

Visier People® Workplace Dynamics



Enhance productivity and workforce effectiveness

Profound changes to the workforce in recent years have altered the modern enterprise forever. Hybrid, remote, and distributed workers are now the norm, digital collaboration continues to grow, and higher employee expectations have all amplified the pressure to truly understand your workforce.

Today, your employees' work is done digitally and collaboratively—video calls, instant messages, emails, and co-edited documents. So, understanding how people and teams get work done can unlock critical insights into how to improve the effectiveness of your workforce, reveal hidden organizational risk, and empower managers and individuals to improve their own performance.

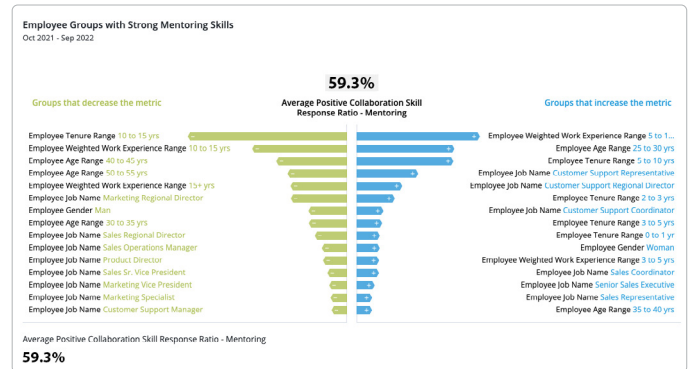
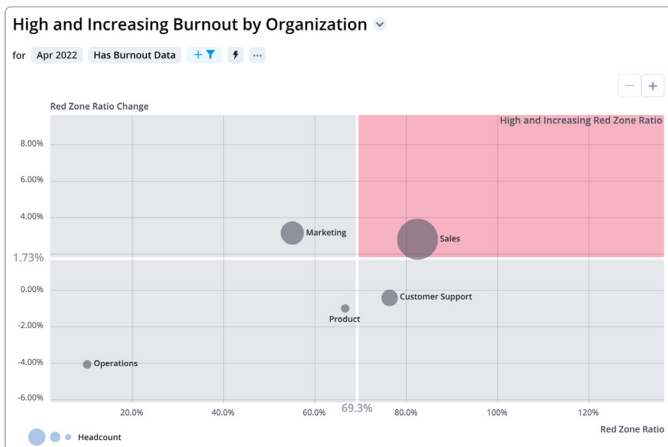
Visier's **Workplace Dynamics** provides a complete picture on employee collaboration and team dynamics, shining a light on collaboration sentiment, burnout and attrition risks, and hidden leaders capable of doing more—all helping to shape a more effective and resilient workforce.

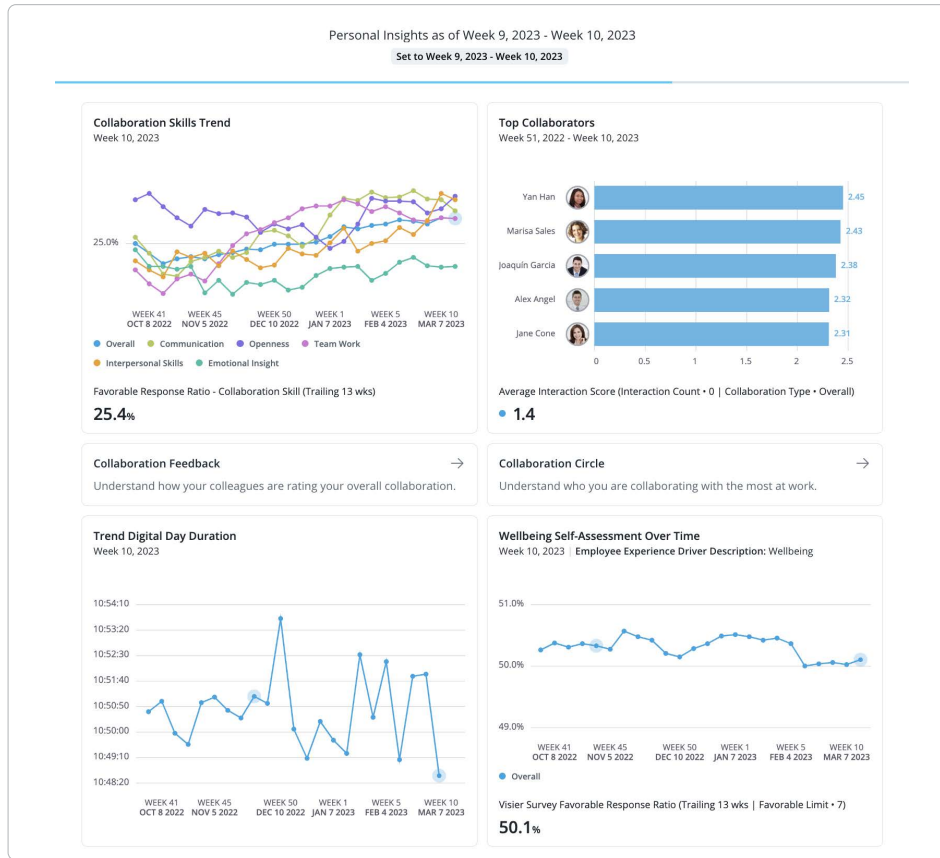
Workplace Dynamics uniquely combines active and passive feedback to provide continuous and contextual insights to everyone in the organization—executives, HR, people managers, and the employee.

How it works

Passive feedback shows how your people work together, their informal networks, and overall team dynamics by analyzing collaboration in tools including GSuite, Office 365, Microsoft Teams, Slack, Jira, Zoom, and more.

Based on passive feedback, **active feedback** in the form of automated and tailored two-minute “smart” surveys are sent to employees based on their collaboration circles. This results in deeper insights with fewer questions, empowering employees and managers to improve performance and collaboration immediately.





The magic combination of passive and active feedback means:

- **For HR:** Maintaining a continuous pulse on how employees are doing, helping to surface and address hidden attrition and burnout risks early to keep employees engaged and productive—all with low administrative overhead.
- **For the manager:** Real-time, contextual insights into team behaviors—activities and collaboration skills that help identify gaps and opportunities to deliver more impactful coaching and guidance.
- **For all employees:** Personalized feedback and insights into their strengths, closest collaborators, peer feedback, wellbeing evaluation and communication insights. This helps employees to better understand their soft skills, how their work influences others, and identify steps they can take to maximize their individual and team impact.

Answers. Decisions. Outcomes.

Combining real-time active and passive feedback, **Workplace Dynamics** helps you:

- **Identify and address burnout early** to retain employees and keep your people happy and productive
- **Get a full picture of employee performance** to uncover, develop and retain your best talent
- **Understand team collaboration dynamics** to optimize workplace communication, improve wellbeing, and build the most effective teams
- **Empower individuals and managers** with personalized insights to take action to maximize their impact



Uncover the hidden truths in your organization to reduce burnout, unlock productivity and create a thriving workplace

The Business Can Ask...	So you can..
Are teams focused on the right work?	Ensure activity aligns with top priorities and team objectives
Are we effectively onboarding new talent?	Get new employees up to speed quickly and building relationships with the right people
What are the characteristics of our top performers?	Develop more top performers
Are your critical employees at risk of burnout?	Deliver targeted strategies to improve employee well-being and productivity
Are your hidden leaders at risk of leaving?	Implement focused retention strategies to reduce unwanted attrition
Are we effectively managing change?	React in real-time to changes in company policy or structure to minimize disruption
Can we empower our employees to be better?	Support employees with their development and career journey within your business
Can we help our managers become better leaders?	Provide managers with the insights to best lead their team, improve team cohesion and collaboration
How do we optimize collaboration to achieve business success?	Get the right teams working together on the right initiatives that drive innovation and growth
The Employee Can Ask...	So you can..
What are my strengths and development areas?	Leverage strengths, understand what you can do differently, and seek development opportunities to grow your career
Which teams am I working well with, and what's my influence across the organization?	Get real-time insights and feedback from peers to understand where I can better contribute to the business
Based on my work patterns, am I at risk for burnout?	Make adjustments to the way you work to ensure your own well being and productivity