



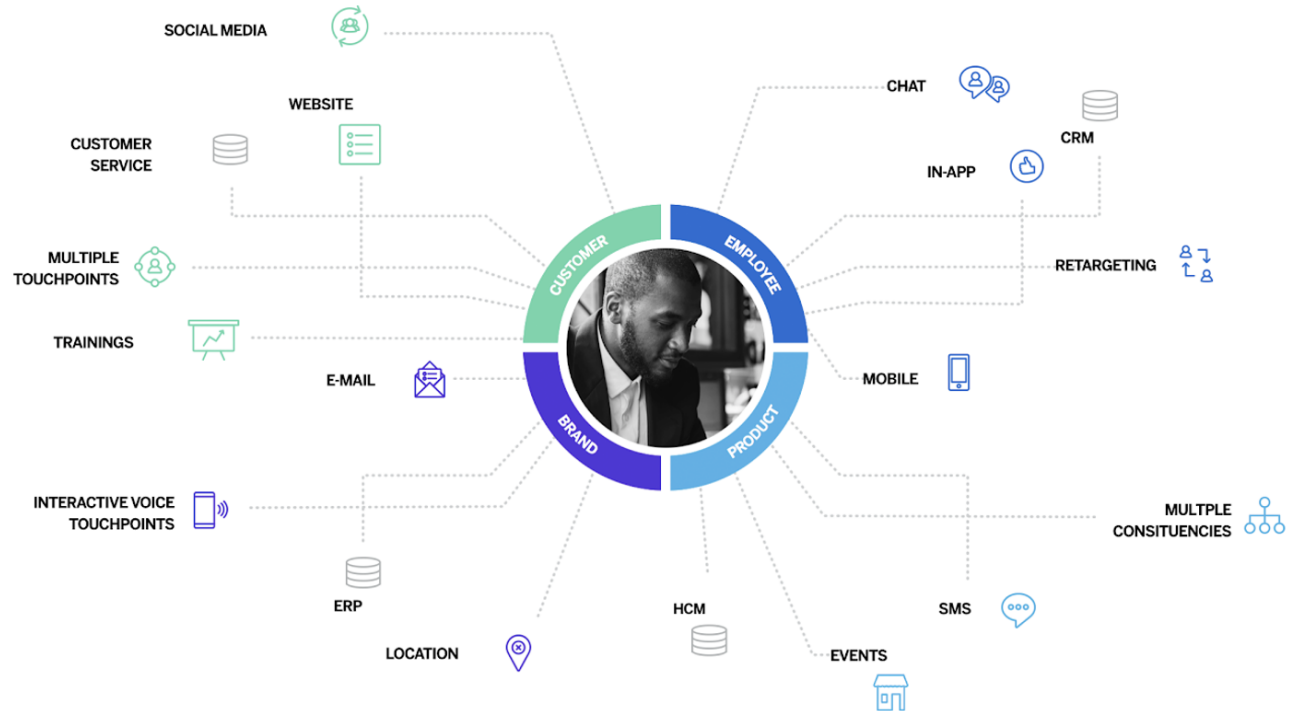
Exploring the Technologies Transforming the HR Function Through Data-Driven Decision Making

Jay M. Dorio, Ph.D., Qualtrics

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XM (for data driven decision making) is mission critical, but difficult for most

- 1 Not Centralized
- 2 Not Connected
- 3 Not Personalized
- 4 Not Actionable

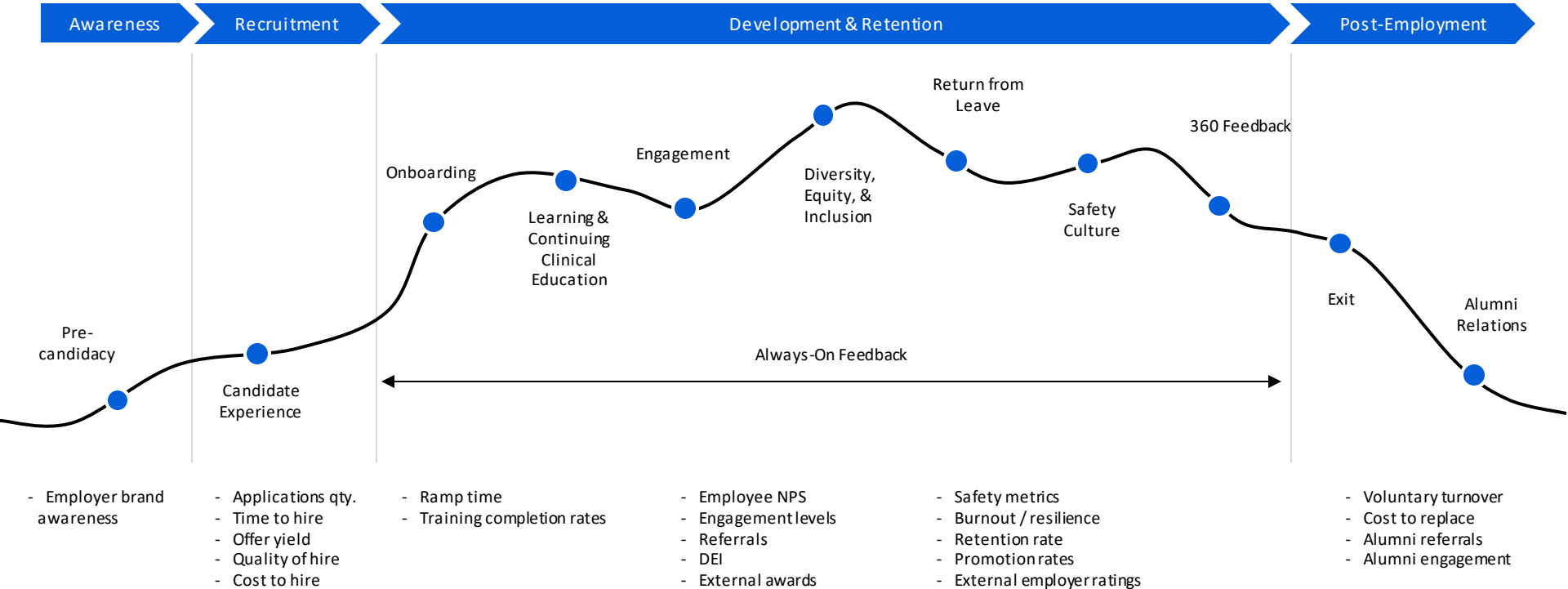


The X + O of employee experience



Understanding Employee Experience as a Journey

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Expand your XM toolkit

qualtrics.

Agile
Short

ALWAYS ON FEEDBACK

TRIGGERED INTERACTIONS

ADHOC SURVEYS

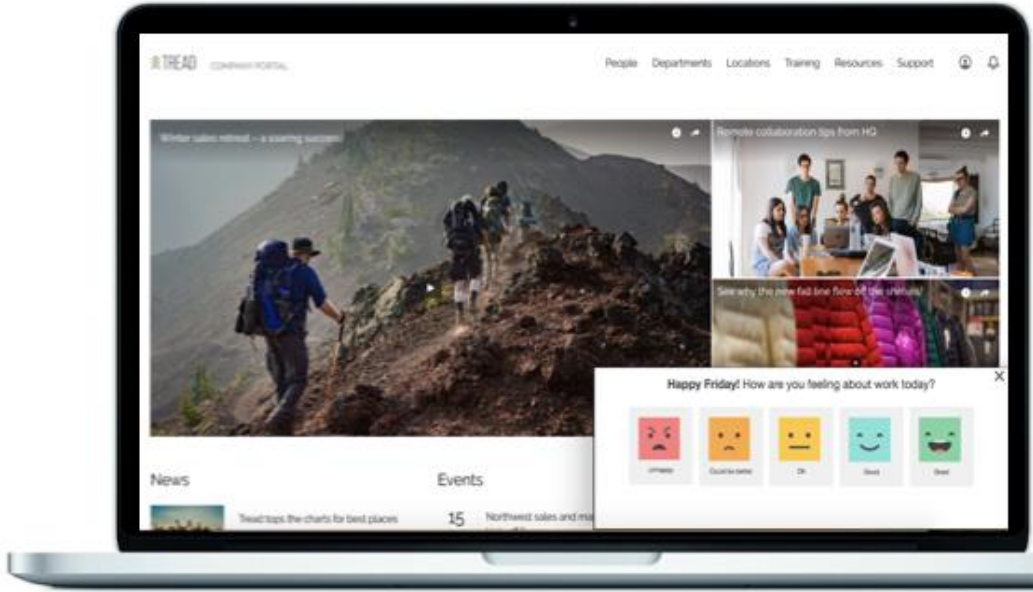
PULSE SURVEYS

EMPLOYEE LIFECYCLE
SURVEYS

MULTI-RATER ASSESSMENTS
(360)

CENSUS ENGAGEMENT
SURVEY

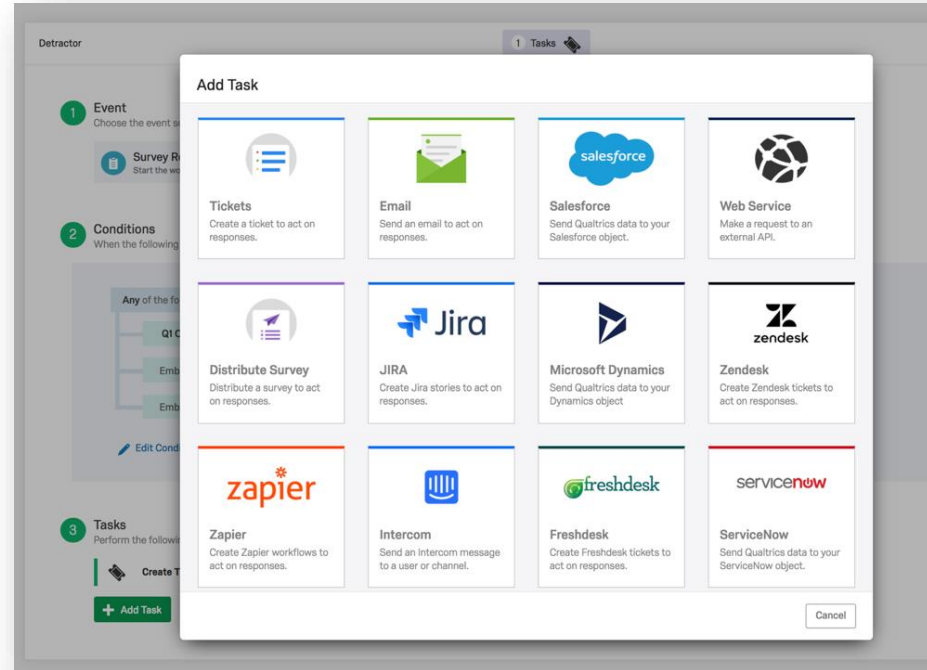
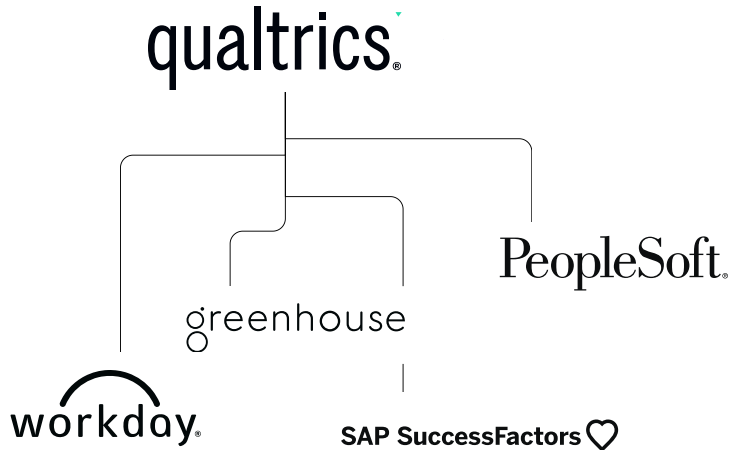
Rigorous
Lengthy



Integrate and Automate XM into your everyday workflow

qualtrics.

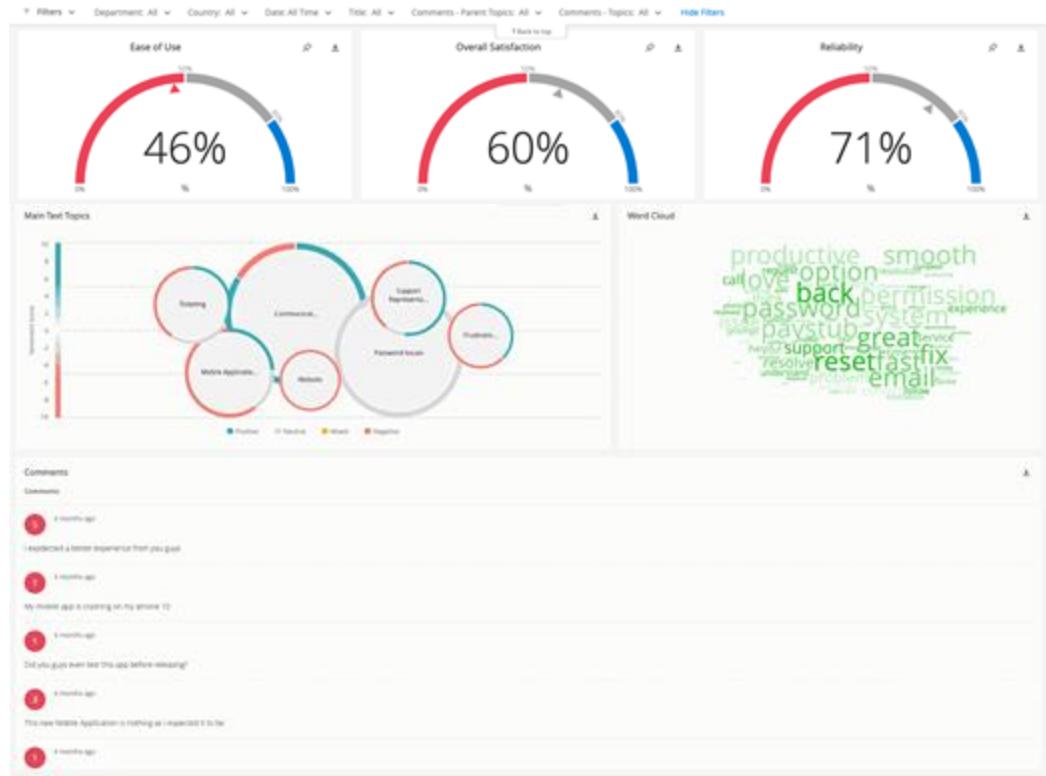
- + Integrate your experience management solution with any HR technology, so you can get a truly holistic view of the employee experience
- + Automatically drive and trigger intelligent actions across the employee lifecycle



Leverage AI to streamline analytics

qualtrics.

- + Leverage AI and predictive intelligence to spot patterns, trends, and identify key drivers.
- + Artificial intelligence identifies themes and topics in open text feedback



Stats iQ



Text iQ



Predict iQ



Driver iQ

Drive Action with Automated insights and embedded Collaboration

qualtrics.

- + Automate complex data analysis to quickly and easily surface employee insights (e.g., intersectionality)
- + Detects your unique and hard-to-see employee experience gaps before they become part of your culture



Here's where to brainstorm ideas for Annie's action plans

To help your team brainstorm, add ideas to the board below and vote on other ideas, everything's anonymous, and you can move ideas or delete upvotes at any time

Category	Suggestion	Upvotes
Empower employees to own role	In the next 1:1, ask employees if they have ideas to improve their day to day. HR suggestion	2
	Run a training session targeting specific areas for improvement. Team suggestion	0
Set clear performance standards	Co-create specific and measurable goals with each team member. Team suggestion	2
	Connect employees' work and contribution to company goals. Team suggestion	1
Help employees grow	Align employees with stretch opportunities outside of the team. Team suggestion	4
	Run a training session targeting specific areas for improvement. Your idea	3
	Review the formal job duties and tasks with each employee on an annual basis. Team suggestion	1
	Provide routine safety training. Your idea	3

- + Enhance Action Planning by enabling non-dashboard users to anonymously give action planning ideas and upvote other ideas
- + Enables managers to establish action plans based on crowdsource interaction

Optimize your mission-driven Workforce

qualtrics

Provide organizational wide visibility to government and HR leaders, develop and grow top talent, and create a shared mission across departments and divisions with the public at the center of decision making.



Thank you