



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



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Rob King
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Facilitators



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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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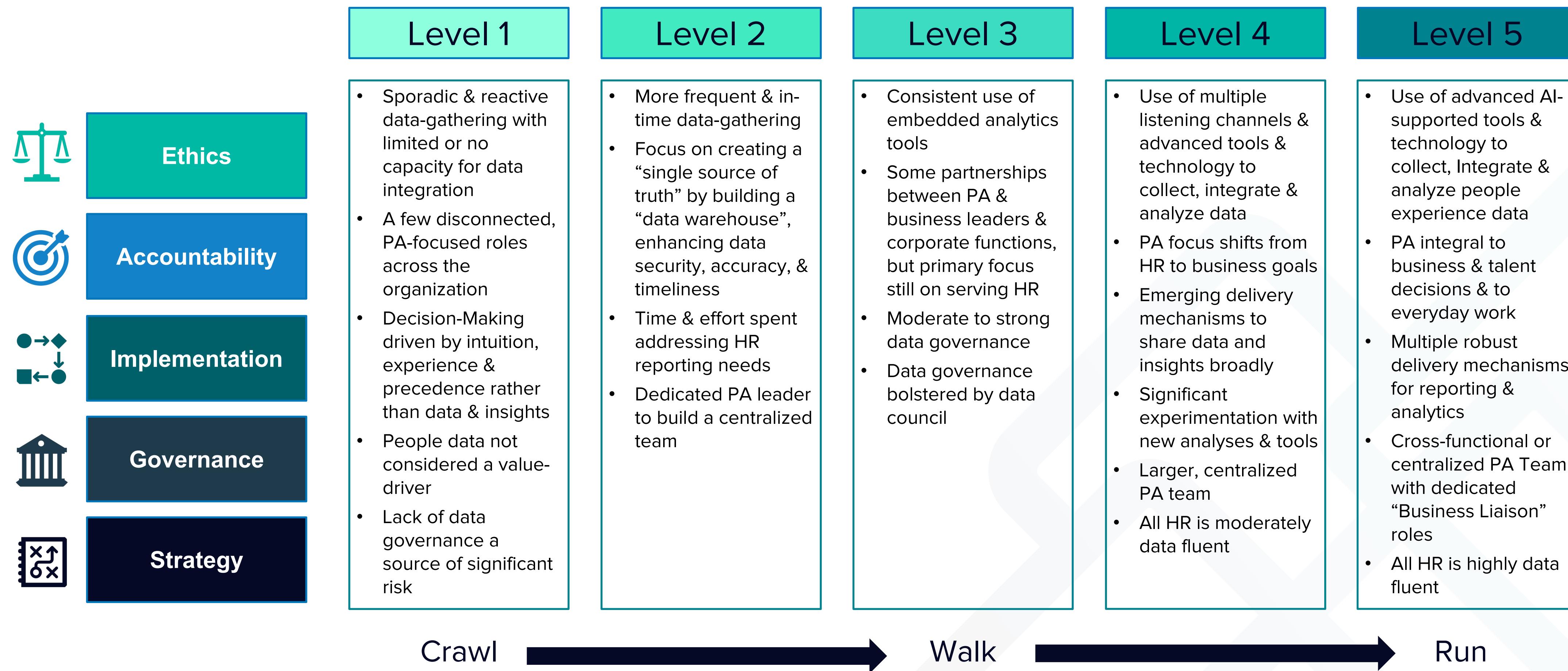
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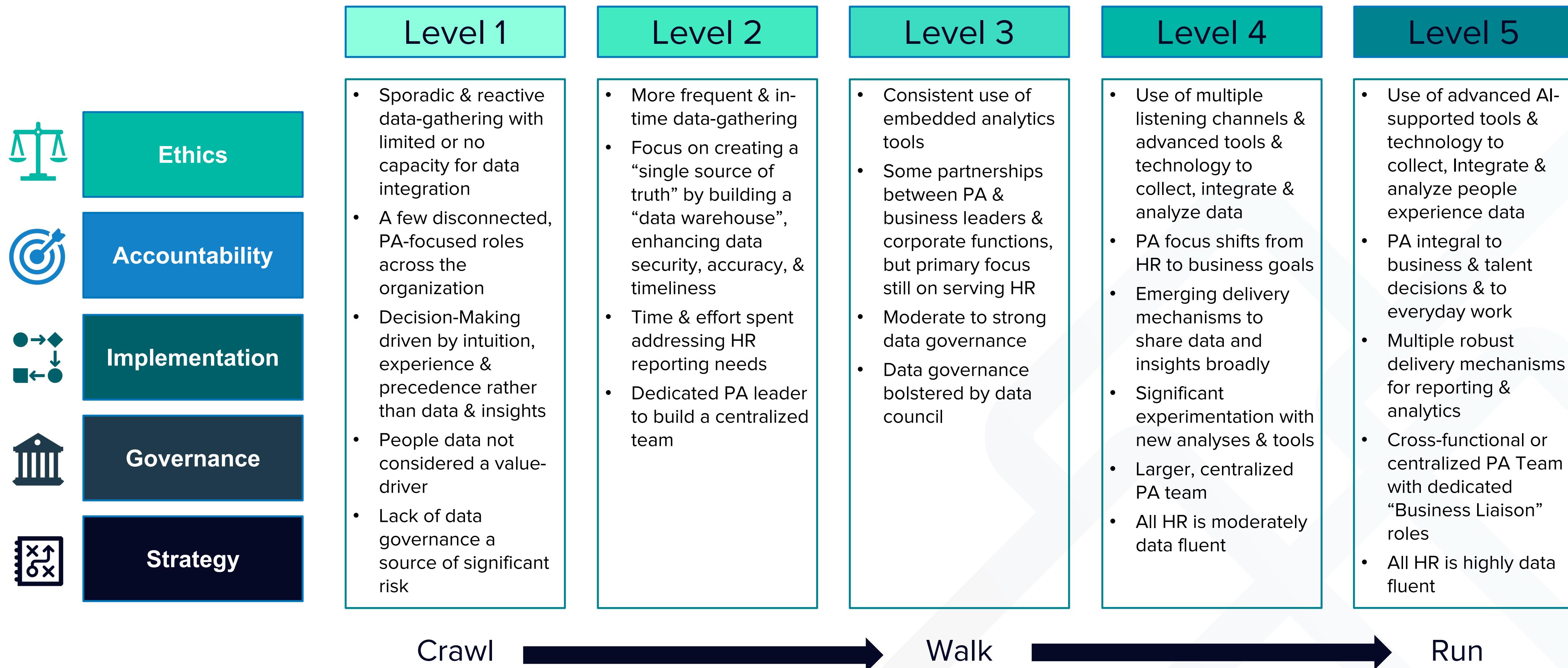
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Maturity Model



Defining “Walking”

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



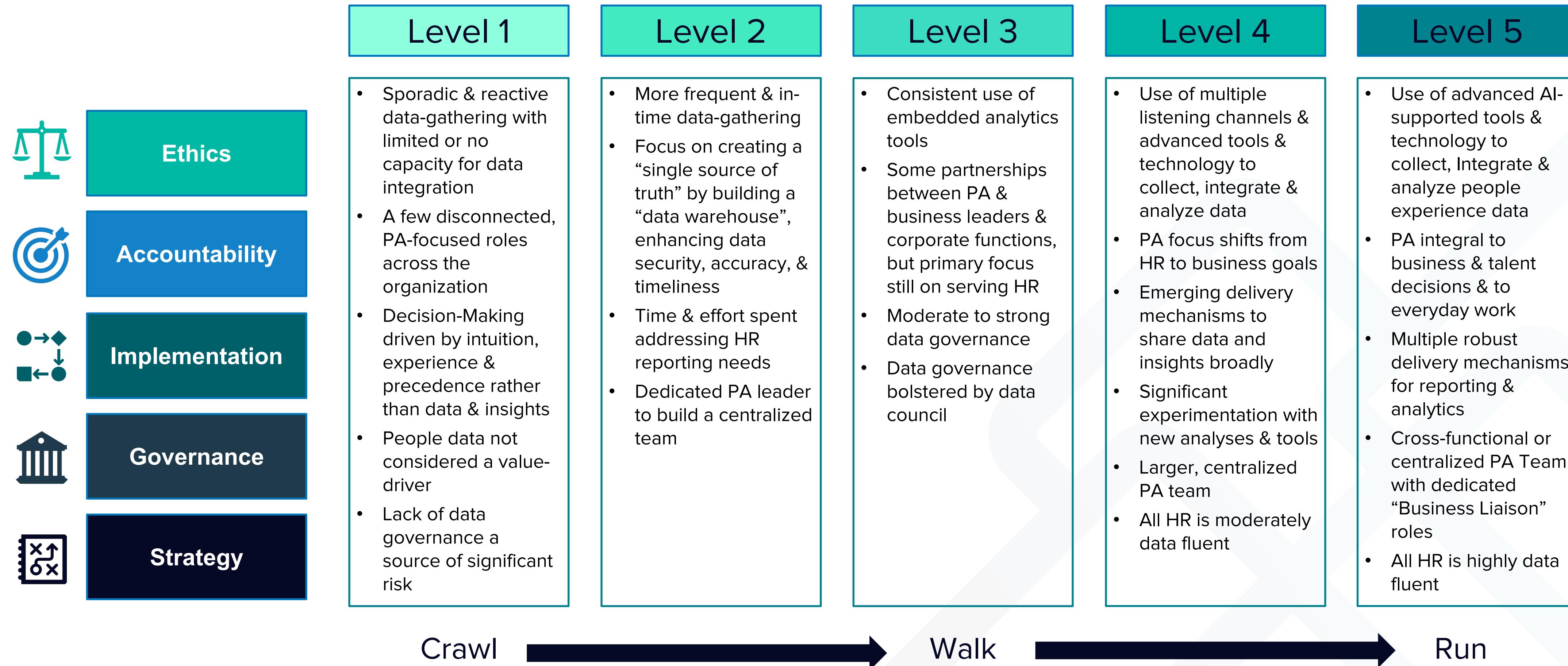
Value of Walk

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

The background features a dark blue gradient with two sets of thin, wavy lines in shades of blue, purple, and red. These lines create a sense of depth and motion, resembling ripples on water. A solid teal horizontal bar is positioned at the bottom of the image.