



HR guide to upgrading your employees worklife with Technology



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What do we mean by that?



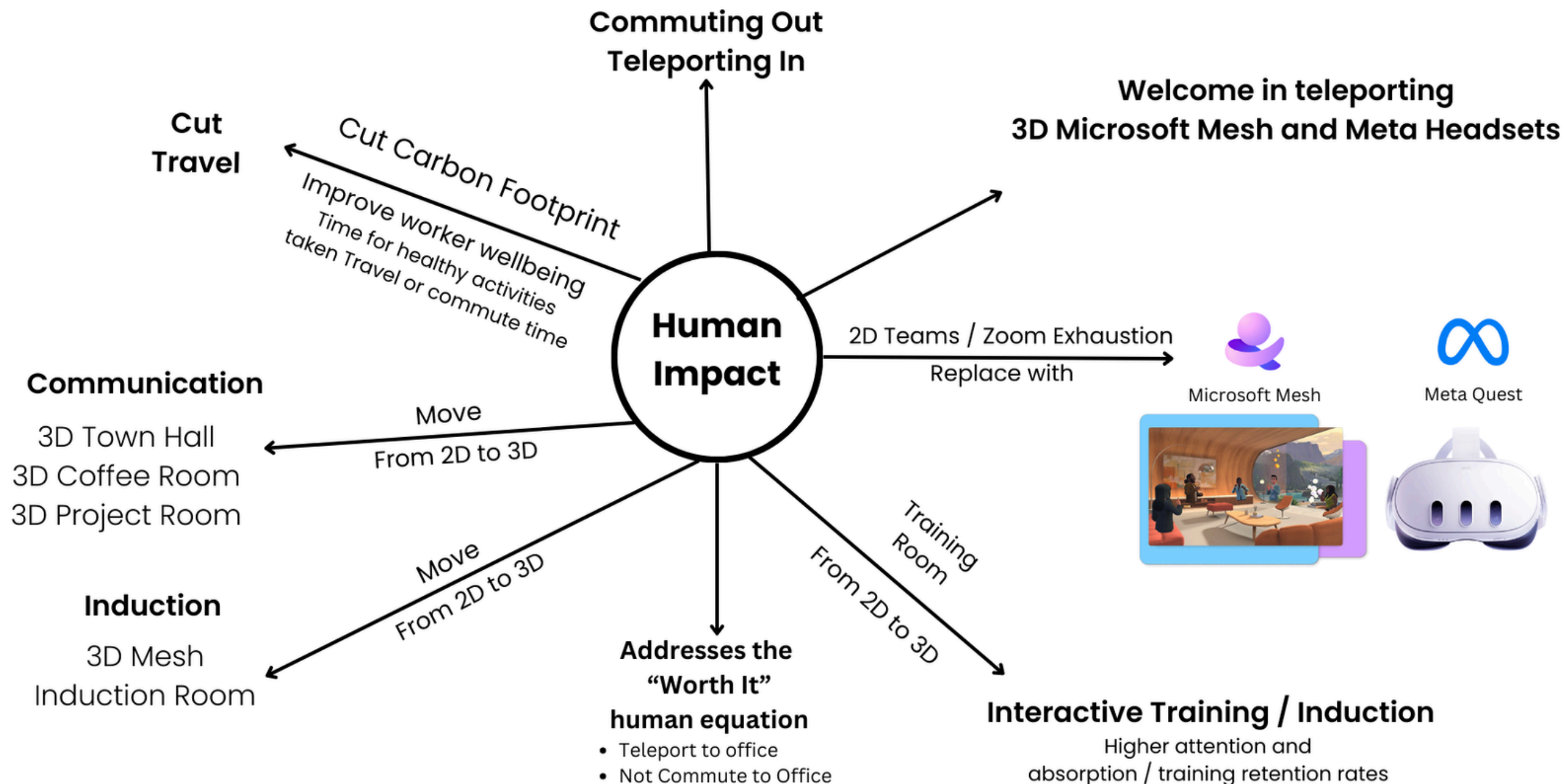
“We’re in a world now that’s all about people. We’re in a truly human moment where any connection that doesn’t absolutely lean into people will go nowhere....”

— *Bill McDermott, CEO, ServiceNow*

This guide will signpost the way you can transform employee engagement, productivity and their performance

- This what we mean by a human technology upgrade
- Remove commuting
- Bring in Teleporting
- Give them their commuting time back for Sport, family and wellbeing
- Cut your organisations Carbon footprint
- Upgrade recruitment , Onboarding and training
- Whilst we call it an upgrade it more of a transformation
- The executive suite need not work about what they are doing anymore - remote working or Hybrid working
- The employee, doesn't have to "feel remote" or have to work out if its "worth going into the office" - are the right people going to be in

Human Outcomes/Impact with Technology



Don't take our word for it – HR Brief – Enterprise Research

We looked at 4 of the Top Enterprise Research organisations and their studies, findings and insights



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

Microsoft Performance Equation

[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

Q: How upgrade your Employee Engagement and Productivity to unlock better Performance?



Microsoft's research has looked at:

What are the blockers to higher productivity?

And then designed in improvements to its product range to address those needs

It then assesses the impact of its product improvements on productivity

Gallup on the other hand has looked at employee engagement as an issue

Firstly, understanding where Employee engagement is right now

The problem



GALLUP

2024 REPORT

State of the Global Workplace

THE VOICE OF THE WORLD'S EMPLOYEES

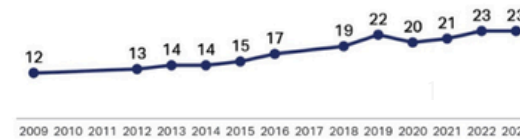
Employee Engagement

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

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

% ENGAGED

Global
23%



1. Employee engagement matters to the bottom line.

Organizations that doubled down on employee engagement in times of economic uncertainty performed twice as well financially as organizations that deprioritized it—with the most engaged outperforming the S&P 500 at the end of the year. On average, each additional point of engagement reported by employees correlated with a +\$46,511 difference in market cap per employee.

1% of Employee Engagement = \$46,511 market value per employee

Fix communication / Feedback

2. Clear communication unlocks employee engagement.

Employees at highly engaged organizations are 46% more likely to see their organizations as strong communicators and 37% more likely to express confidence in leadership.

3. To sustain engagement, build a feedback flywheel.

Employees at highly engaged organizations are 40% more likely to have confidence that their feedback will lead to action, and they're 56% more likely to say their organizations continually improve processes.

Gallup's survey revealed some startling numbers, that just 23% of employee were engaged. Worse still their report highlighted the UK sat at an average of just 10% employee engagement.

What's the impact of good employee engagement?

Microsoft identified those companies with high employee engagement (70%+)

And those with Low employee engagement

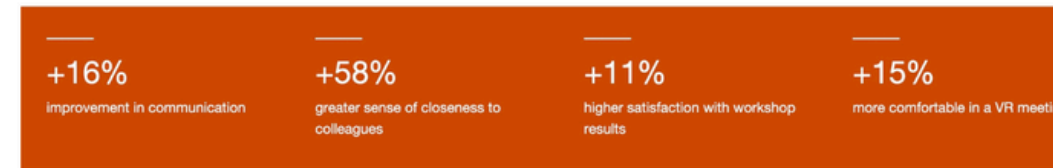
And tracked their share price performance over time

The numbers are equally startling in that a 1% difference in employee engagement had a \$46,511 impact on the companies valuation, per employee!

Effectively validating the Microsoft performance equation.

THE NUMBERS HOW WERE MEETINGS IMPACTED USING VR ?

A study from **Munster University and PWC** highlights the engagement productivity gains that come with integrating VR into meeting processes. According to the study, the companies saw:



- A 25% increase in planning activities
- A 32% increase in problem-solving effectiveness
- A 25% improvement in the ability to change and visualise plans
- A 19% boost in quick reactions during discussions
- A 28% increase in intense participation



When trying to find initiatives that will drive employee engagement numbers you quickly come across PWC and their work with Munster University in Germany. Their study highlighted the difference in results between 2D communication in Zoom & Teams & 3D Microsoft Mesh and Meta Quest headsets.

A number of outcomes surfaced:

+58% increase in Team closeness / bonding which research has shown is the No 1 driver in employee engagement

+32% in problem solving effectiveness

+28% in intensive participation +25% increase in the ability to visualise and change plans

+25% increase in planning activities

+16% improvement in communication

+15% increase in personal comfort at being in a meeting

For those wishing to make their company perform better these are an impressive array of numbers

What can HR do?

Implement -
Human Technology Upgrade HTU



Evaluate immersive recruitment

- Upgrade First impressions
- Implement Technology helping human wellbeing
- Teleporting in - Commuting out



Evaluate training savings / gains from immersive learning and development



Evaluate the power of immersive induction and onboarding

- ↓ Cut Travel
- ↑ Training Absorption rates
- ↓ Faster onboarding effectiveness rates



Your HR leader and team can play a powerful role in this transformation in 3 key ways:

- Immersive recruitment is a powerful signal of a progressive company that's cutting edge
- however, that can work both ways as companies that are not embracing immersive technology can be rebuffed by those who already know its power from gaming applications.
- For Induction immersive training has been found to have powerful advantages (see PWC and Munsters soft skills research)
- People learn faster in a more interactive way
- however the message that the company embraces technology to eradicate commuting and give that time back to employees for family or well being pursuits is a huge attraction to existing and future employees

CEO drive a companywide plan to develop company adoption

HR

Communicate the human benefits of technology policy

Communicate commuting out, teleporting in

Champion visible impacts

Drive induction room changes

Drive change in Training practices from classroom and online to full immersive training



CFO

Close internal meeting rooms

Measure Carbon tax savings

Measure travel cost reduction

Shift HQ floorplate size to a smaller area

Microsoft Mesh



CTO

Champion Meta Quest and Microsoft Mesh

Champion immersive training to drive adoption

Champion new Microsoft Mesh feature upgrades

Look for innovative use cases across the company



- Play your Role in a Company wide Plan
- The first thing is for you to see “the art of the possible yourself”
- The second to get your CEO on board , with a demo.