



# INNOVATION CONFERENCE

*Leading the way forward*





# Intermediate Employee Listening: Where Did We Come From and How Do We Kick It Up A Notch?

Brandon Riggs – Sr. Consultant

Rob King – Head of People Analytics, Sr. Director



## Today's Presenters



**Brandon Riggs**

Senior Consultant

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**Rob King**

Head of People Analytics

*Takeda*

## Facilitators



**Josh Markle**

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Senior Consultant

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### Today's Interactive Session:

- Ask questions throughout the session using the Q&A feature
- Provide feedback and respond to speakers using the Zoom Chat

*Our facilitators are here to support and ensure that all of your questions are answered in today's live session!*

**What is the  
greatest band of  
all time?**



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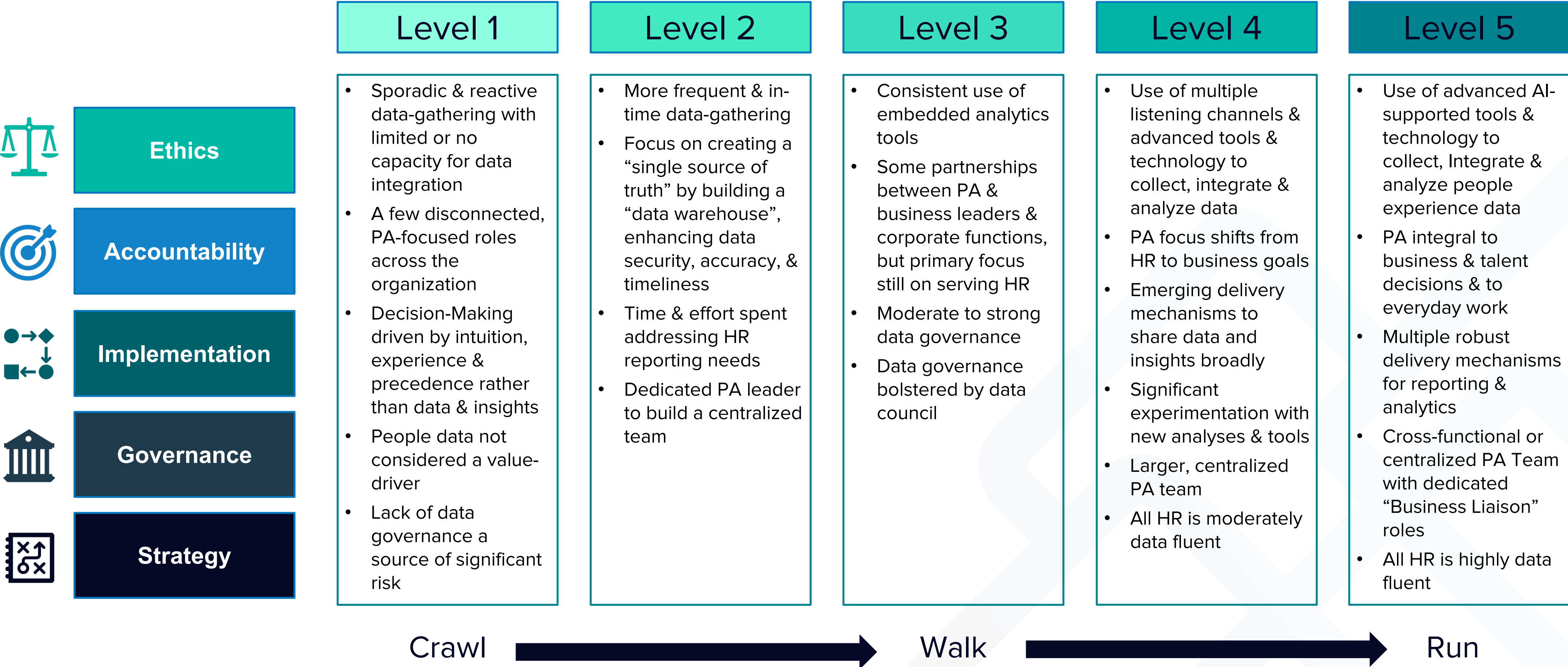
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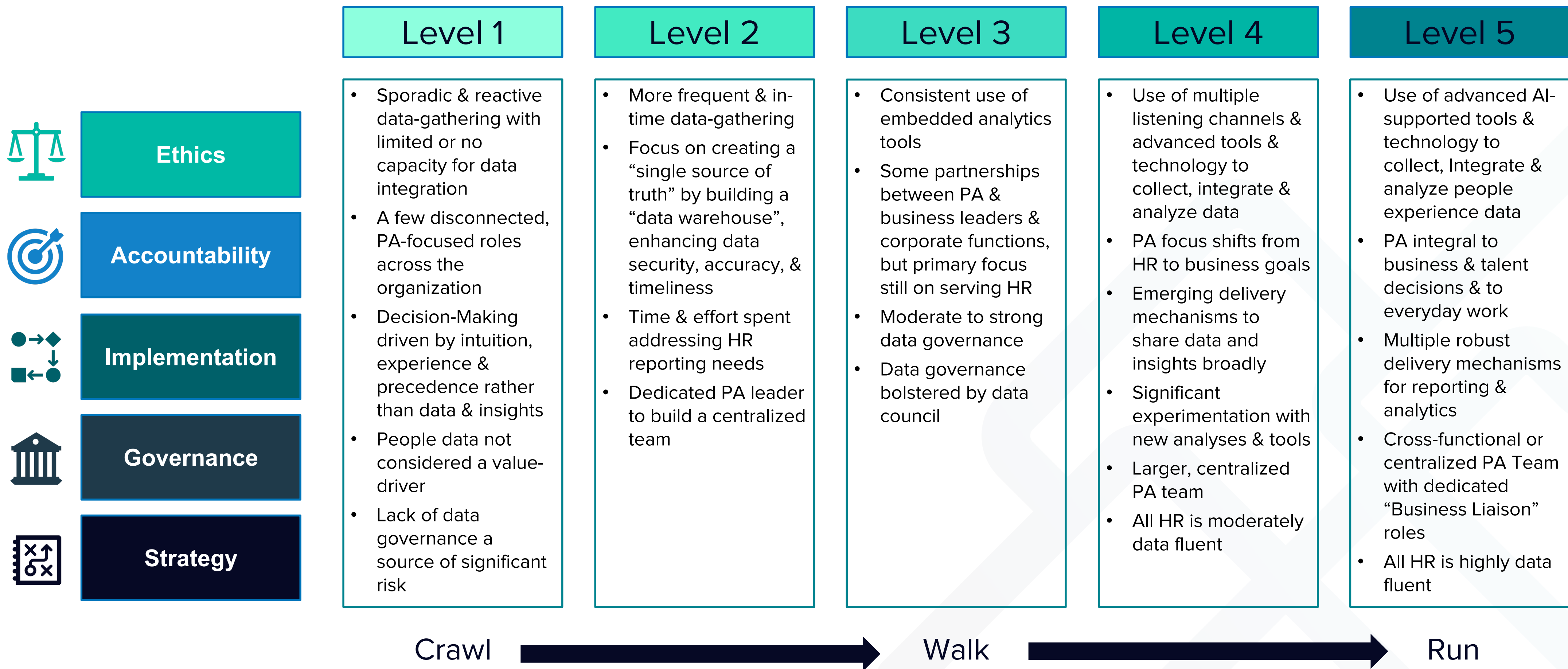
# Maturity Model





# Defining “Walking”

*What are the defining characteristics of an intermediate employee listening program?*





# Value of Walk

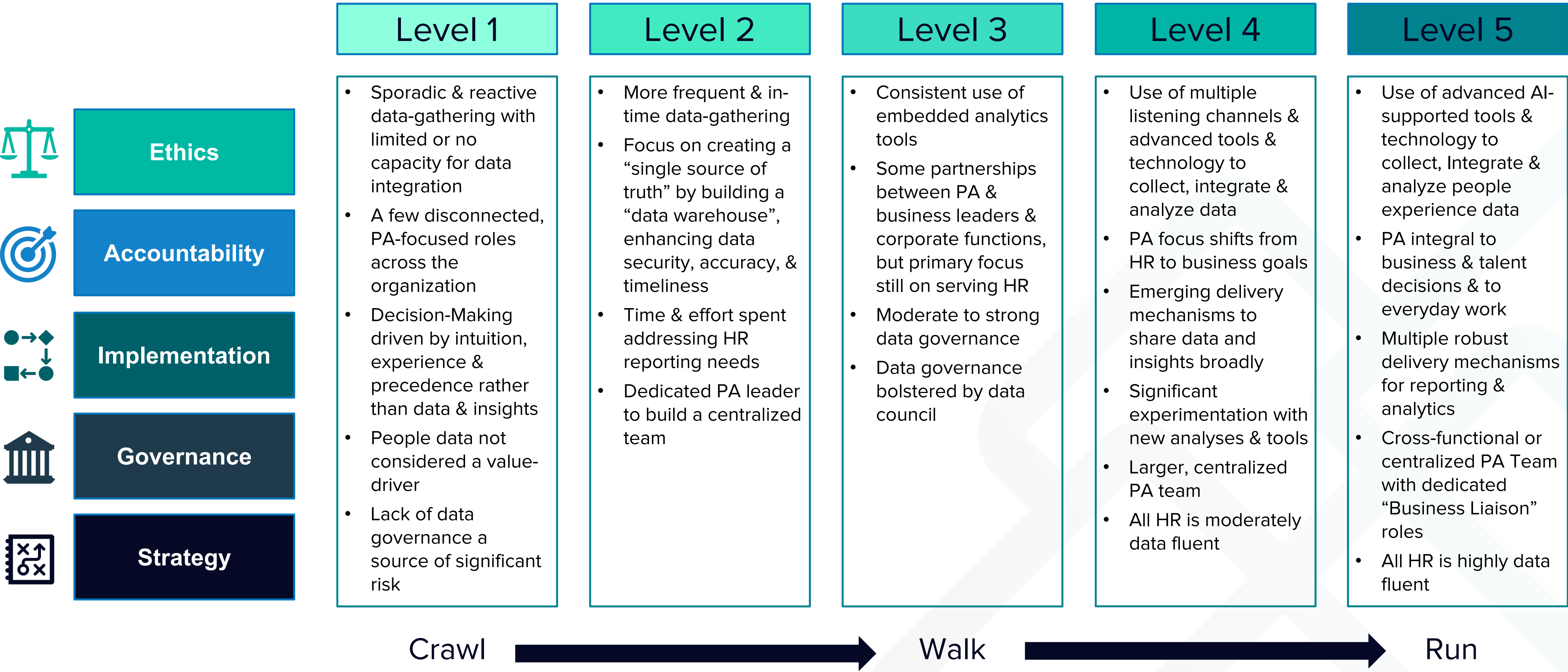
*Why might you want to take our employee listening maturity to the next level?*

- Seat at the table for strategy and business goal discussions
- Contribution of analytics to business and talent decisions
- Leverage tools and technology for streamlined data collection and analysis
- Integrate multiple sources of data to find a story
- Large scale reporting to enable timely action and follow-up
- Gain deeper insights; push the bar on the questions you ask



# Starting to Walk

*Is your organization ready to move forward from the beginning to intermediate stage?*





# Transitioning to Higher Maturity

*How to successfully transition from intermediate to advanced listening*

- Have a strategy and a plan
- Robust & Multiple Delivery Mechanisms for Reporting & Analytics
- Ensure data fluency and people analytics skills across HR
- Cross-Functional or Centralized PA Team with Dedicated “Business Liaison” Roles
- People data is seamlessly built into business processes and decision-making



- At what touch points will you survey?
- What data will you collect?
- What analyses will you conduct?
- What business decisions will you contribute to?
- Who is responsible for implementation, analyses, follow-up?



# Open Discussion

- What challenges have you faced as you prepare(d) to move into the advanced phase?
- What successes can you share with others as they prepare to move into the advanced phase?
- Do you have lessons learned that could benefit others today?
- How did you pull others from your organization along with you?
- What advice would you provide to develop data skills within HR?
- How do you prepare Leaders and Managers for broader reporting?
- What's next for your organization?



# Post-Jam Survey Link

<https://www.perceptyx.com/pyxjam/dc>





Thank You for Attending