Today's Presenter

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Today's Interactive Session:

- Ask questions throughout the session using the Q&A feature

- Provide feedback and respond to speakers using the Zoom Chat

Our facilitators are here to support and ensure that all of your questions are answered in today's live session!

INNOVATION CONFERENCE

Defining crawl

Characteristics of crawl

- HR-focus on beginning to measure employee experience
- Some people analytics-focused roles around the organization
- Data hasn't yet been established as a core decision-maker
- Experience and seniority determines many practices and decisions
- Data interpretation is sometimes overwhelming
- Typically leaned on vendor for implementation and results (if any)
- Results aren't typically integrated beyond survey practice
- Infrequent surveys or listening (every other year or less frequent)

Value of crawl

Why to Take Your Organization to the Next Level

- Encourage employees to share their voices and feel heard
- Identify areas of emphasis and ask related questions
- Use employee listening as a means of communicating what is important
- Hold leaders accountable for team results and action planning
- Leverage tools and technology for streamlined data collection and analysis
- Integrate demographic information to understand differences
- Large scale reporting to enable timely action planning
- Show value of results to inform decisions at a higher level

Starting to Crawl

Is Your Organization Ready to Move Forward?

- Organization has centralized data or HRIS
- Leadership support to begin engaging at a deeper level
- Dedicated team to make decisions and link to organizational priorities
- Interest in using analytics tools
- Share data and insights broadly throughout the organization
- More frequent and timely data gathering

Transitioning to crawl

How to Successfully Transition into a Defined Survey Practice

- Have a strategy and a plan

- Form partnerships and gain buy-in at the top

- Develop basic data interpretation skills across HR and for leaders

- Evaluate how results will be reported out and to who

- Who will participate?
- What data will you collect?
- Will all leaders be accountable, or will you begin with higher-level?
- What business decisions could this help inform?
- Who is responsible for implementation, analyses, follow-up?

Clients That crawl

Client Success Stories

- Asking employees about topics they care about such as diversity, wellbeing, and remote work.
- Having executive support and communication about survey value.
- Moving from paper surveys to all virtual (e.g., QR codes, kiosks, SSO or unique link).
- Gaining buy-in and trust from employees through targeted action planning.
- Integrating important demographics (e.g., business units, teams) to cut data and understand where certain groups might need special attention.

Learn More

Innovation for the Way Forward: People Analytics

- Perceptyx is all that you love about employee metrics, now even smarter. Learn the way forward for People Analytics at Perceptyx as the foundation for everything we do. From special projects that yield one-of-a-kind insights to platform enhancements and shiny new tools that boost overall program value, our team has exciting news for you!
- Learn from experts on how you can integrate our tools to best learn from your own people and data in our platform!
- Speakers: Alex Aguilar and Brett Wells, Ph.D.

Open Discussion

Discussion Starters

- What challenges have you faced as you prepare(d) to begin their employee listening journey?
- What successes can you share with others as they prepare to move into the crawl phase?
- How did you encourage others to move forward in standing up a survey program?
- Do you have lessons learned that could benefit others today?
- How did you prepare leaders to understand and communicate their results?
- If there was one thing you wish you knew before you began this journey, what would it be?
- What's next for your organization?

Thank You for Attending