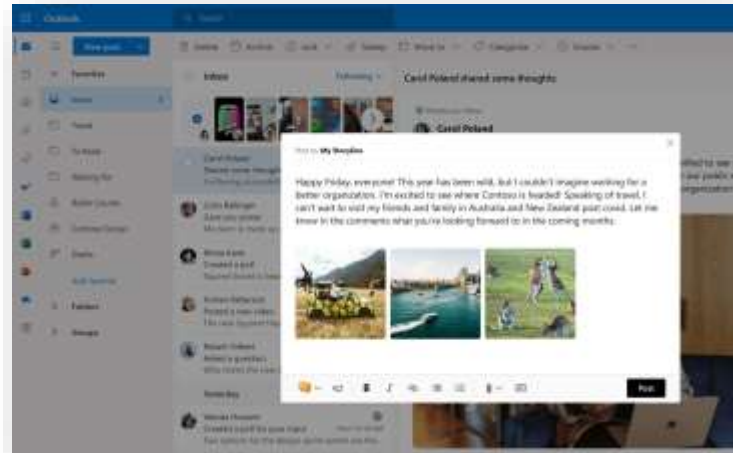
Viewing Storyline

Interact with storyline across Microsoft 365 and Microsoft Viva.



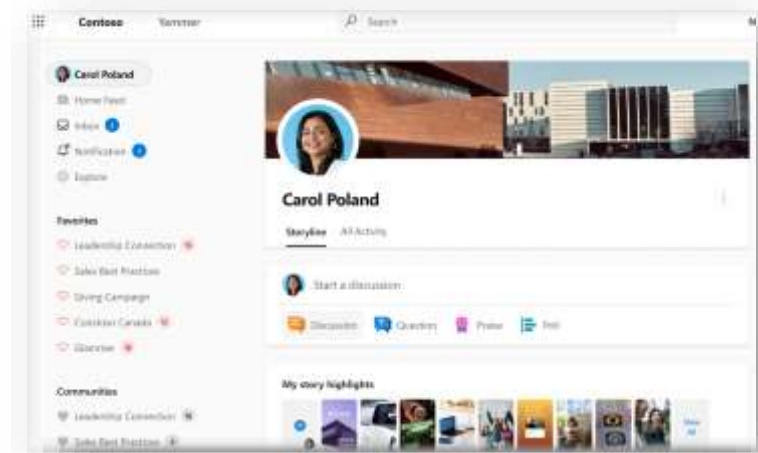
Microsoft Teams - Viva Engage

Pin the Viva Engage app to the app launcher in Microsoft Teams.



Outlook

Start a storyline post or reply directly from email notifications



Viva Engage

View directly in web mobile. Install the Yammer desktop experience (PWA).

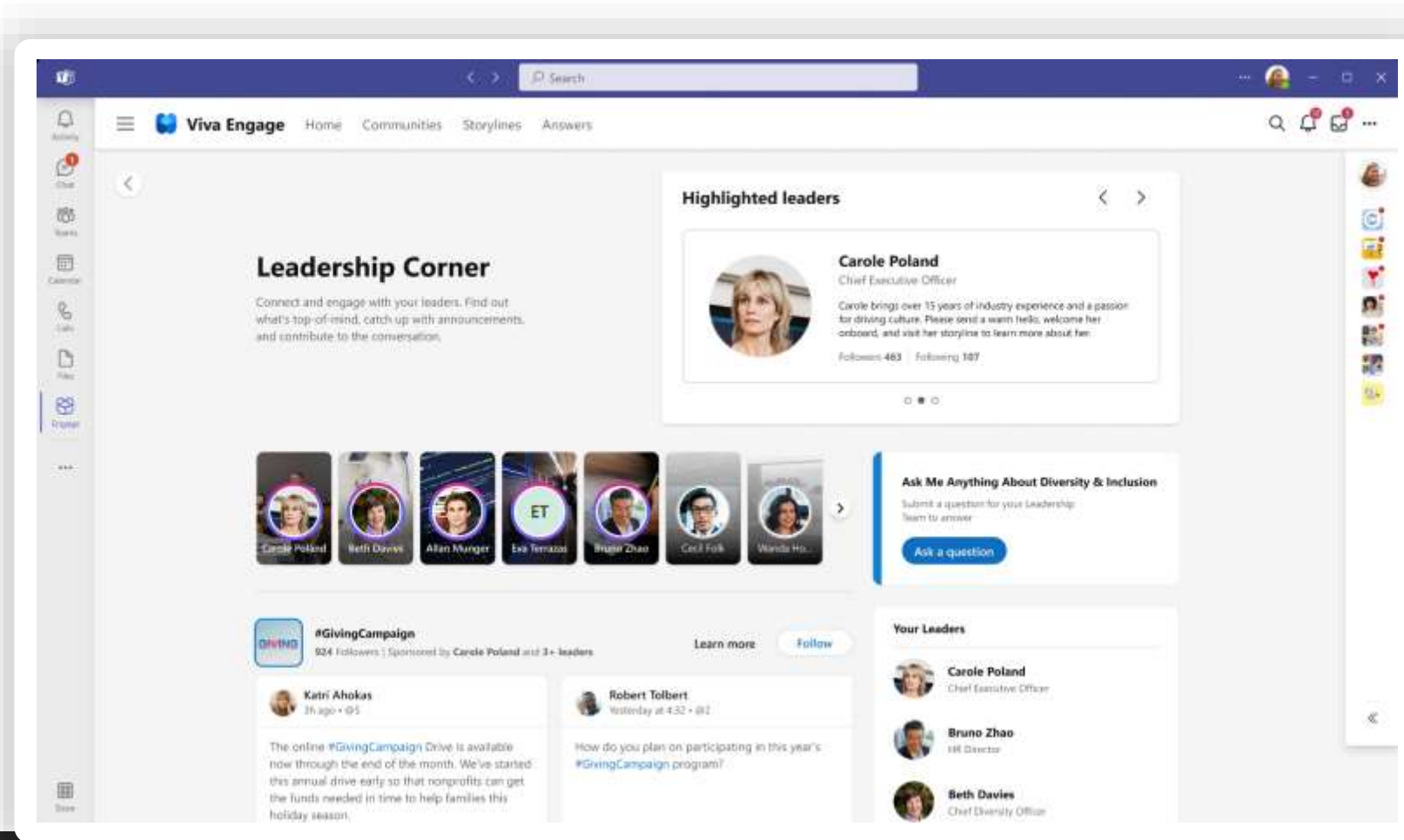
Viva Engage – Leadership Corner

Give leaders the tools to engage directly with employees across the company

Find and engage with highlighted leader stories, articles, events & conversations

Foster open dialog & learn what's top of mind for employees

Get insight into employee engagement, concerns, sentiment, & actionable steps through rich metrics



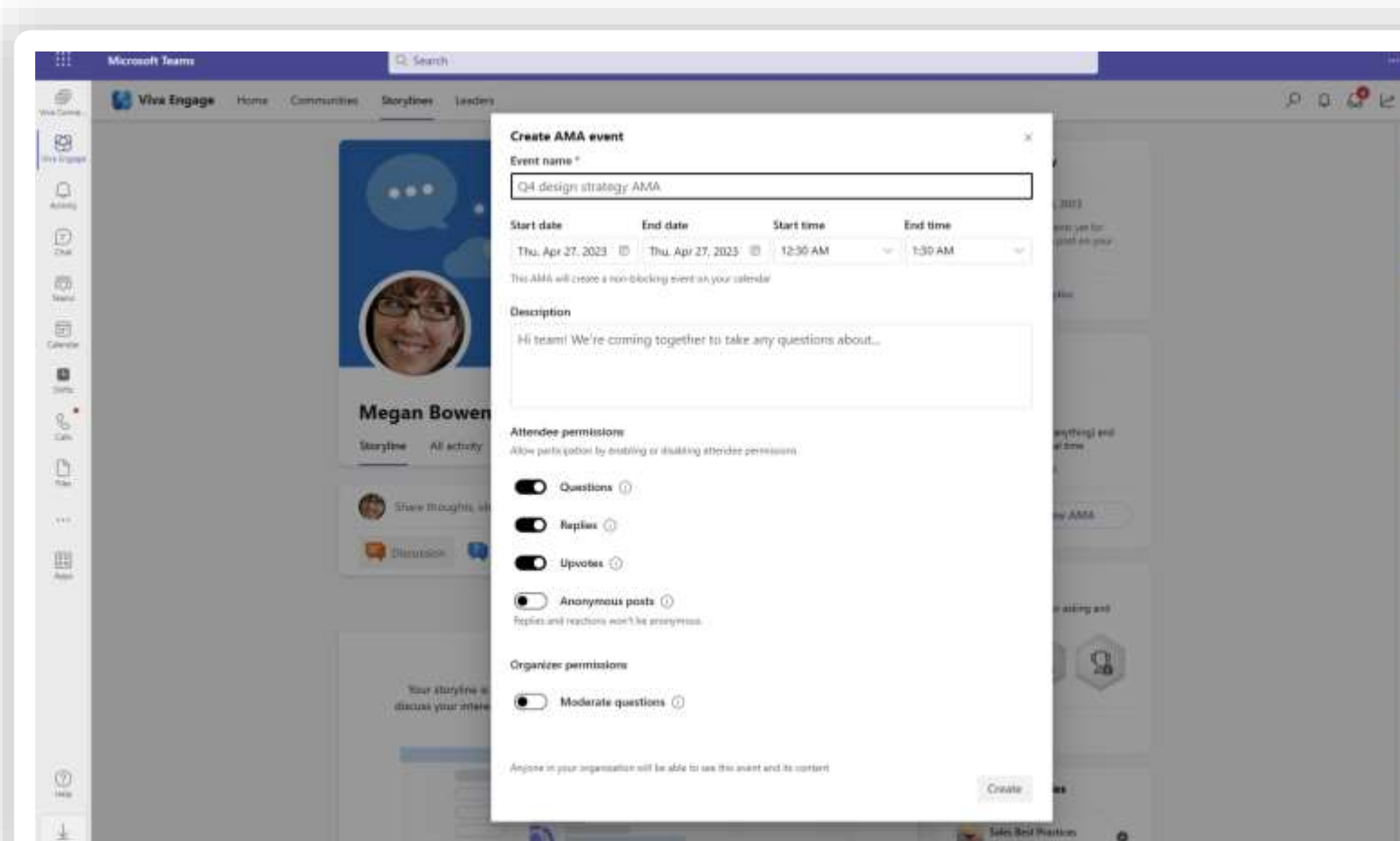
Ask Me Anything

Open, interactive discussions with your employees

AMA events are **interactive sessions** where leaders and employees come together to ask and answer questions related to a specific topic or department.

The organizers have the flexibility to customize the setup and experience of the event, including the option to allow anonymous questions.

Questions can be moderated by the organizers, and participants can upvote questions they want to see addressed.



Ask Me Anything



Flexible

The format of an AMA can vary depending on the purpose it serves

It provides a platform for leaders or experts to engage with employees and answer their questions

It is a collaborative effort where the leader provides the space, but employees are the ones who drive the agenda by asking the questions

Open

Usually an hour but can be longer

Content lives on afterwards for review or others that couldn't make it

Delegates can setup their leader's AMAs

Everyone can participate with no invite needed

AMA Examples



Product Launch



Brainstorming



Topic or Guest



Thought Leaders

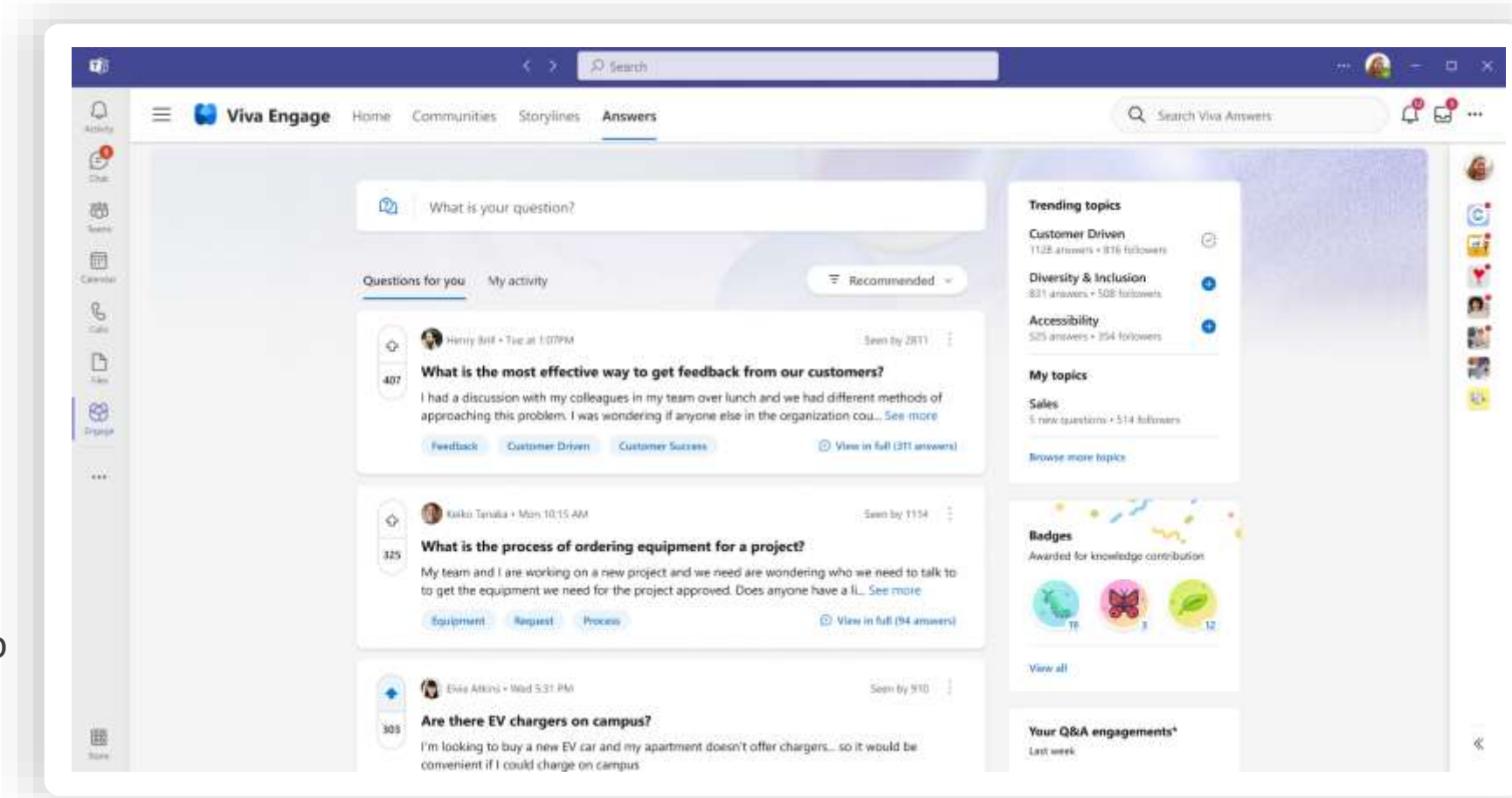
Answers in Viva

Enable employees to get answers to critical questions

Help employees find answers to their questions by matching experts to unanswered questions

Built on AI-generated knowledge to distribute topics and answers in context

Earn points, gain badges, and more to help build a community of experts



Answers and Viva Topics

Working together

Answers works through the Viva suite to connect SMEs in Viva Topics, to help employees with their questions

Featured Viva Topics can be seen and followed in Answers

*Every question in Answers requires a topic

The screenshot shows the Viva Engage interface. At the top, there's a navigation bar with 'Viva Engage', 'Home', 'Communities', 'Storylines', and 'Answers'. Below this, there's a section for 'Questions for you' and 'My activities'. A question by Irvin Sayers asks 'what is the best restaurant in the city?' with a 'food' topic tag. Another question by Alex Wilber asks 'Looking for a restaurant in the city?' with 'hotspots' and 'foodie' tags. A third question by Alex Wilber asks 'Is the Cafeteria menu good?' with 'food' and 'test topic' tags. A 'Suggested topic' modal is open, showing 'Lamna Healthcare Company' with 'View details' and 'Give feedback' buttons. Below the modal, there's a feedback prompt: 'Improve AI suggestions' with the question 'Is Lamna Healthcare Company a topic that's relevant to your organization?' and 'Yes', 'No', and 'Not sure' buttons. On the right side, there's a 'Discover new topics' section with a list of topics like 'test topic', 'food', 'foodie', and 'Lamna Healthcare Company'.

Strengthen social campaigns with Viva Engage

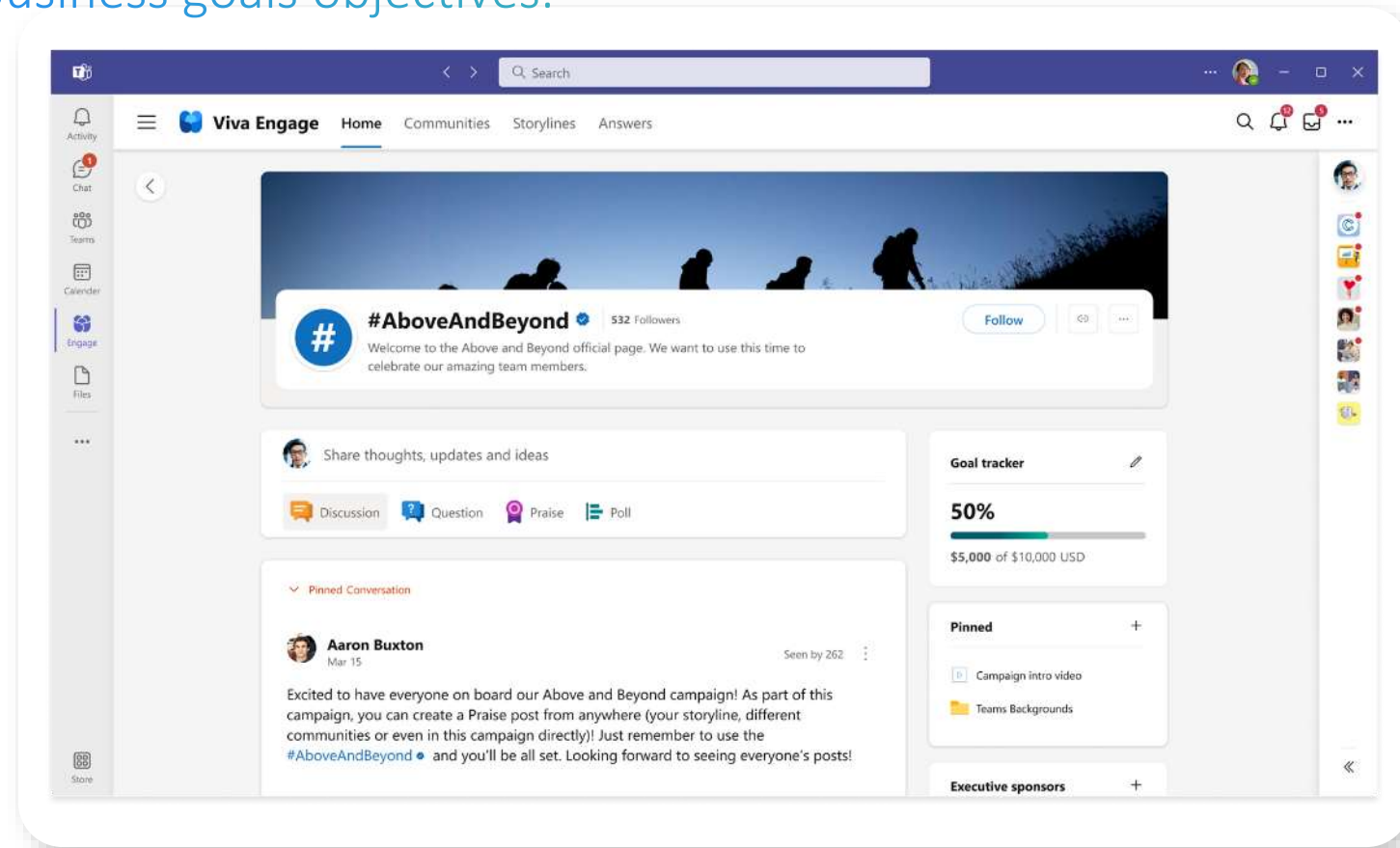
Campaigns drive initiatives that support business goals objectives.

Campaign sponsors pin resources to get the campaign off the ground.

Hashtags allow people to find, follow, and participate in the campaign.

Gain insight about the campaign's impact and reach with analytics from the last week, month or of all time

Find top creators and top conversations to highlight post-campaign success.



Sample campaign ideas

Different types of campaigns influence and determine desired engagement.

Company-wide initiative

Use Viva Engage to support a key initiative within your organization. Seek feedback and gain insights.

Top 5—sink or swim

Find out what's working and what's not at your company. Have your people weigh in on programs, tools, initiatives and more and spark an active conversation.

Win. Win. Win.

Use Viva Engage to manage the motivating and engaging conversation of wins. Share, congratulate, discuss, and learn.

Product launch or roll out

Use Viva Engage to announce a new product/tool/service roll out and include community support all in the same place.

30 days of _____

Pick a topic/idea and spend 30 days actively discussing in Viva Engage. Could be one question per day/week that employees answer, share response related to the campaign.

Innovation generation

What's next for your organization? Encourage employees to share hacks, tips and tricks and more. Use Viva Engage to connect asynchronously to imagine tomorrow.

Leadership series

Use Viva Engage as a channel for employees to connect with leadership and have leaders go first. Encourage leaders to take turns sharing about what they are learning, reading, listening to and encourage employees to share the same.

Corporate-wide Giving efforts

Coordinate company efforts to give back to the communities in which you live. Share key messages, track progress, and seek participation.

Recognition & Gratitude

Who are the individuals and teams who are making it happen, going above and beyond? Who is making an impact? Showcase their efforts with Viva Engage praise campaign.

Problem solve out loud

Ask about a problem and openly think of solutions using the collective IQ of the employees.

Viva Engage

DEMO



Copilot in Microsoft Viva

Accelerate workforce insights and
boost employee engagement

The AI-powered future of work

Boost employee engagement and organizational productivity



Copilot in Microsoft Viva

Next-generation AI for fast, accurate, and personalized answers and insights based on the context of your business.



Security



Compliance



Privacy



Responsible AI

Built on Microsoft's comprehensive approach to AI

Accelerate workforce insights and boost employee engagement with next-generation AI.

Drive mission and alignment

- Generates outcome-focused goals
- Motivates teams to achieve more
- Removes barriers for leaders



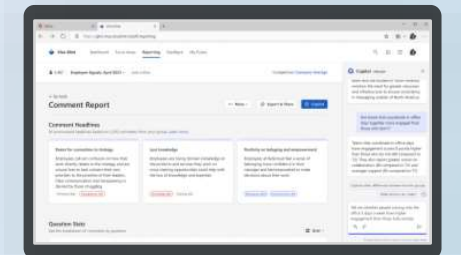
Measure engagement and productivity

- Spots trends sooner
- Pinpoints root causes
- Analyze employee sentiment in real-time



Enable a high-performance workforce

- Prepares employees faster
- Democratizes information
- Summarizes knowledge



Microsoft Viva + Copilot

Copilot in Viva apps

Viva in-app Copilots summarize, recommend, create content, and simplify tasks

Accelerate workforce insights
(sentiment, behavioral, collaboration)

Enhance organizational search and knowledge

Support with upskilling and reskilling

Create engaging workforce communications

Equip leaders with conversation starters

GA CY24

Copilot for Microsoft 365 enhanced with Viva

Copilot chat works across Viva data and apps to support employees, managers and HR leaders

Self-service coaching & experiences

Enriched with Viva data

Pre-configured prompt library

Simplifies tasks across Viva applications

Private Preview Q1 CY24

Microsoft Copilot Dashboard powered by Viva

Measure the impact of Copilot on productivity and performance with Viva

Understand readiness for potential impact

Assess usage and adoption metrics

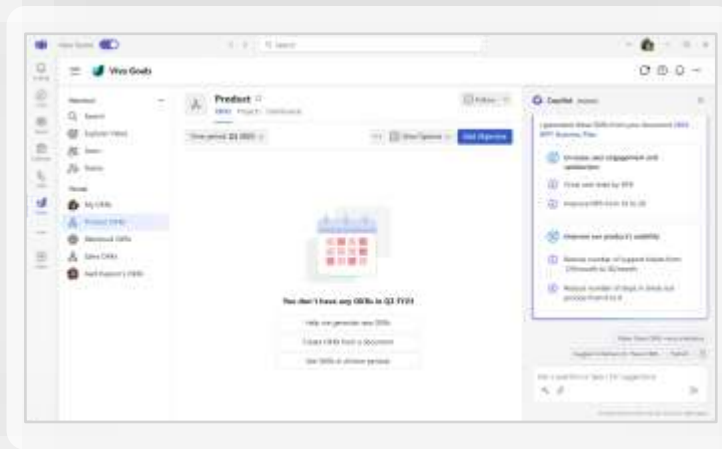
Measure how Copilot is transforming the way people get work done

In Private Preview

Copilot in Microsoft Viva

Accelerate workforce insights and boost employee engagement with next-generation AI

Drive mission
and alignment



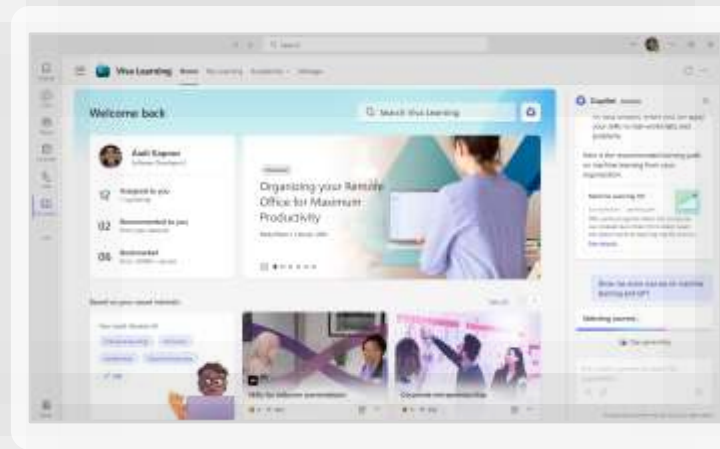
Copilot in Viva Goals

Create actionable OKRs and scale end-to-end goal management

Copilot in Viva Engage

Analyze employee commentary and craft engaging communications

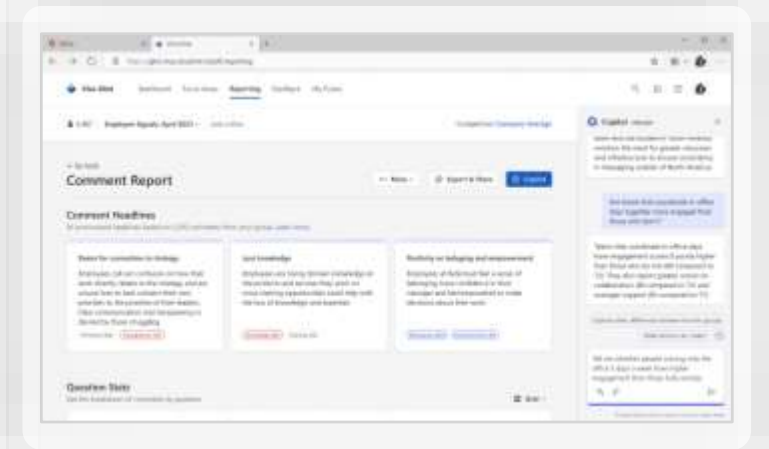
Enable High
Performance Organization



Copilot in Viva Learning

Deliver curated learning and help employees build new skills

Measure engagement
and productivity



Copilot in Viva Glint

Streamline data analysis and make informed decisions

Copilot in Viva Insights

Generate personalized reports and simplify query building process

Microsoft Copilot Dashboard metrics

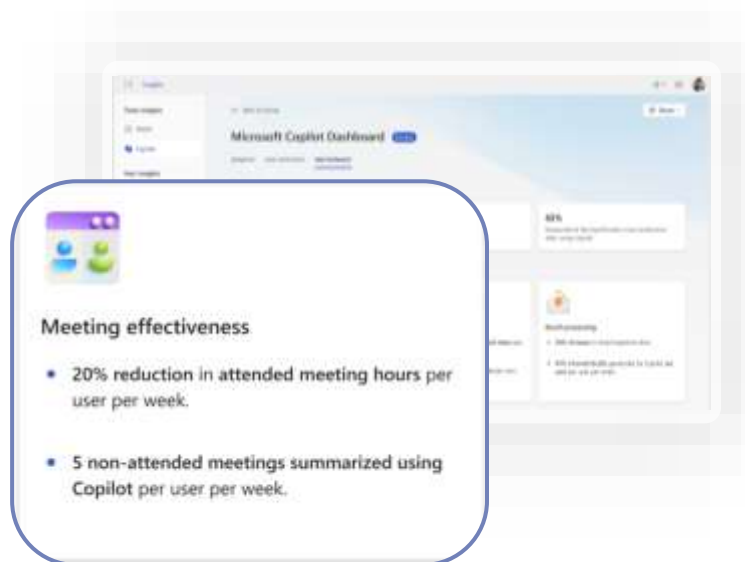
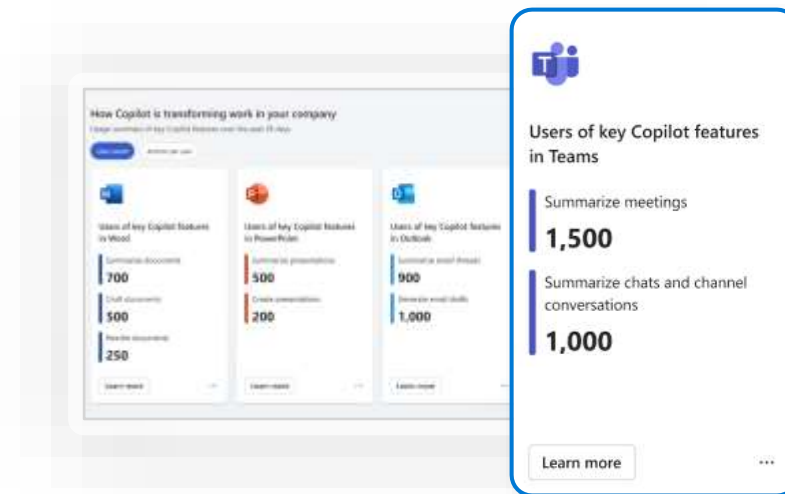


Readiness

How many people in my organization are ready to start using Microsoft Copilot?

Adoption

How many people are using Copilot and in what ways?

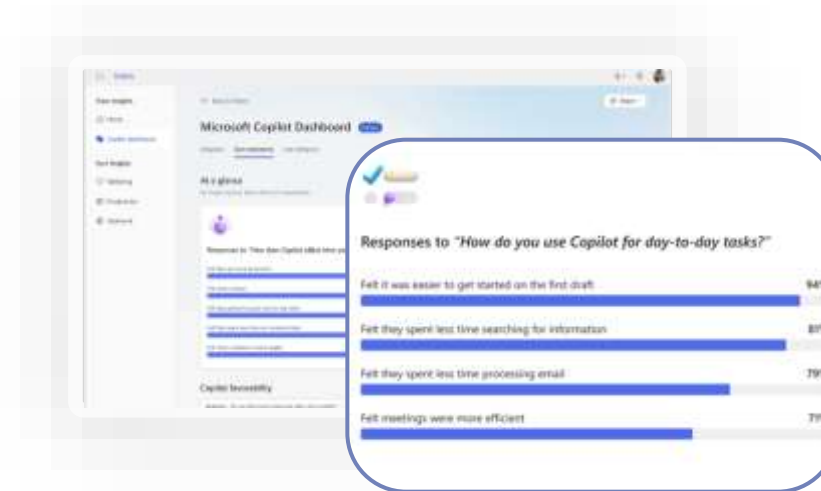


Impact

How can Copilot transform work in my organization?

Sentiment

How are employees feeling about the impact of Copilot?



*All metrics are tenant-level aggregates unless indicated otherwise in the table above

*Reports will be expanded and iterated upon incrementally based on user feedback, research and data availability

Takeaways



Work to engage employees with content, community, and connections

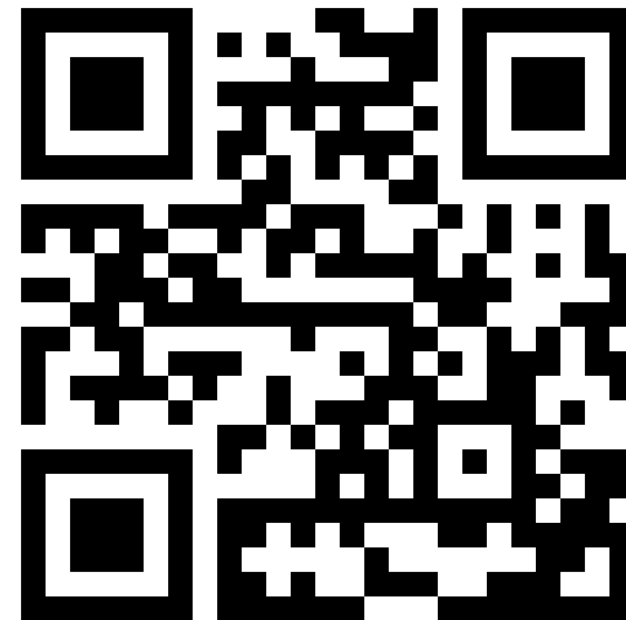


Teams are productive when they have easy access to knowledge and experts



Use tools like Copilot to enhance your productivity and save precious time

**THANK
YOU!**



DanielGlenn.com/Hello

STAY IN TOUCH



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