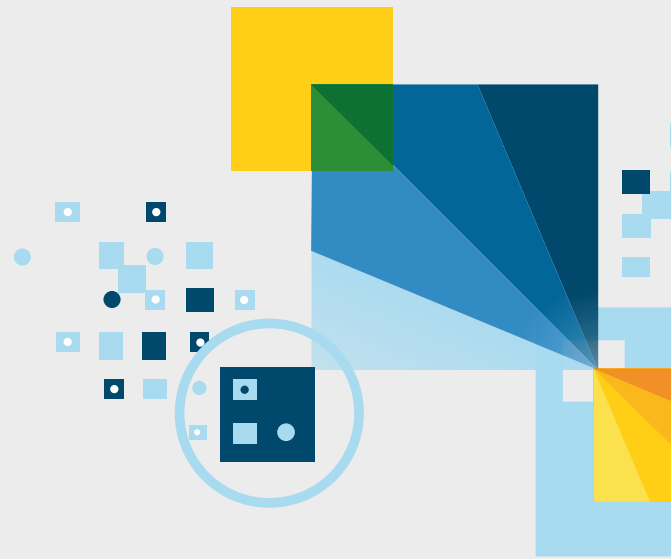


# Employee Voice™

An IBM product

Real-time employee insights to improve business performance



“The **NEXT GENERATION** Employee Engagement product built on **IBM WATSON TALENT.**”

## Listen Continuously

### The World is Changing

- Employees now have the mindset of consumers.
- The voice of the employee is more powerful than ever before.
- Technology gives us the ear to listen.



### Time to Act is Now

- Collective voice of employees is a competitive advantage for customers' buying decision.
- In absence of an outlet to express their voice, employees find other channels to express their frustration at being ignored.



Shift from annual surveys to **Continuous Engagement.**



Employees today are demanding **More Transparency** and honesty.



Shift in being **More Agile** and driving change on a constant basis.



Organizations are investing in **Big Data and Analytics.**



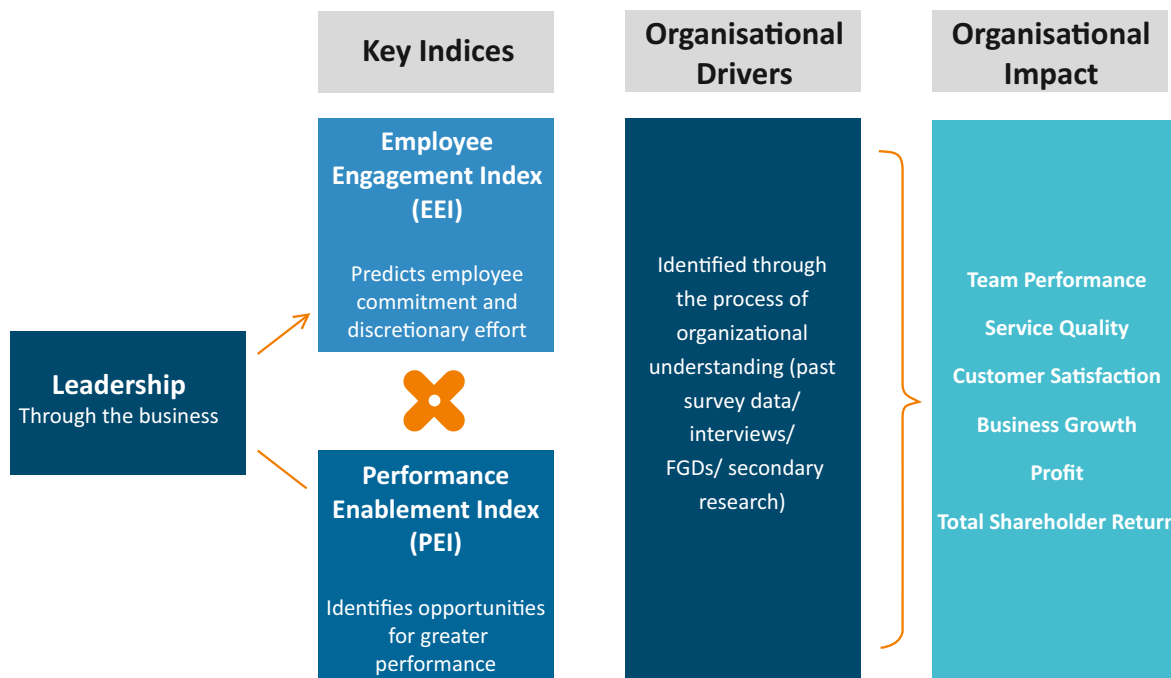
**Mobile Usage** among employees continues to rise.



HR professionals shifting to **Strategic Advisors** to the business.

## IBM High Performance Engagement Model

With **30 years** of extensive research on **High Performance Organization**, IBM Kenexa identified the multi-dimensional impact of **employee engagement** on **business results**. A key finding of this research states that **engagement** alone is not sufficient to ensure high performance; energized employee must be enabled to reach their full potential.



We provide the end-to-end solution organizations need to continually listen to employees and drive new actions by:

Streamlining survey development and deployment

Unlocking valuable insights from diverse sources

Helping you map continuous learnings to new actions

### Listen

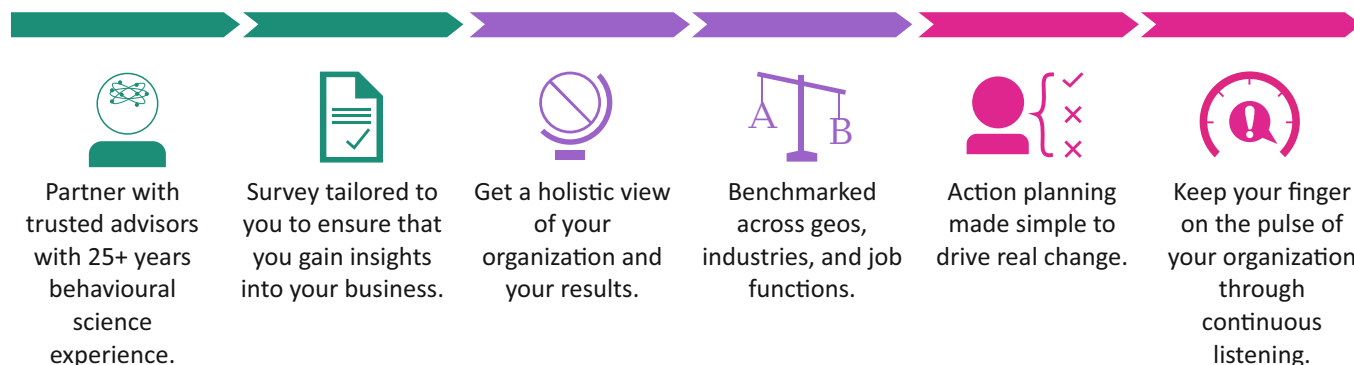
Understand your talent

### Analyze

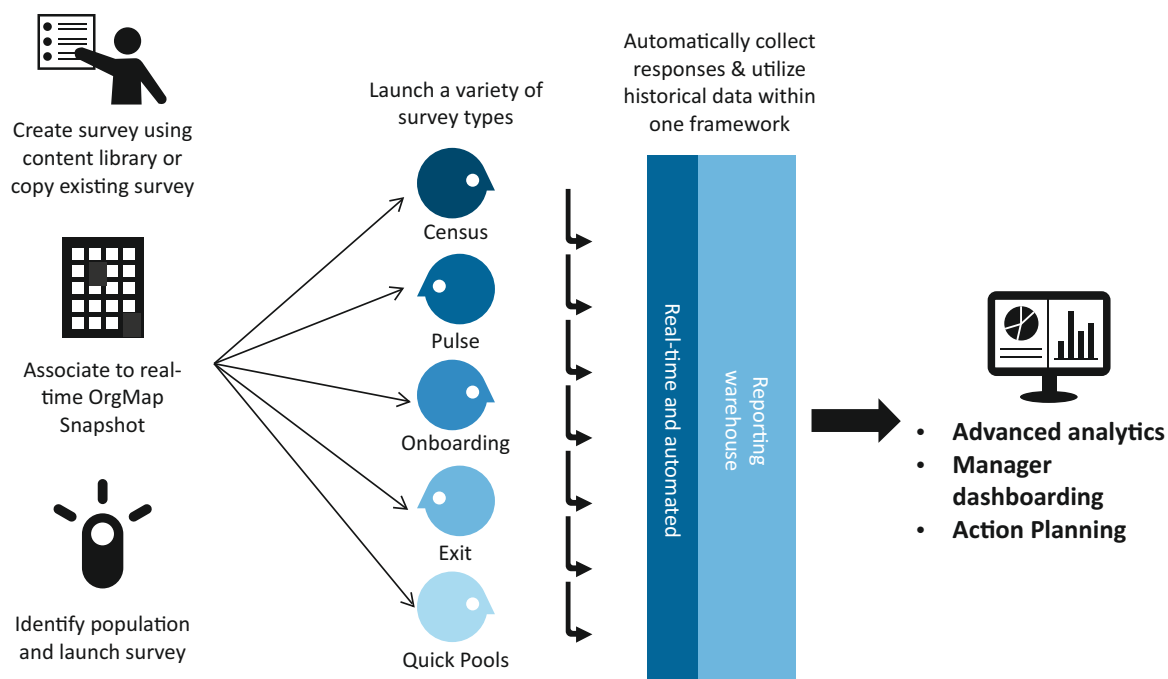
Discover valuable insights

### Act

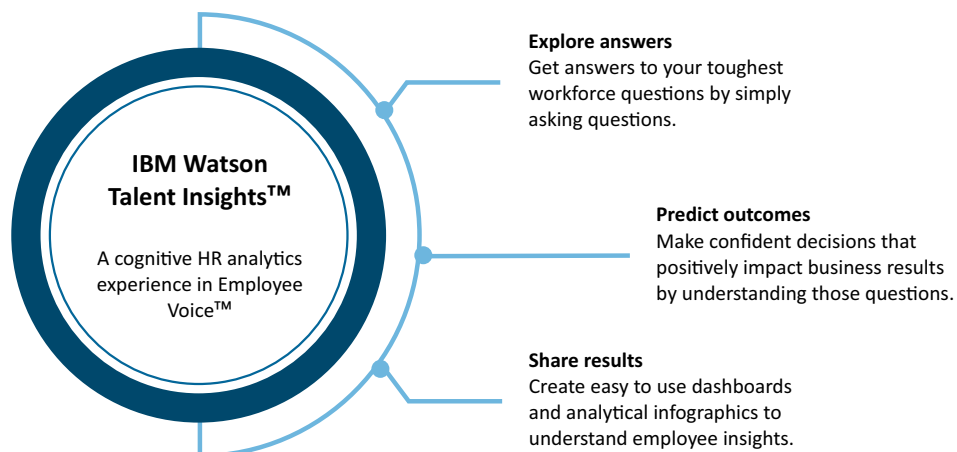
Make data driven decisions



## Employee Voice™ | An integrated approach to continuous listening



## IBM Watson Talent Insights™



## Ease of analysing Employee Voice™

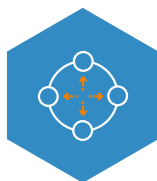
<b>Simple, Natural Language</b>  Designed for HR	<b>Exploration of hidden patterns in your data</b>  You don't know what you don't know	<b>Interactive, graphical data exploration</b>  Recommends the best visualisation	<b>Robust statistical models</b>  Data scientist in a box	<b>Storytelling</b>  Drag and drop, interactive dashboards
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## Employee Voice™ | Product features



### Requiring results the day after tomorrow?

Tap into real-time results in an online dashboard as soon as the survey is complete.



### Hoping for ways to directly engage individuals?

Provide every individual with an interactive, social portal engaging all employees with the survey results.



### Needing to transform data to insights?

Use cognitive computing based on IBM Watson to conduct advanced analysis.



### Wanting to use your existing HRIS for hierarchy and reporting lines?

Leverage the power of a seamless front-end integration with an HRIS such as SAP or Workday.



### Looking to launch a survey tomorrow?

Use IBM's survey builder to use previously conducted survey item sets into new questionnaires.



### Mobile survey response capabilities

Participants now have a mobile experience and can take the survey on any device.

## About InspireOne®

InspireOne® partners with organizations to help manage change scenarios and achieve business results, through contextualized and inspiring interventions around leadership and people development, strategic alignment and building strong sustainable culture.

InspireOne® is a leading consulting firm with nearly two decades of experience in offering organizational and leadership development solutions. We strongly believe that unparalleled success can be achieved when organizations are able to transform their most valuable asset - their human capital - to organizational capability.

