

# AT THE EDGE

## Experience Continuum



**Innovation Minds®**

YOUR DIGITAL HOME FOR HYBRID WORK



## An eBook from Innovation Minds on Employee Experience (EX)

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# THE CHALLENGE

Less than one-third of employees are engaged with their work at the average company. In the pandemic, the challenge has only increased.



70% of workers want hybrid work options to continue.  
AND 70% also want more in-person collaboration.

**Microsoft Work Trend Index**

90% of companies will need to run hybrid workplaces after the pandemic.  
Yet 68% have no plan in place for hybrid work.

**McKinsey**



## "THE GREAT RESIGNATION"

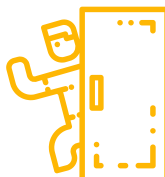


40% of employees are considering quitting their job  
rather than going back to the office.

**World Economic Forum**

More than 4 million workers quit their jobs in the US  
in April 2021, the largest number in any month in history.  
By June 2021, there were more than 10 million jobs  
available in the US, another record.

**US Bureau of Labor**



25% say they would leave  
without another job lined up.

**McKinsey**

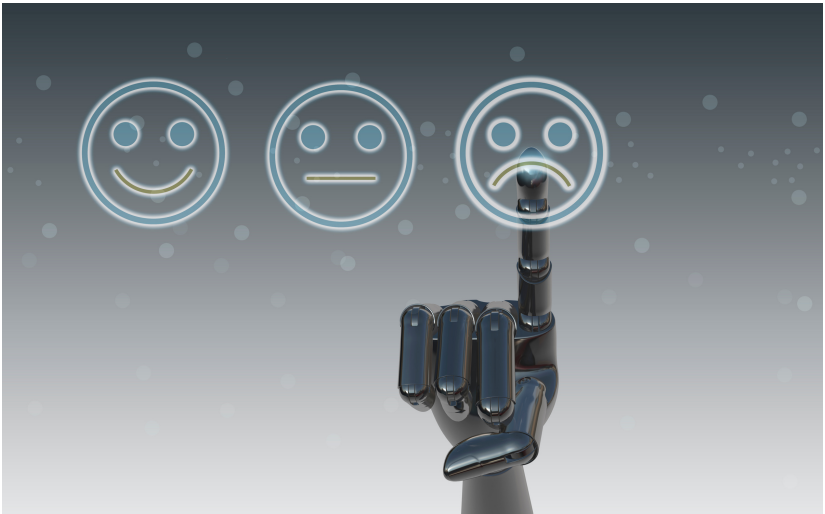
# WHY EMPLOYEES LEAVE

**There's a huge disconnect!!**



Employees say they want to go because:

- Not Valued by The Organization
- Not Valued by Their Manager
- Not Having A Sense of Belonging



Employers THINK they want to go because:

- Find a Better Job
- Inadequate Compensation
- Poor Health

# THE SOLUTION

A variety of synchronous and asynchronous virtual collaborative spaces.

Bring the workplace to your talent.

Rather than bringing your talent to the workplace.

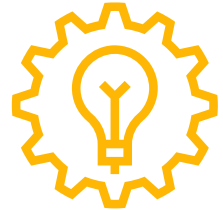


Create more private space and more collaborative team spaces both in the office and in your digital home.



In the wake of COVID, people want to get rid of shared desks and hot-swapping.

Build a culture of peer support and transparency where engagement and innovation happen not as extra work but as part of the everyday job.



Provide virtual tools for your employees' success wherever they are.

## AT THE EDGE

The ONLY solution that combines **employee engagement** with **innovation management** for a comprehensive and authentic hybrid workplace and the best **employee experience**.

With **Everyone, Everywhere, All the Time**.

# COLLABORATE

An aligned & inspired team.

Staying Up-To-Date with Process & Technology.

Increased levels of communication and collaboration.

A team practice of listening, hearing, responding, and being responded to.



## Align Your People with the Organization's Values

The first step in setting goals for the next quarter or several years begins with assessing where you are today and aligning on values and goals.

Encourage your teams to provide their input through our business assessments that give you the pulse of team insights and measure your readiness against industry benchmarks.

Our assessments mark where you are today and provide you with a blueprint for success as part of strategic and tactical planning.

Your team knows what to do! Seize the power of collaborative goal setting.



**97%**

Employees and executives say lack of alignment impacts project outcomes.

**McKinsey**

## Enhance Your Team Collaboration – Wherever They Are



**83%**

Employees depend on technology to collaborate.

**Alfresco**

Communication is difficult enough with everyone in the same physical space.

Design your communication systems and digital home so your team members feel connected and effective whether working from the office or home.

Create an employee experience that engages team members with a smart, productive, and engaging workspace.

Water Cooler Chats, Collaborative Whiteboards, an internal LinkedIn-like Feed, Integrated Project Management, and Hall Talks provide you with all of the digital tools you need to maximize team collaboration.

# DELIVER

Improved productivity and time management.  
A flood of new ideas, innovations, and deliverables.  
Team-centric and problem-solving win-win project-delivery methodology.  
Manage projects the way you would manage an innovation challenge.



## Make Idea Generation an Easy Part of Everyone's Daily Work

It can take hundreds of ideas to find a workable solution.

Increase the likelihood for usable innovations without upping the workload.

Empower employees to share ideas easily and support the growth of each other's proposals to take them to the finish line.

Incorporate innovation into your daily workflow and the DNA of your organization for sustained innovation and outstanding results.



**28X**

Companies investing in EX appear on Fast Company's most innovative companies  
**HBR**



**25%**

Raised productivity by collaboration through social tools.  
**McKinsey**

## Improve Productivity and Time Management

Every employee wants to spend less time working and get better results.

Leaders do too.

Make goals clear and measure them accurately on a regular basis to be nimble in course correction.

Avoid tool exhaustion and have your team's digital workspace located in their digital home and personalized, office space.

## Powerful Peer Support

Teams that work collaboratively and have flexible work spaces are 32% more successful than teams that don't.

Create a peer learning experience in your team so that everyone learns from one another.

Harness the power of peer recognition so team members can recognize each other and be recognized.

Rally your team around challenges and a framework that encourages the best ideas to surface.



**33%**

Increased loyalty through effective collaboration.  
**The Economist**

# ENGAGE

An engaged and motivated workforce.  
Independence that delivers explosive productivity.  
Breakthrough alignment among teams and departments.  
Don't just measure engagement. Create it.



## Encourage Employees to Communicate and Share

Recognition is the number one workplace motivator.

More than 40% of workers say they do not receive enough recognition from their colleagues and even less positive reinforcement from their direct manager.

Recognize your employees for their work AND for their engagement and help them recognize one another.

Our Universal Engagement Score© promotes and rewards participation driven by powerful AI and employee gamification.



**5.9%**  
Companies  
communicate goals  
daily. The rest don't..  
**ClearCompany**



**33%**

Employees say lack of  
communication has  
THE most negative  
effect on morale..  
**Accountemps**

## Motivate Your Teams to Interact & Connect with Other Teams and Stakeholders

Your employees are not cogs in a machine. Each has a unique contribution. Individual engagement leads to team engagement.

Increase interaction in and across work streams to maximize powerful results while making everyone part of the solution.

6-Thon Events© & Sprints enable you to harness employee creativity around real challenges and engage multiple teams and stakeholders.

## Align Your People with the Organization's Values

People working in different directions on the same goals doesn't get us anywhere. Neither does working from different mindsets.

Make it easy for people to interact with ideas and peers at every step, to align people and company: Goals, values, missions, vision.

As well as keeping them aligned with each other.

Hall Talks for ongoing Engagement and inclusive feedback.



**4.6X**  
Employees are more  
likely to "give it their  
all" when they feel  
heard.  
**Salesforce**

# TRANSFORM

A culture of engagement and innovation based on support, collaboration, and independent thought.  
Upward spirals of dream, plan, and execute.  
An engaged and satisfied workforce that knows they belong.



## Form Winning Teams Using Quality Metrics and Real Data

Use our AI/ML analysis of actual platform usage to formulate accurate profiles of every employee.

Create teams that work and find ways for existing teams to work better.

Innovator Profiles© provide constructive feedback and the data to support ongoing talent coaching.



**40%**

Employees say they do not get enough support from their peers.

**Quantum Workplace**



**20%**

Higher productivity from happy employees.

**The Social Market Foundation**

## Benefit from a Satisfied Workforce

An inspired digital home can help create a space and place for new employees with successful onboarding. Connect employees with mentors, employee recognition, and the sharing of best practices for a healthy and productive workplace.

Engagement leads to more productivity, higher retention, less stress, and a lower risk of burnout, plus 41% less absenteeism.

Satisfied employees are healthier physically and mentally even outside work, creating a loop of success.

## Enjoy the Fruits of a Thriving Organization

More than \$500 billion is lost yearly to workplace stress.

70% of customers will spend more money based on excellent customer experience. Engaged organizations see a 20% rise in both sales and profitability.

Predictive Team Modeling helps you to form winning teams and nurture a thriving and engaging culture.



**25%**

Higher profits by being a leading EX company.  
**MIT**



# AT THE EDGE

LET US HELP YOU CREATE A HOME FOR HYBRID WORK  
THAT EMPOWERS EVERYONE, EVERYWHERE, ALL THE TIME



CONTACT US AND WE'LL SHOW YOU HOW

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