

Visier® Business Solutions Return to Office Optimization



Leverage employee attendance data to understand the true impact of return to office strategies

Many organizations are transitioning staff back into the physical office or rolling out hybrid work as part of their return to office (RTO) strategy. Therefore it has become increasingly important to track and understand employee attendance. Work has been redefined and is constantly evolving. Organizations need to understand how effective their return to office strategies are, how hybrid work is impacting their people, and how they can optimize the new work environment to drive productivity and efficiency.

Challenge

As organizations roll out RTO programs and transition to hybrid work, they are faced with new challenges to reorient employees and continue providing the best workplace experience possible.

1. Data-informed decision making

It's time consuming to pull together the people data and employee attendance data (eg. badge scanning or virtual presence) if it's dispersed across multiple systems and teams. Maintaining the data required to make informed decisions takes continued effort to update and maintain.

2. Impact of RTO and hybrid work strategies

Measure the success of these initiatives on data-backed truth rather than perception. To truly understand the impact of these initiatives on employee engagement and overall performance, the data must be connected.

3. Easily accessible data for all

- Managers need to track their teams' goal attendance rates. That way they can identify and address any risks early to help improve attendance rates and ensure their employees are engaged and productive throughout the transition.
- With democratized data, HR gains a comprehensive understanding of the effectiveness of programs and will be able to adjust initiatives to drive impact and ensure employees continue to feel supported and engaged.
- Operations needs to identify opportunities to optimize office space and reduce costs.



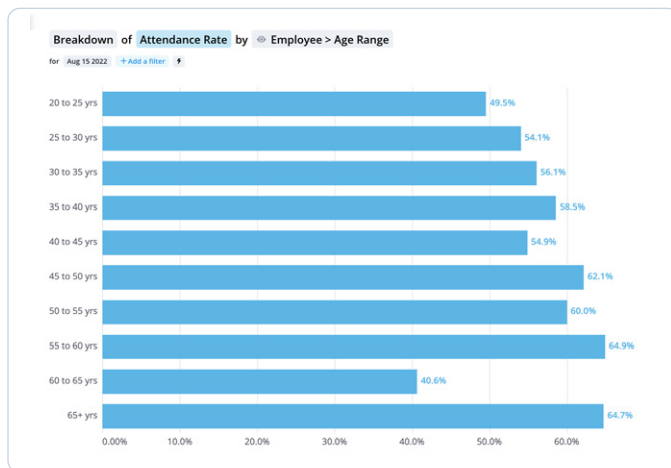
Solution

The custom solution provides a comprehensive view into employee attendance, providing organizations with the information needed to help guide and improve return to office and hybrid work initiatives. Combining badge scan or virtual presence data with HR data unlock valuable insights into the impact of these initiatives on key employee metrics such as engagement, turnover, and performance.

HR teams, line of business managers and other relevant stakeholders can easily access this solution. This empowers the organization to create a smooth transition to the new working environment while ensuring employees stay engaged and productive. The solution enables simple sharing of analyses that adjust to the viewer’s context, allowing them to drill down into the insights most relevant to them:

Impact and effectiveness of RTO initiatives

- Track employee attendance versus expected attendance
- Understand the impact of RTO initiatives on employee engagement, productivity, and turnover with the ability to drill down and compare specific employee groups (eg. compliant and non-compliant)



Compliance risks down to the individual employee level

- Assess compliance risks globally and ensure adherence to attendance policies with the ability to drill down into specific populations

Operations and location optimization

- Actual versus expected office space utilization
- Trend analysis to inform real estate planning
- Track current work location amenities and understand their impact on attendance to help inform future location expansion plans

	San Francisco	Chicago	Vancouver	New York
Overall	95.3%	93.9%	90.1%	96.0%
Monday	56.0%	53.2%	50.0%	57.1%
Tuesday	56.0%	55.1%	52.9%	57.8%
Wednesday	58.5%	58.0%	55.9%	56.0%
Thursday	58.8%	54.5%	55.5%	57.9%
Friday	58.8%	54.7%	53.3%	56.9%

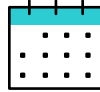


Key benefits



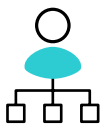
Understand the impact and effectiveness of RTO and hybrid work initiatives

By combining people data with employee attendance data and other data sources, organizations can manage change more effectively. They also gain a deeper understanding of how these initiatives are affecting employee engagement, productivity, and employee turnover.



Operations and real estate optimization

With a clear understanding of actual versus expected utilization of office space, organizations are able to optimize physical office schedules. Using this data to inform real estate and workplace strategy decisions reduces costs and increases operational efficiency.



Ensure attendance compliance across the organization

Organizations can drill down into specific teams, roles, locations, and individuals to understand attendance versus expected attendance, identify trends, and mitigate risks early. Executives and people managers can access badge scan insights and dashboards for a comprehensive view into compliance and the progress of RTO initiatives.

Please contact customsolutions@visier.com or contact your account representative to learn more about how we can help.