



INNOVATION CONFERENCE

Leading the way forward

The Perfect Survey Strategy

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Employee Experience Framework

- 1 Census surveys are being augmented with more frequent abbreviated, diagnostic content (e.g., return to work, diversity, equity, and inclusion)
- 2 Respondents increasingly using their own personal devices to take surveys
- 3 Survey results increasingly distributed through dashboards and infographics, moving away from a top-down distribution



Census Survey

Annual or Bi-Annual, company-wide survey



Lifecycle / Always-On Survey

New Hire, Exit, Hiring Manager, Candidate Experience, Topical



Pulse Survey

Quarterly, Monthly, Weekly, Daily, Topical



360 / Multi-Rater

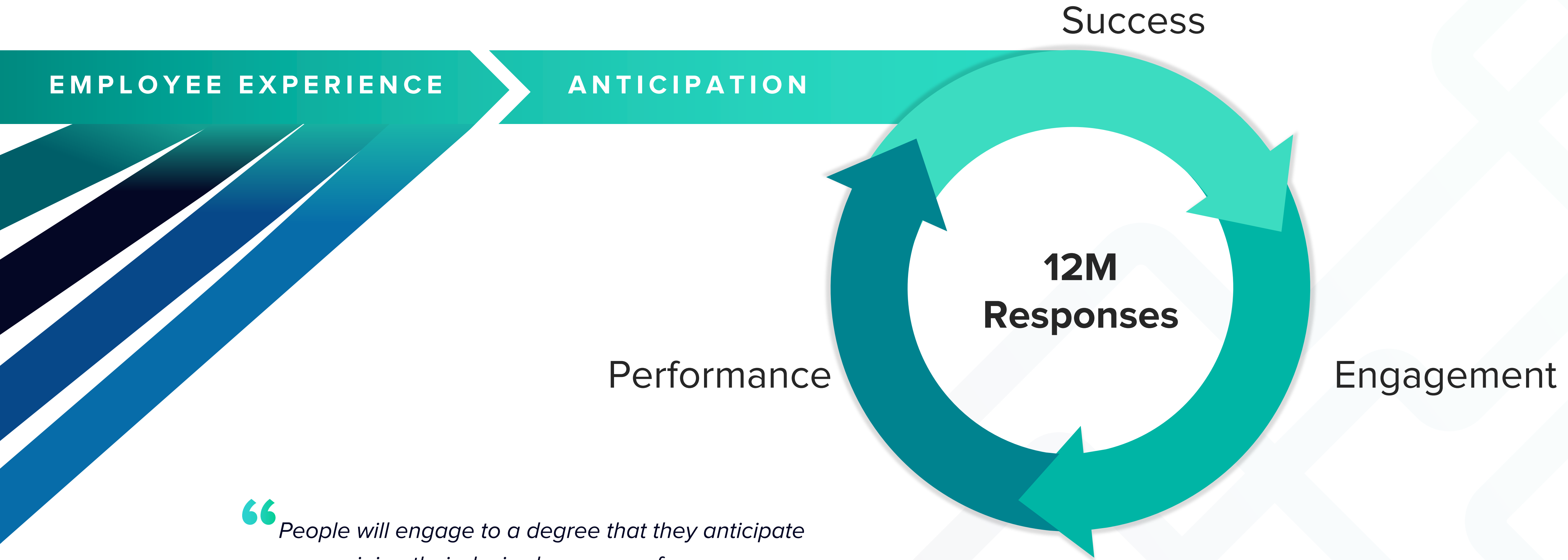
Manager Effectiveness, Upward Feedback, & Peer Reviews



Ad-Hoc / OnDemand

Create your own surveys!

Employee Experience Framework

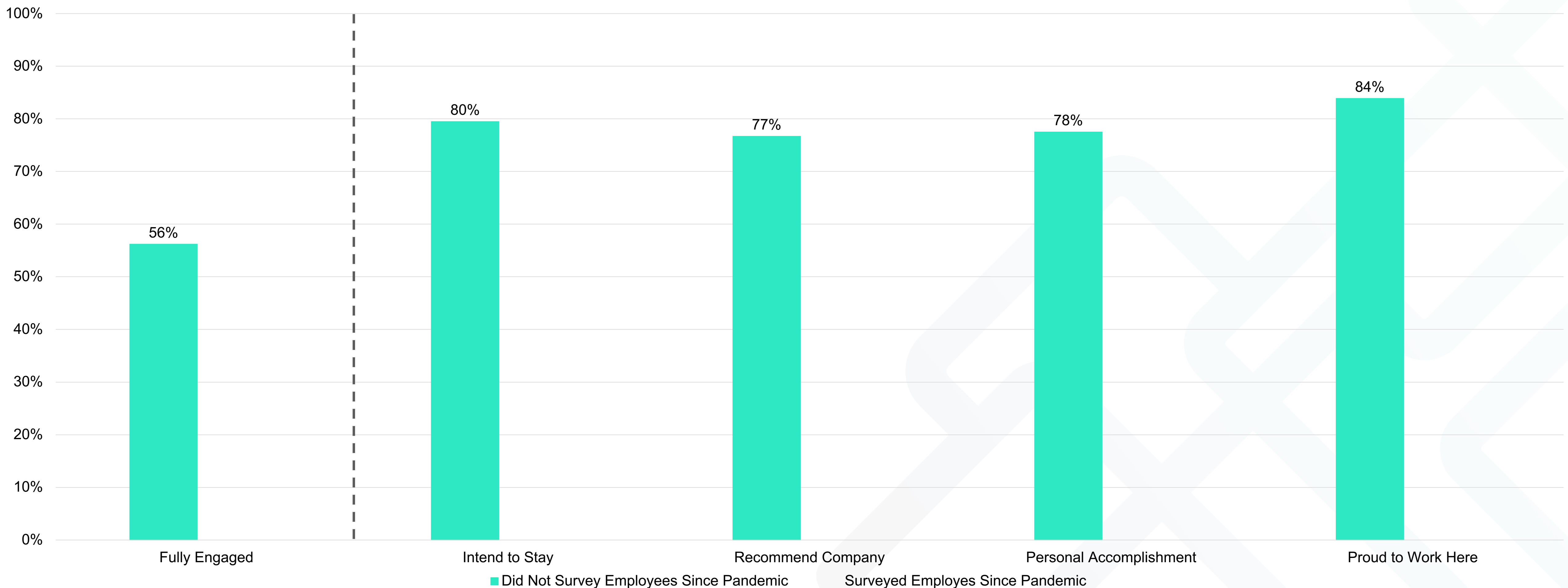


“People will engage to a degree that they anticipate gaining their desired measure of success.

- Jack Morehouse, Co-Founder

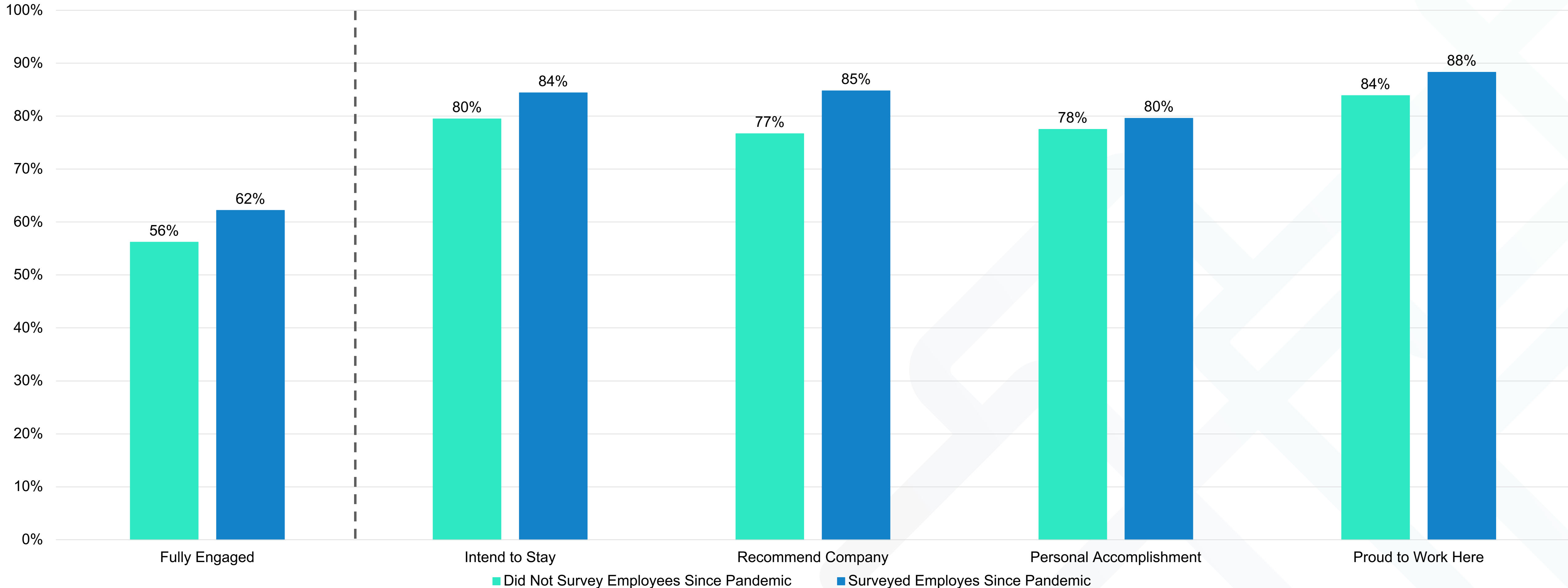
Continuous Listening During COVID-19

Percentage of Engaged Employees



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Business Resilience

The Global COVID-19 Pandemic Response Study

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Insights from the Academy

SEPTEMBER 9TH, 2020

September Programs in the JBA

We have a lot going on this September, here's a quick breakdown

SEPTEMBER 1ST, 2020


We're launching a new Program in partnership with Accenture: Resilient HR

We're delighted to announce

AUGUST 28TH, 2020

How Do You Balance Staying Agile and Pivoting when Needed?

Pamay Bassey, CLO of Kraft Heinz, webinar recording now available to all members

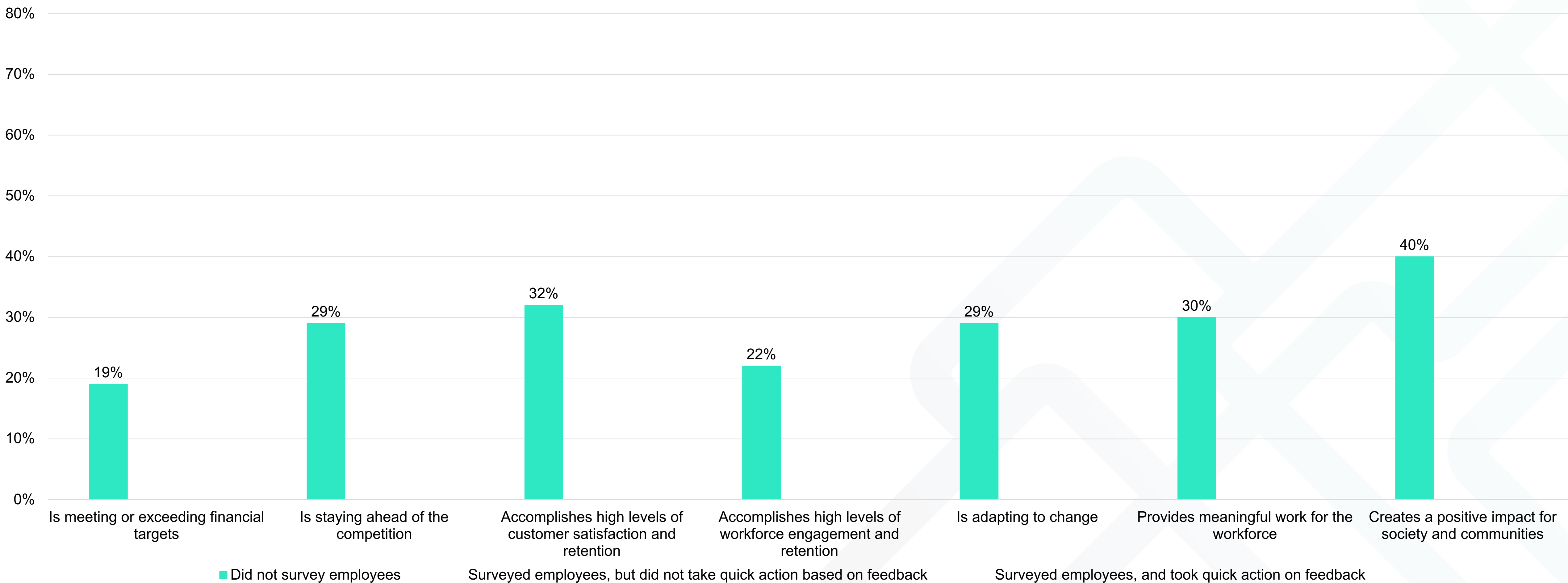
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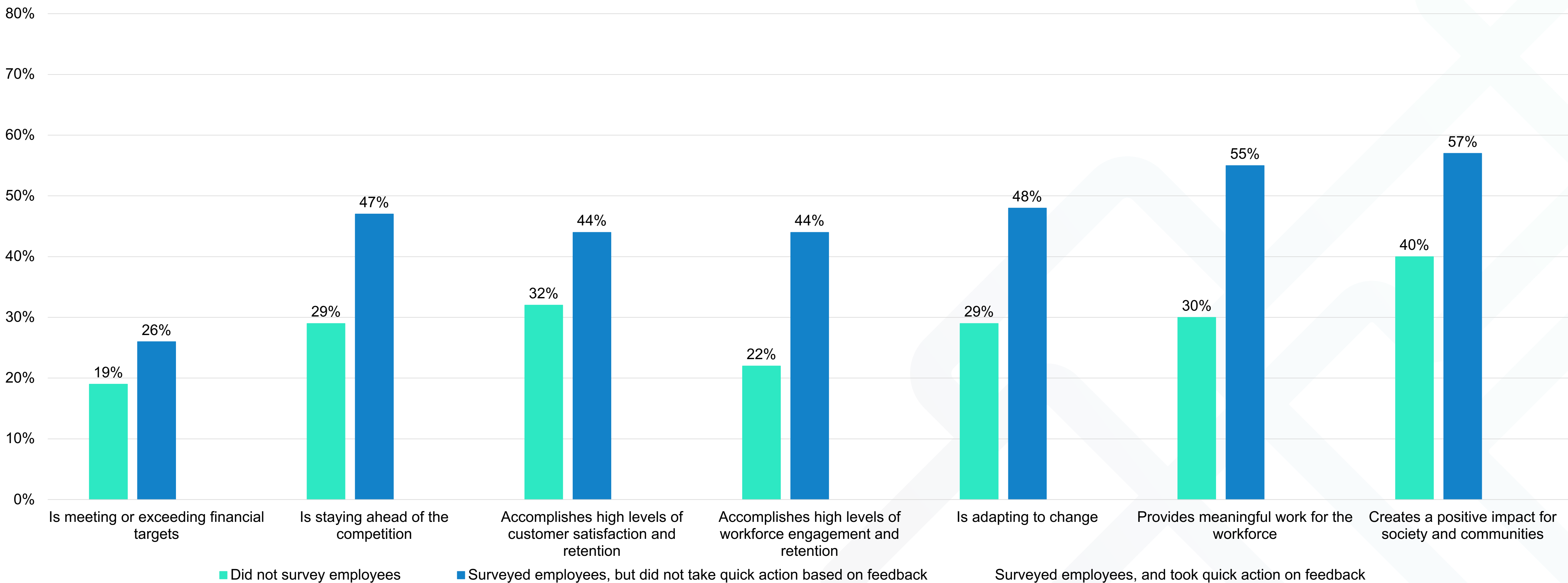
Thriving Companies Continue to Listen and Respond

Percentage of Organizations Meeting Business Outcomes



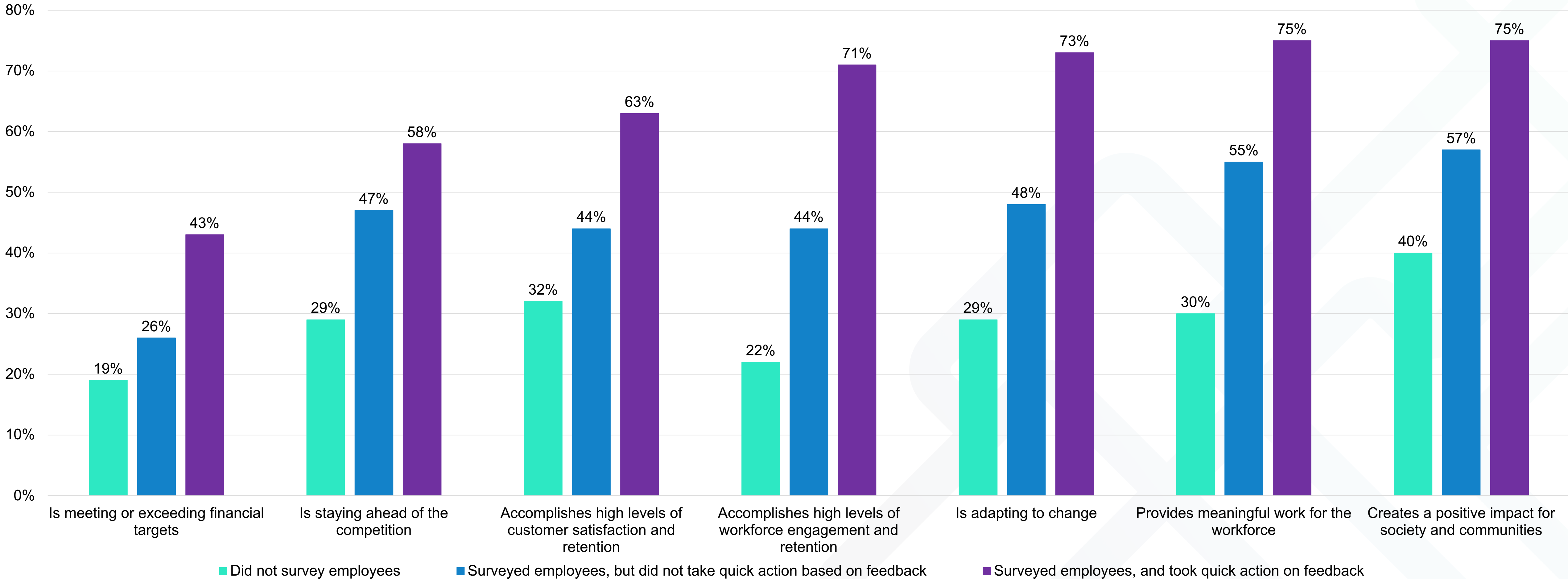
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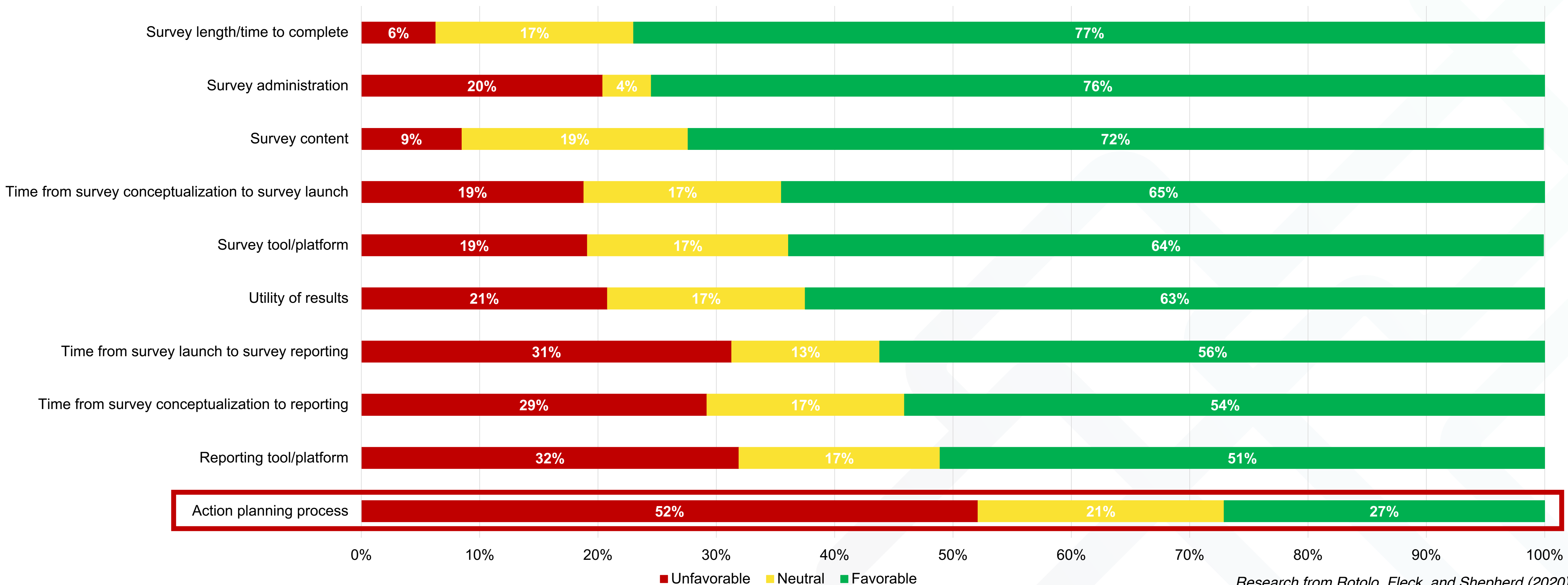
Thriving Companies Continue to Listen and Respond

Percentage of Organizations Meeting Business Outcomes



The Survey Industry

Over half of non-Perceptyx clients unfavorable about the Action Planning Process



Research from Rotolo, Fleck, and Shepherd (2020)

Action Planning

*Easy as 1, 2, 3 in the
Perceptyx Platform*

40. I am given the opportunity to improve my skills at the company.

Actionable Insights

Start/Edit Action Plan

1

Select one issue to focus on:

40. I am given the opportunity to improve my skills at the company.

2

Identify two things you can do about it:

Understand and assess current proficiency of your individual team members against current skills necessary for their current role.

Develop learning plans for individuals and teams that help them be successful in current and future roles.

Suggestions

Suggestions

3

Commit to three dates you'll discuss/review this topic:

Date 1

08/28/2020


Date 2

09/25/2020

Date 3

10/30/2020

Save

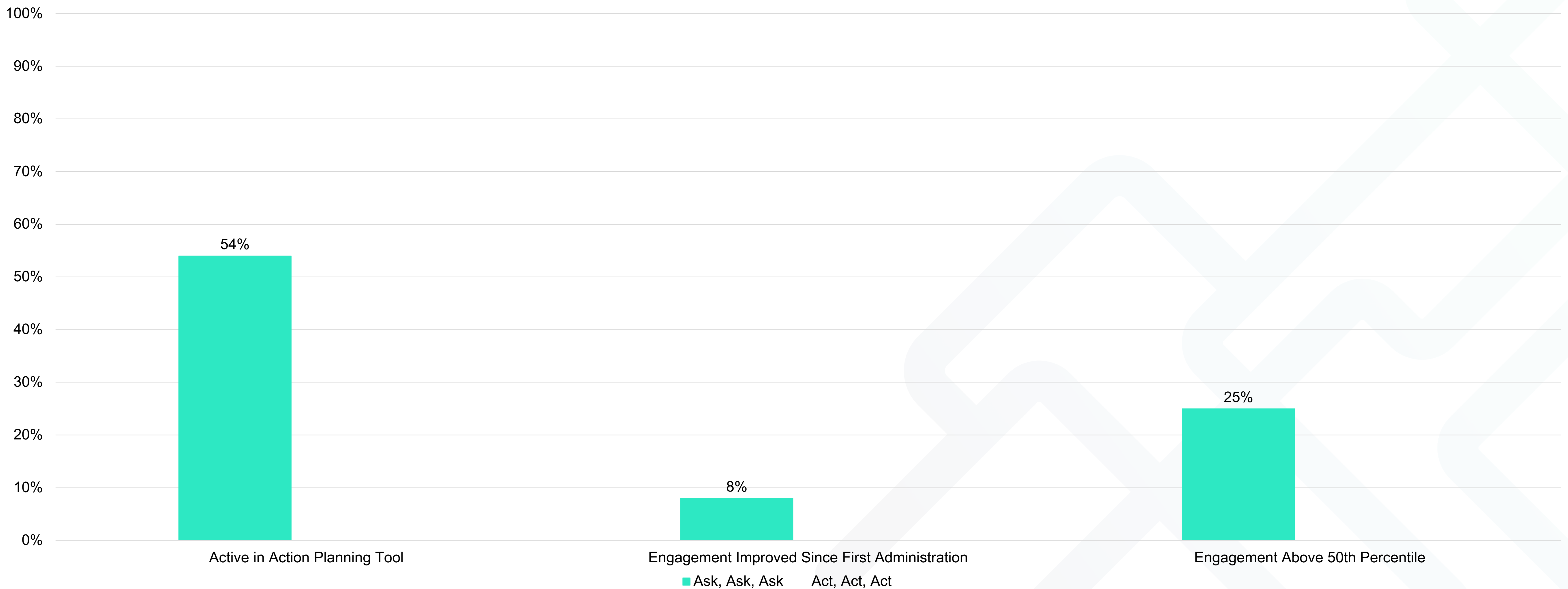
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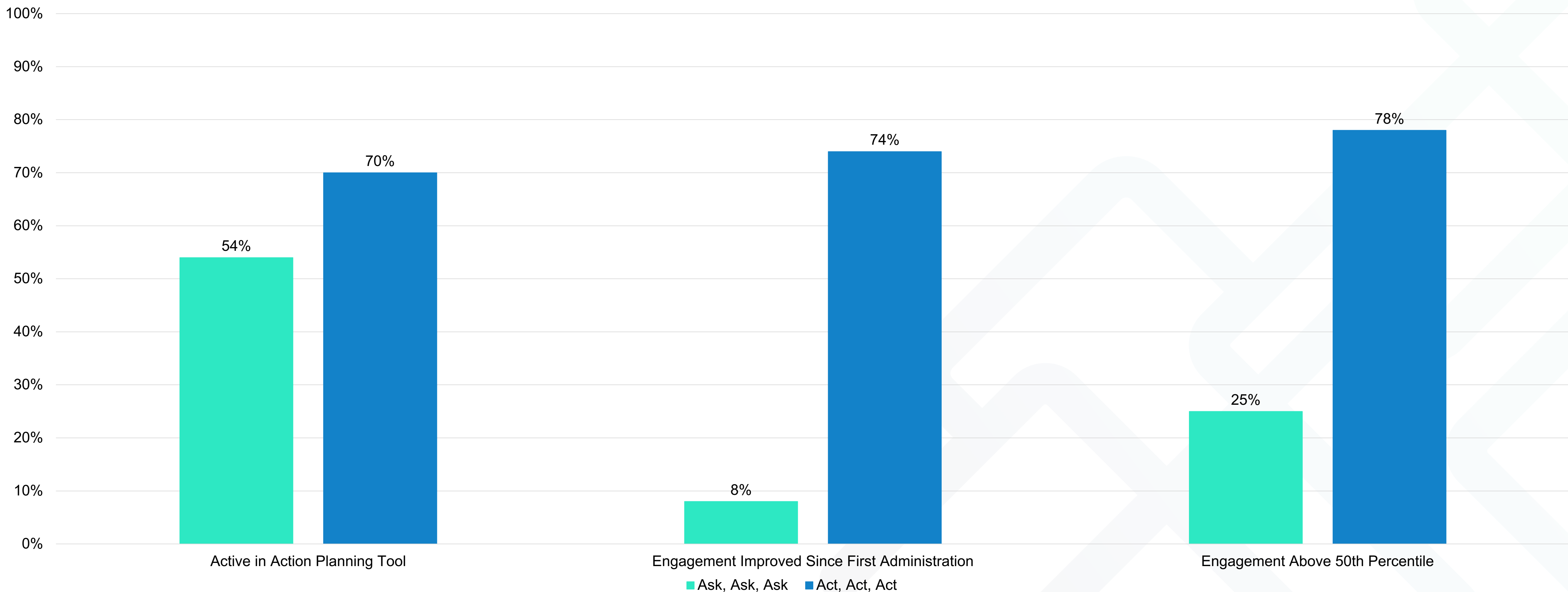
Action Planning Drives Engagement

Asking vs. Acting



Action Planning Drives Engagement

Asking vs. Acting



In Summary

The Key Takeaways

- With the trend of more frequent surveying/continuous listening, the perfect survey strategy has more to do about continuous acting
- Good companies have continued to ask the questions during COVID-19; the best are swiftly acting on the feedback
- Simple action planning in the Perceptyx platform, enabled by AI, shows real promise towards sustaining year-over-year improvements in engagement
- It's not too late to borrow best practices from top-performing companies to improve business outcomes