



HR Guide: The Human Technology Upgrade

Microsoft and Meta

Today, we stand at a pivotal moment where technology presents unprecedented opportunities to upgrade our work lives. A future where commuting is replaced by teleporting into virtual offices, meetings, and town halls is no longer science fiction—it's within reach for every organisation. The potential to cut down corporate footprints, reduce carbon emissions, and give back precious time for health, family, and personal pursuits is becoming a reality.



“We’re in a world now that’s all about people. We’re in a truly human moment where any connection that doesn’t absolutely lean into people will go nowhere....”

— *Bill McDermott, CEO, ServiceNow*

This introduction to the human technology upgrade explores how leaders can navigate this transformation. From immersive recruitment and induction processes to cutting-edge training and collaboration tools. This is a once-in-a-generation opportunity to transform the way we work and live.

Groundbreaking research from Deloitte, Microsoft, Gallup, PwC, and Munster Universities reveals a powerful link between employee engagement, productivity, and company performance. By embracing immersive 3D meetings and AI-driven productivity tools like Meta Quest Headsets and Microsoft Mesh, businesses can foster closer teamwork, enhance problem-solving, and accelerate growth. In fact, every 1% increase in employee engagement can add significant value to a company’s market performance.

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Microsoft and Mesh – Partnership

The diagram illustrates what we believe is now attainable for every business—if they recognize its value and the immense opportunity it represents. Imagine a world where commuting is replaced by teleporting into the office, project meetings, town halls, or all-hands sessions.

We've gathered insights from over 100,000 executives across **30+** countries, all either outlining the challenges organisations face or pointing towards newer, faster, and more effective ways of working.

In this future, we dramatically reduce our corporate footprint, cut carbon emissions, and give employees back their commuting time to:

- Stay healthy mentally and physically
- Play sports
- Spend more time with family
- Enhance their well-being

This vision is supported by extensive research, including:

- Deloitte's Global Human Capital Trends
- Microsoft's Work Trends
- Gallup's State of the Workplace
- PwC & Munster Universities' studies on immersive meetings and soft skills training



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At the core of it all is the employee—specifically their engagement and productivity, which Microsoft refers to as the new employee performance equation. Microsoft has identified the key obstacles that hinder productivity and has strategically enhanced its product range to tackle these challenges, ensuring employees can work more efficiently and effectively.



Microsoft's study of millions of data points across Office 365, Azure in 31 Countries and a sample of 31,000 executives delivering the New Company Performance Equation.



Deloitte's Global Human Capital Report
14,000 executives in 95 countries
uncovering the trends in the enterprise workplace



Gallup's study of 15,000 executives and 10 countries
looking specifically at Employee Engagement levels



PWC & Munster University their study on
Immersive Meetings v Teams and Zoom and the impact
on the personal performance numbers



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[Work Trend Index Special Report >](#)

The New Performance Equation in the Age of AI

New research shows that employee engagement matters to the bottom line—especially amid economic uncertainty

Illustrations by **Davide Bonazzi**; Data visualizations by **Valerio Pellegrini**



Productivity x Engagement = Performance

To highlight the opportunity Gallup's survey showed that whilst global employee engagement had nearly doubled from 12% to 23%, 62% of employees were disengaged with the company they worked for. Microsoft measured different company's performance on the S & P 500 finding a stark difference from the company valuations and growth rates, between those with high engagement and those with "not so high"

They found the companies with high engagement have far high company values on the S&P and that those values accelerated at a quicker rate.

However when they took the top performers with highly engaged employees they revealed another startling number, every 1% of increased employee engagement was worth \$46,511 on the companies valuation, per employee!

The problem

GALLUP 2024 REPORT

State of the Global Workplace

THE VOICE OF THE WORLD'S EMPLOYEES

Employee Engagement

Based on Gallup Q12 items; see "Appendix 3: Support Information" for item wording.

% ENGAGED	% NOT ENGAGED	% ACTIVELY DISENGAGED
23%	62%	15%

% ENGAGED

Global **23%**

Year	% Engaged
2009	12
2010	13
2011	14
2012	14
2013	15
2014	17
2015	19
2016	22
2017	20
2018	21
2019	23
2020	23
2021	23
2022	23
2023	23

Fix communication / Feedback

1. Employee engagement matters to the bottom line.
1% of Employee Engagement = \$46,511 market value per employee
2. Clear communication unlocks employee engagement.
3. To sustain engagement, build a feedback flywheel.



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Gallup's survey highlights a significant opportunity: while global employee engagement nearly doubled from 12% to 23%, 62% of employees still feel disengaged from their organisation.

Microsoft also analysed the performance of companies on the S&P 500 and found a clear distinction between the valuations and growth rates of businesses with high employee engagement and those with lower engagement.

Companies with high engagement not only had significantly higher market values, but those values also grew at a faster rate. In fact, among the top-performing companies with highly engaged employees, Microsoft uncovered a striking insight: for every 1% increase in employee engagement, the company's valuation increased by \$46,511 per employee.

Please put in pwc and munster image here Simon
thankyou :)



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What can HR do?



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We identify four significant opportunities for HR to lead the charge in driving transformational change within organisations:

1. The Human Technology Upgrade

HR can play a pivotal role in adopting and implementing the human technology upgrade, which has the potential to revolutionise the way employees work. By leveraging immersive 3D meetings and teleportation technology—such as Meta Quest Headsets and Microsoft Mesh—HR can elevate both employee engagement and productivity. Eliminating the need for commuting not only frees up valuable time but also gives employees the flexibility to focus on their health, well-being, and family.

2. Attracting and Retaining Top Talent

The human technology upgrade isn't just about employee engagement—it's also a powerful tool for recruitment. By incorporating immersive meetings into the hiring process, HR teams can showcase the company's culture, products, and policies in a dynamic 3D environment. This cutting-edge approach leaves a lasting impression on potential candidates, setting the company apart from competitors and helping to attract the best talent. The ability to demonstrate innovative workplace technologies during recruitment also reinforces the company's commitment to modernization and employee well-being, making it an attractive place to work.

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3. Immersive Onboarding and Induction

Traditional classroom or online onboarding methods can often fall short in effectively preparing new hires for their roles. Immersive induction programs, on the other hand, offer a highly engaging and interactive experience that accelerates learning and absorption. By using VR and immersive technologies, HR can provide new employees with realistic, hands-on training in a virtual environment, ensuring faster activation times and a more seamless transition into the company.

4. Immersive Training for Continuous Learning and Development

Beyond onboarding, immersive training offers a scalable and cost-effective way to upskill employees without the logistical challenges of in-person sessions. HR can leverage immersive technologies to conduct realistic simulations, interactive workshops, and collaborative training sessions, all from the convenience of a virtual space. This eliminates travel-related costs and time constraints while still providing high-quality, engaging learning experiences. Additionally, immersive training allows for real-time feedback and hands-on practice, making it far more effective than traditional methods.

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The Environmental Impact and Business Acceleration

Moreover, the faster HR and organisations embrace these technologies, the quicker they will see enhanced employee performance, higher productivity, and accelerated business growth.

Elevate Employee engagement with our immersive meetings default policy



Drive training quality

- Cut costs
- Cut carbon footprint



Upgrade induction and onboarding

- Fast absorption rates
- Quicker "go live" times



Cut commuting time

- Give back family, health and wellbeing time



Cut carbon footprint

- Commuting out
- Teleporting in



Upgrade recruitment

Immersive recruitment centre

- Bespoke
- Branded

With your company assets



At the same time, reducing the need for physical travel contributes to a smaller corporate carbon footprint, supporting sustainability goals. By adopting immersive technologies, HR not only drives workforce performance but also helps the organisation make a positive environmental impact—creating a win-win situation for employees, the business, and the planet.

In Summary



You can deliver the human technology upgrade, a once in a generation opportunity, that has the potential to transform lives as much as the internet did.

This employee upgrade is more than just a shift in work technology—it's a transformation that offers a better quality of life across multiple dimensions

This human technology upgrade doesn't just benefit employees—it's also a significant step forward for environmental sustainability. By reducing the need for work-related travel and commuting, organisations can take cars off the road, cut down on traffic congestion, and lower their carbon footprints. Every virtual meeting or training session conducted through immersive technology instead of in-person travel translates to fewer emissions, contributing to a greener and more sustainable future.

HR leaders can help transform not only the employee experience but also recruitment, onboarding, training, and environmental impact. This comprehensive approach enables organisations to drive higher performance, attract top talent, and contribute to a sustainable future, all while delivering a more fulfilling and productive work environment for employees. The future of work is immersive, and those who act quickly will set the new standard for excellence in employee engagement and organisational success.



For those that want the detail on PWC & Munster Universities research results, the link is below

[PWC & Munster University Guide](#)

