

# Peakon

## *Insights you can put to work*

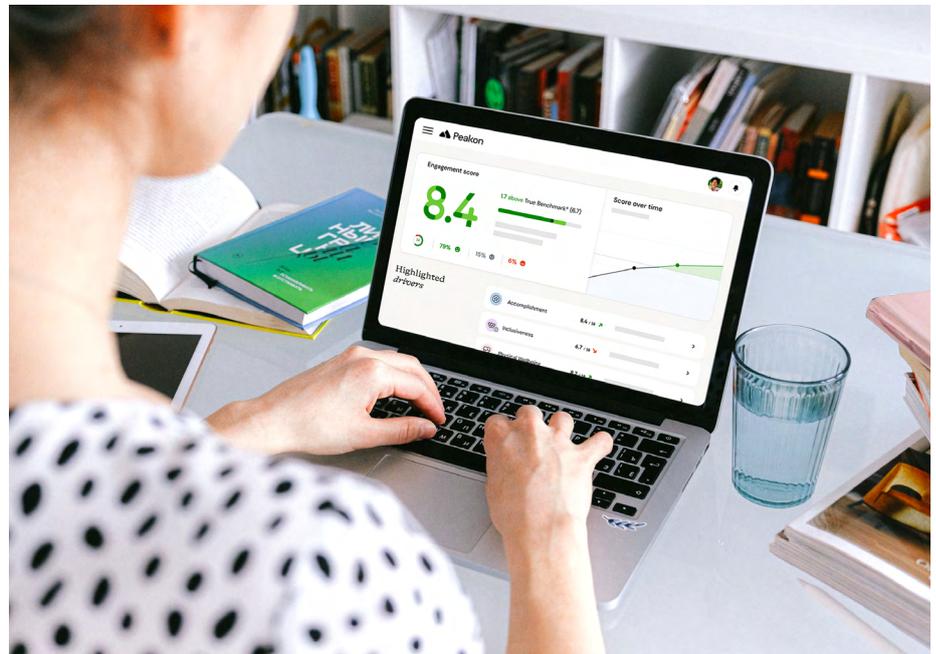


# Put insights to work

Employees do their best work when they feel supported and trust their organisations. For that to happen, leadership must recognise the importance of the voice of the employee and consider it when shaping how the organisation operates. Most employee engagement tools simply measure engagement, but listening to employee feedback is not enough on its own – organisations also need to act.

Workday and Peakon together provide a continuous listening platform across the entire employee lifecycle, with real-time visibility into employee engagement, sentiment and productivity. This enables organisations to gain insight across multiple channels of feedback, to see what matters to their people, capture sentiment, immediately analyse the data and create prescriptive action plans, so they can deliver meaningful employee experiences where all employee voices are heard and answered.

With meaningful insights and the right resources at their fingertips, employees can perform better. They care about driving positive change and have the right level of ownership to make it happen. They become better managers of people and teams, resulting in a high-performance culture built on open and honest feedback at all levels of the business.



Today's unprecedented circumstances are challenging everything in the world of work. Organisations are witnessing seismic change and uncertainty at a pace and magnitude never seen before. The future of business success is at stake, forcing executives to double down on transformation and change initiatives to align their companies with this new reality.

Making sure your employees and teams feel that their wellbeing is prioritised and that they are heard and trusted is more important than ever before. The rise in remote working (hybrid way of working) affects employees' ability to execute and managers' ability to guide them since observational methods no longer work.

This shift towards a remote workforce only widens the **Execution Gap**.

The new mandate for business and HR executives is to shift to an **Active Engagement Strategy** for execution resiliency and transformation success. People-forward organisations are committed to creating ongoing conversations with their teams, understanding and helping to meet employee expectations, and equipping everyone – no matter their tenure or role – with the insights they need to effect real change.

Business and HR leaders worldwide rely on Workday and Peakon to drive execution excellence and transformation success.

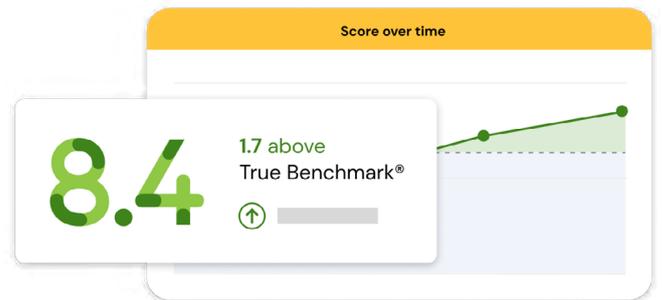
*Workday + Peakon*  
together, provide  
*a continuous*  
*listening platform*  
to drive employee  
engagement  
and improve  
performance.

By leveraging Peakon's Intelligent Listening technology, it delivers real-time insights about employee engagement, diversity, equity & inclusion and growth, in an all-in-one employee success platform. This enables business and people leaders to build an accurate view of employee experience across all levels of the organisation, which leads to more meaningful and targeted actions.

# Solutions built to improve *organisational success* & designed for scale and complexity

## Peakon Engage

Increase productivity, retention and business performance with Peakon Engage. It is the only employee engagement solution that activates every employee, captures the voice of your people and then provides personalised, prescriptive recommendations for actions. Establish a baseline for employee engagement and make data-driven people decisions that result in higher levels of team performance.



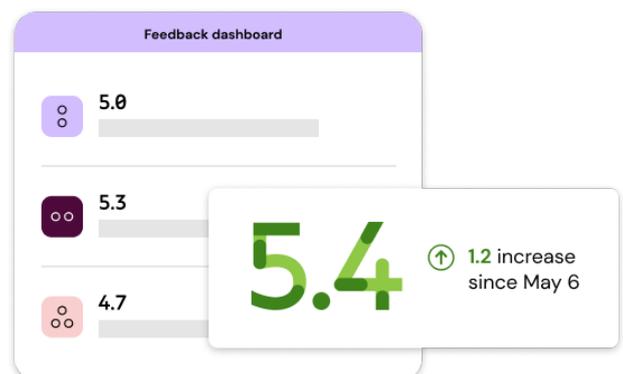
## Peakon Include

Capture critical insights that can gauge employee belonging, inclusion and equity, provide the real-time insights needed to identify and eliminate discrimination, and foster a more equitable culture and sense of belonging. Connect your DE&I initiatives to engagement, identify individual cases of discrimination and empower your managers to take a more active role.



## Peakon Grow

Accelerate individual and team performance with continuous feedback with Peakon Grow. Adopt a more agile approach to employee development and boost individual and team performance by providing continuous and personalised feedback, guidance and recommendations that empower employees to take targeted and effective actions.



# The power of Peakon



## The right questions answered in real-time

Peakon's Intelligent Listening approach provides a fully automated, employee-centric approach to asking the right question, to the right person, at the right time. Employees can voice their perspectives more regularly through a single, connected survey experience that allows you to maintain a continuous dialogue across the employee lifecycle, while reducing administrative burden. This results in a fully integrated dataset that can be used to provide people from across the business with targeted insights about the best action to take, so you can take action on what needs to be prioritised right now.



## Ensure every employee has their voice heard

Peakon enables you to build an accurate, real-time picture of employee experience across all levels within the organisation. Structured question libraries, intelligent benchmarking and advanced Natural Language Processing surfaces the deeper EX truth that is truly affecting engagement in your organisation. Our highly accessible surveys are delivered across devices via email, kiosk and SMS and are translated into more than 60 languages to ensure maximum participation.



## Gain real-time insights built on our unparalleled engagement dataset

With the largest standardised dataset of employee feedback worldwide, spanning across more than 160 countries and with over 158 million employee responses, Peakon has an enormous wealth of quantitative and qualitative data and can provide insights and suggested actions that are proven to work (based on the success of some of the world's leading organisations). Our analytics and insights establish contextual benchmarks throughout your organisation that allows you to make better decisions based on an accurate baseline of employee engagement success.



## Empowering every employee

With Total Activation, Peakon empowers every employee. Unlike other solutions, Peakon provides engagement dashboards for everyone – not just managers and executives – with prescriptive actions tested and proven to increase engagement 2x faster than leaving managers to figure it out on their own. With Peakon, executives, managers and employees can collaborate on shared objectives, moving beyond superficial participation, to authentic and genuine buy-in.

Peakon provides a highly personalised, intuitive and dynamic dashboard that puts employees into the driver's seat of your organisation, empowering them to initiate the change that matters most to them. The personal dashboard tracks how individual engagement scores change over time and allows for comparison against your team and company-wide benchmarks. It enables managers and people leaders to have greater collaboration within teams with increased transparency, further maximising engagement and productivity.



## Connect your employee success data to business outcomes

Peakon uniquely correlates engagement with business KPIs – quickly and easily – providing a leading indicator of what's going well (or not) and its impact on the business. With Execution Analytics, Peakon provides you with guided analytics and visualisations that uncover blind spots and patterns across any dimension. Our attrition prediction model analyses trends in employee feedback give you predictive employee experience insights that enable you not only to pre-empt disruptions to the business but also course correction. With advanced Natural Language Processing, Peakon generates insights from trending topics and conversations that help you understand the grassroots sentiment and motivations behind the metrics.

# What our customers have to say...

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With Peakon, we've been able to listen to and hear the voice of our employees from New York to Hong Kong. Before Peakon, the process for reaching employees globally required a lot of manual administrative work from our team; we love how we can now quickly and effectively gather insights in the employee's preferred language and time zone. With those insights and Peakon's Data Scientists, we now have unparalleled insight and guidance for our employee *engagement strategy and its alignment with our business strategy and outcomes.*”

Marie-Claire Barker,  
Global Chief Talent Officer



“

We start a conversation about diversity and inclusion and we end up talking about engagement. As we gain a better understanding of how we engage different types of people, we get insights into how we are doing on inclusion. Based on Peakon's drivers you can identify *what drives people without a separate survey on specific D&I initiatives*”

Janet Pope,  
North America Corporate Responsibility Director



“

Understanding and measuring employee engagement has always been a challenging area. Through its experience, science-based and manager-friendly interface, Peakon transformed this challenge into a commodity; easy to use and deploy for any complex organisation in literally weeks. Additional features made it a must and I am fully confident that Peakon will be the *perfect companion to help to instil a true culture of feedback in order to be a greater place to work.*”

Luc-Olivier Laleve,  
Senior Manager HR Intelligence & People Analytics

**Adecco**

