



DESIGNING EMPLOYEE EXPERIENCE

We selected few slides to give you an understanding of some of the information & tools you will be taking away from the session. We know it is not much but the rest you will get on the spot!





DESIGNING EMPLOYEE EXPERIENCE



WORK








PHYSICAL

Tools



DESIGNING EMPLOYEE EXPERIENCE

SIMPLY IRRERISTIBLE ORGANIZATION™ MODEL

|  MEANINGFUL WORK |  SUPPORTIVE MANAGEMENT |  POSITIVE WORK ENVIRONMENT |  GROWTH OPPORTUNITY |  TRUST IN LEADERSHIP |
|---|---|---|--|---|
| Autonomy | Clear and transparent goals | Felixible work environment | Training and support on the job | Mission and purpose |
| Select to fit | Coaching | Humanistic workspace | Facilitated talent mobility | Continuous investment in people |
| Small, empowered teams | Investment in development of managers | Culture of recognition | Self-directed, dynamic learning | Transparency and honesty |
| Time for slack | Agile performance management | Fair & inclusive diverse work environment | High-impact learning culture | Inspiration |

CROSS ORGANIZATION COLLABORATION AND COMMUNICATION

WORK

PHYSICAL



DESIGNING EMPLOYEE EXPERIENCE

Enhance engagement & productivity with a unified approach

3 SPHERES OF EMPLOYEE EXPERIENCE



SPHERES OVERLAP TO CREATE UNIQUE FACETS OF EMPLOYEE EXPERIENCE





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Five practices to create more effective employee experiences



PERSONALIZATION

Creates a fit between the needs of the employee and the needs of the organization



TRANSPARENCY

Improves visibility across the organization, for both the employee and the employer



SIMPLICITY

Removes non-value-added activities and information to streamline experiences



AUTHENTICITY

Aligns experiences to the organization's culture and value system



RESPONSIVENESS

Allows both employee and employer to share information and modify actions



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The 17 Employee Experience Variables

