

# Empower managers to turn engagement insights into action

## Microsoft Viva Glint

Managers are the key to improving people success at any organization. While most managers consider employee engagement to be crucial to success, many report a lack of time, understanding, or support to take action to improve engagement. Microsoft Viva Glint's action taking technology empowers managers to affect genuine change in the success of their people.

Using Viva Glint, organizations can deliver the intelligent recommendations, timely guidance, and team support managers need to make impactful changes. This frees HR teams to focus on coaching and development, resulting in stronger leaders, more engaged employees, and better results.

At highly engaged organizations, **66% of employees** are confident their survey feedback will result in action from the organization, compared with just **47% of employees** in organizations with the lowest engagement.\*

### Viva Glint action taking

- **Enables the entire team** to take collaborative and regular action on feedback.
- **Frees HR** to devote more time and resources to coaching and support.
- **Motivates employees** who feel listened to and included in the engagement process.
- **Strengthens business performance** by cultivating highly engaged teams that are aligned with business strategy.

Viva Glint removes the roadblocks that prevent managers and teams from taking action, guiding them through the entire process. The best part? It's seamlessly integrated into Microsoft Viva.

## Provide a personalized blueprint for success

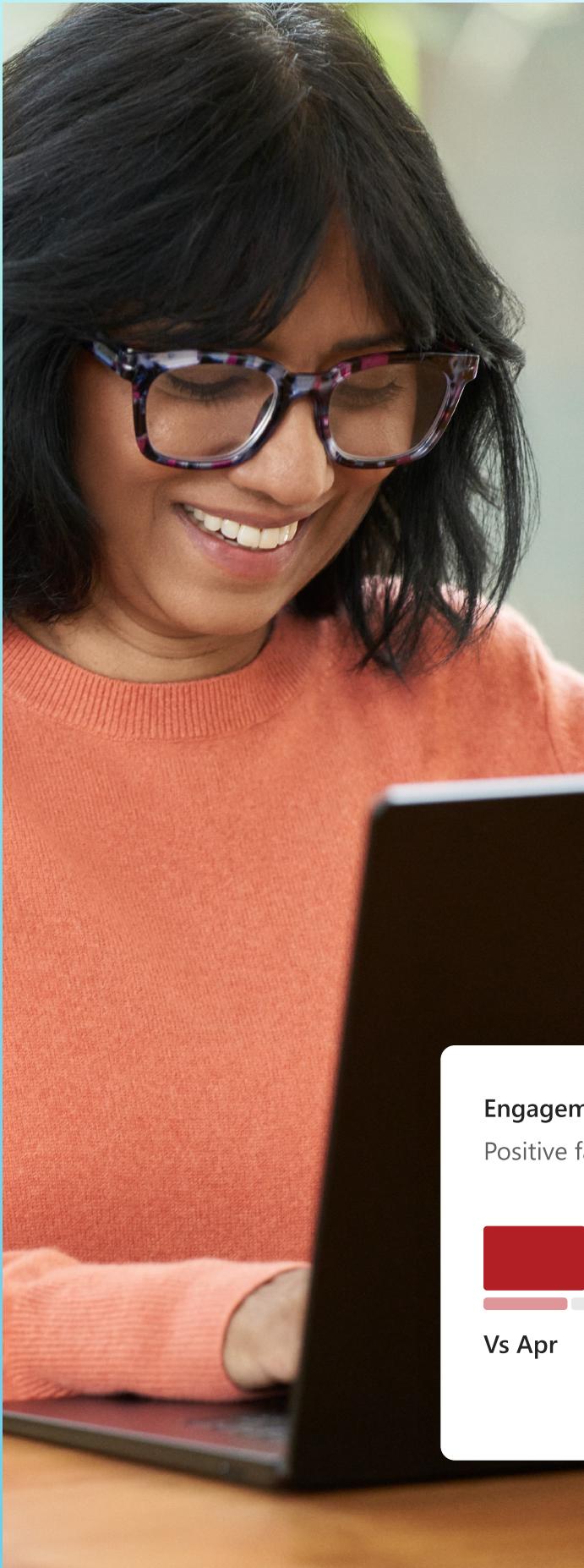
Viva Glint automatically identifies each manager's unique needs, making these insights available immediately after each survey is completed.

- Viva Glint AI-for-HR™ technology synthesizes survey results and surfaces each manager's greatest strengths and opportunities to help them grow as leaders.
- Customizable dashboards and intuitive design allow managers to quickly receive the insights they need and move to action taking without getting lost in the data.

Top Strengths

**Manager** ⓘ  
I would recommend my manager to others.

**Empowerment** ⓘ  
I feel empowered to make decisions regarding my work.



## Guide managers each step of the way

Manager benefit from a tailored, in-platform guidance, enabling managers to own and stay accountable on action taking.

- Intelligent recommendations sense where managers are in the process and what they need to do next, eliminating ambiguity and helping managers move through the process with confidence.
- Step-by-step guidance helps managers share results with their team, choose focus areas, and actively communicate progress, ensuring employees feel heard and motivated.

Engagement Favorability 72% ?

Positive favorability is up by 2% since April 2022



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## Begin taking action in just a few clicks

Viva Glint helps managers understand why their recommended focus areas are important and how to address opportunities with concrete next steps.

- Suggested actions provide clear and concise steps that help managers create action plans with the highest impact.
- Curated learning resources, industry best practices, and our People Scientists' experience support a wide range of organizations transform their cultures.
- Add custom actions and content to reflect your company's unique values and leverage your existing learning content.

Suggested Actions Suggested Resources

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C Glint Suggested

**Recognize what's a priority and what's not**

Develop habits to focus on the most important priorities. In a busy work environment, it is important to choose wisely.

**+ Add to Focus Area**



## Make action taking a team activity

The capabilities of collaborative action in Viva Glint give every member of your workforce a sense of ownership over their team's culture by allowing managers to collaborate with their people to act on feedback.

- Action plans are transparent and searchable, allowing users to learn from best practices across the organization.

- Commenting allows employees and peers to provide feedback on progress and suggest new ideas.
- Managers can cascade action plans to delegate actions to others, driving shared accountability across the team.
- Usage reports provide leaders and HR partners with the ability to measure progress and adoption across their organization.

**Learn more:** [aka.ms/VivaGlint](https://aka.ms/VivaGlint)

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### Overall Results

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#### Survey Participation

See how representative your results are and how vocal employees were.

**Response Rate**

22 out of 28 of your team members responded, compared to a Benchmark response rate of 75%

79% 

**Comments**

The most commented on questions were Work-life Balance and Leadership. View comments

3,293 

#### Celebrating Success

Our team's scores for 2 questions are above the company comparison scores

