Microsoft Viva

Create an engaged and productive workforce with Microsoft Viva

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Sr. Modern Work Specialist

At Microsoft, we believe that **energized, empowered employees** are the key to durable competitive advantage for every organization

The rising **work tension**

Organizations are trying to balance

Engagement & **Productivity**

to fuel sustained business performance

Next-generation AI

But creating a great employee experience **is challenging**

34% of companies have invested in six or more tools for employee experience[1]

68% of employees find these current tools outdated or irrelevant[1]

94% of business leaders want one comprehensive EX system[1]

Microsoft Viva

Empower organizations to continuously improve workforce engagement and performance

Drive mission and alignment

Goals and OKR management
Leadership engagement
Corp comms and analytics

Measure engagement and productivity

Employee surveys and sentiment
Behavioral and collaboration analytics
High-performance org assessment

Microsoft Viva

Enable a high-performance workforce

Skills based learning and academies
Crowdsourced knowledge sharing
Onboarding, DEI and communities

Copilot in Viva • In the flow of work • Trusted Platform

Microsoft Viva

Empower organizations to continuously improve workforce engagement and performance

Microsoft 365 + Copilot

Drive mission and alignment

Goals and OKR management
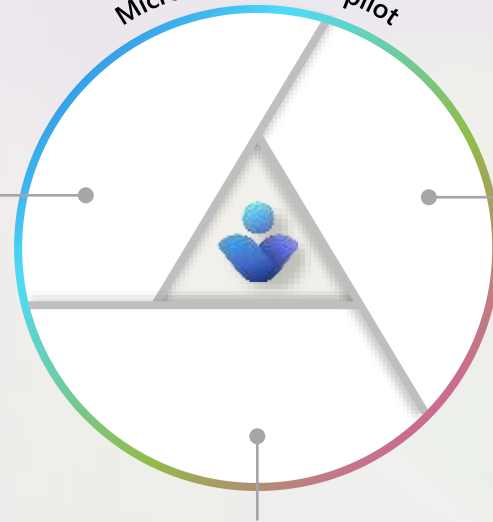Leadership engagement and community
Workplace campaigns and analytics

Viva Goals   Viva Engage   Viva Amplify

Enable a high-performance org

Company-branded employee portal
Skills-based learning and academies
Crowdsourced knowledge sharing

Viva Connections   Viva Learning   Viva Topics

Measure engagement and productivity

Employee surveys and sentiment
Behavioral and collaboration analytics
Insights dashboards and reporting

Viva Glint   Viva Pulse   Viva Insights

Microsoft Viva: powered by Microsoft 365 and the Microsoft Graph

Microsoft 365

Integrated
Gain synergies from connected apps for productivity, analytics, and wellbeing all in one suite

Security & trust
Control and defend your data and gain transparency into how and where it's used

Data & AI
Apply the latest data and next-generation AI to your work for greater individual and organizational impact

## The Microsoft Graph
Connecting Microsoft 365 signals for smarter work

Productivity
Quickly find the right people, content, and productivity insights to work more efficiently

Management
Gain real-time awareness of your IT environment to make better decisions for users

Security
Increase visibility across users, apps, and devices to proactively detect and resolve threats

Integrated

Data

Microsoft Viva

The Microsoft Graph

Security & trust
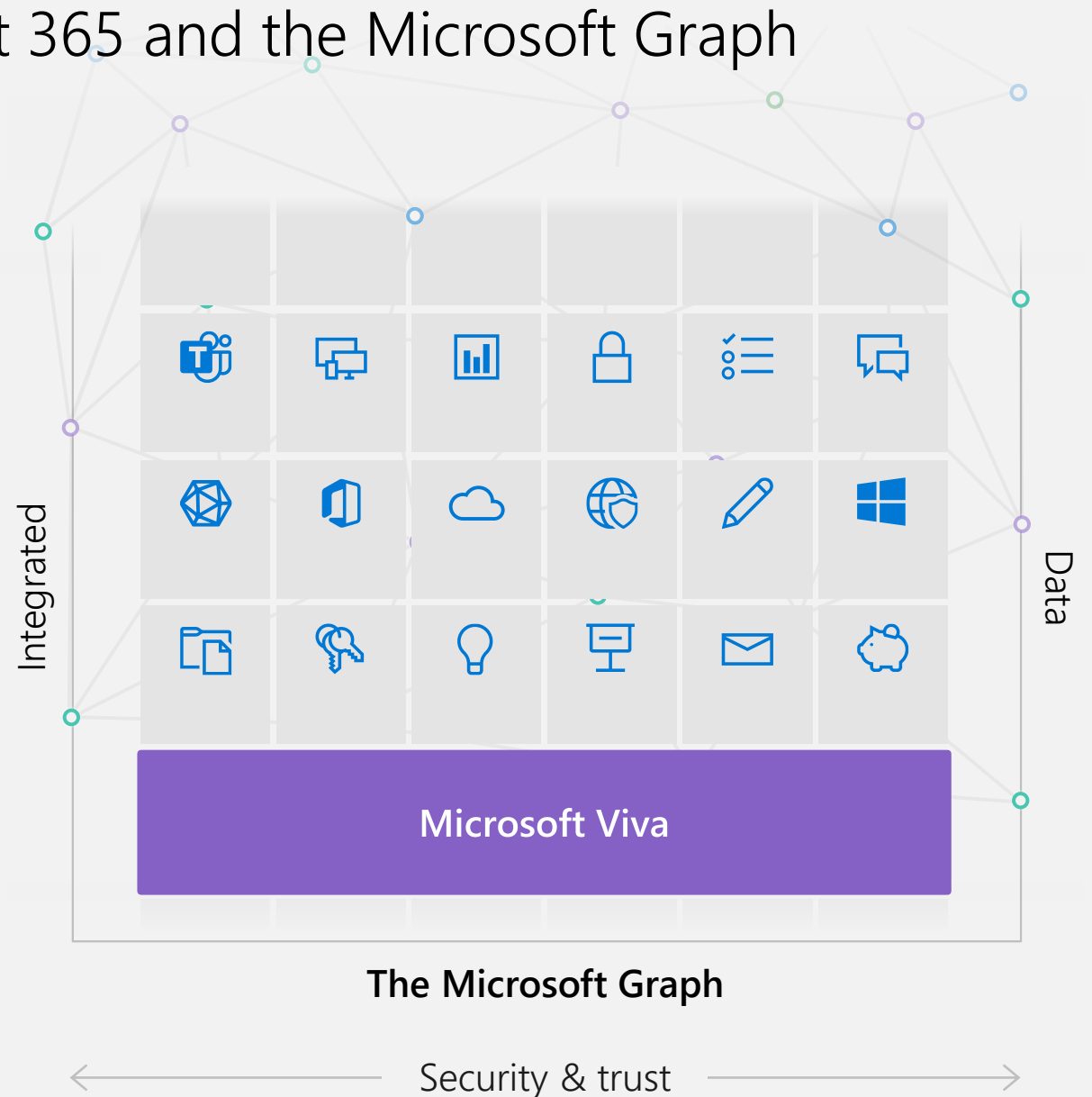
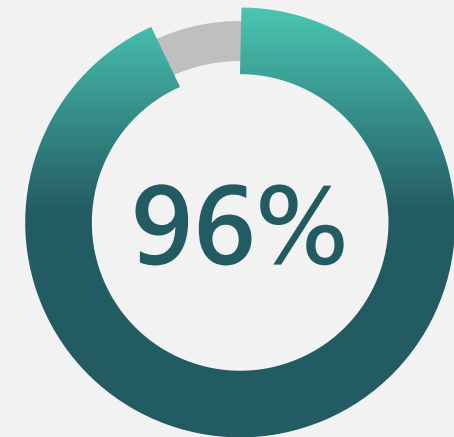# **Microsoft Viva** partner ecosystem

...and dozens more!

Drive mission and alignment

Set goals and leverage omni-channel communication tools to ensure alignment across all levels of the organization

50%

of employees say that having more clarity on goals would give them a greater sense of purpose[1]

96%

of leaders say effective communication is the most critical skill they'll need in the year ahead[2]

[1]Statistics source: Forrester 2023 State of Goal Setting Report, A Forrester Consulting Thought Leadership Paper Commissioned by Microsoft, February 2023
[2]Statistics source: Microsoft. Hybrid Work Is Just Work. Are We Doing It Right? Sep. 22, 2022.

Alignment across all levels of the organization

Provide clarity and visualize how all levels of the organization are connected on their strategic priorities across company goals to team and individual goals
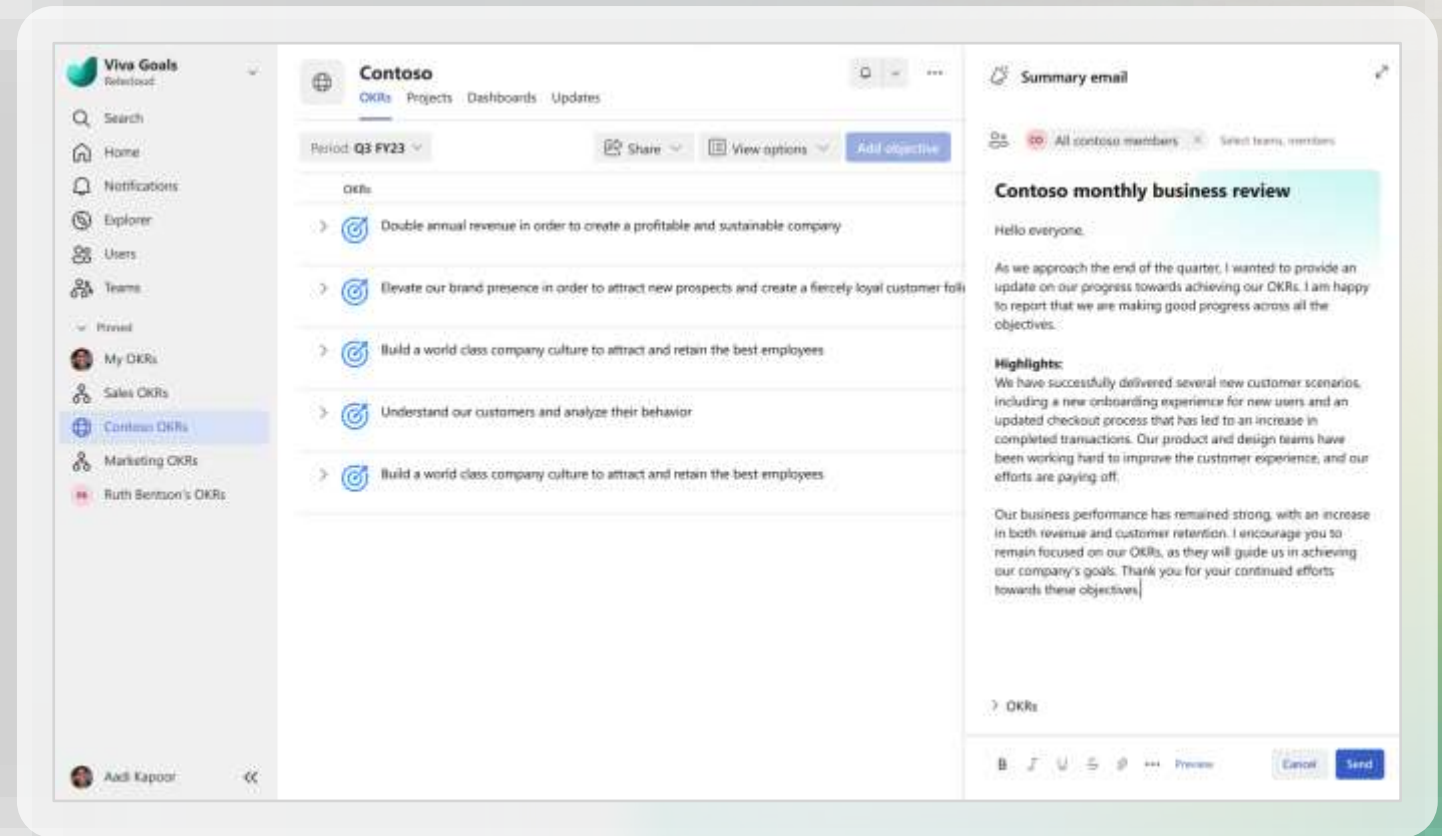
Viva Goals
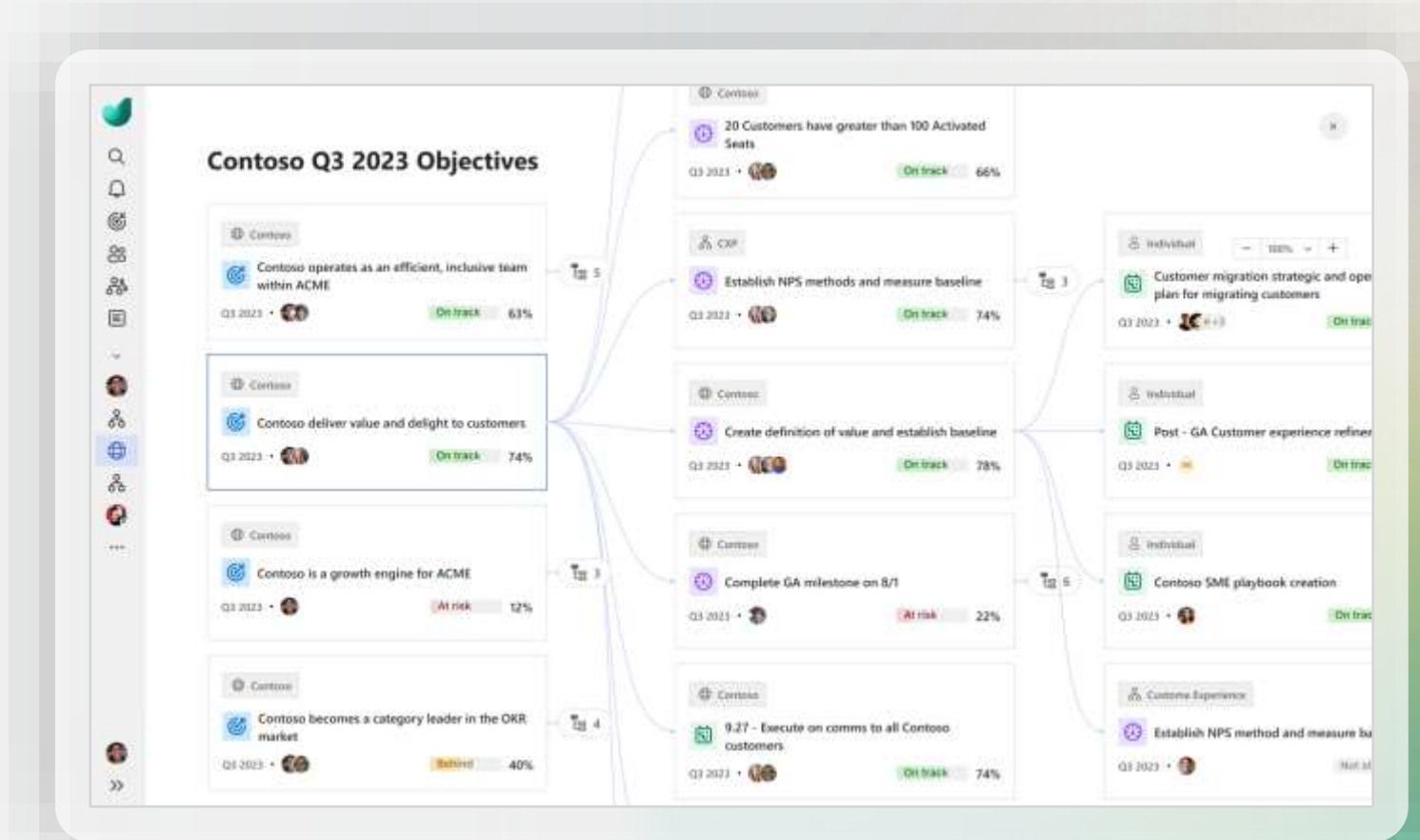
Keep everyone in the loop

Update team members when new goals activity occurs in a timely manner, when new goals get created, or when existing goals make progress with a one-click broadcast or export goals status to team presentations or business reviews in PowerPoint and Excel

Viva Goals

Goals integrated in your existing flow of work

Set up data integrations with 30+ of the most popular apps to automatically update the check-ins to always have the most accurate representation of goals progress

Viva Goals

Employee engagement and communication at scale

Build a two-way dialogue between leadership and employees and foster open discussion and knowledge sharing amongst employees across departments, geographies, and languages

Viva Engage
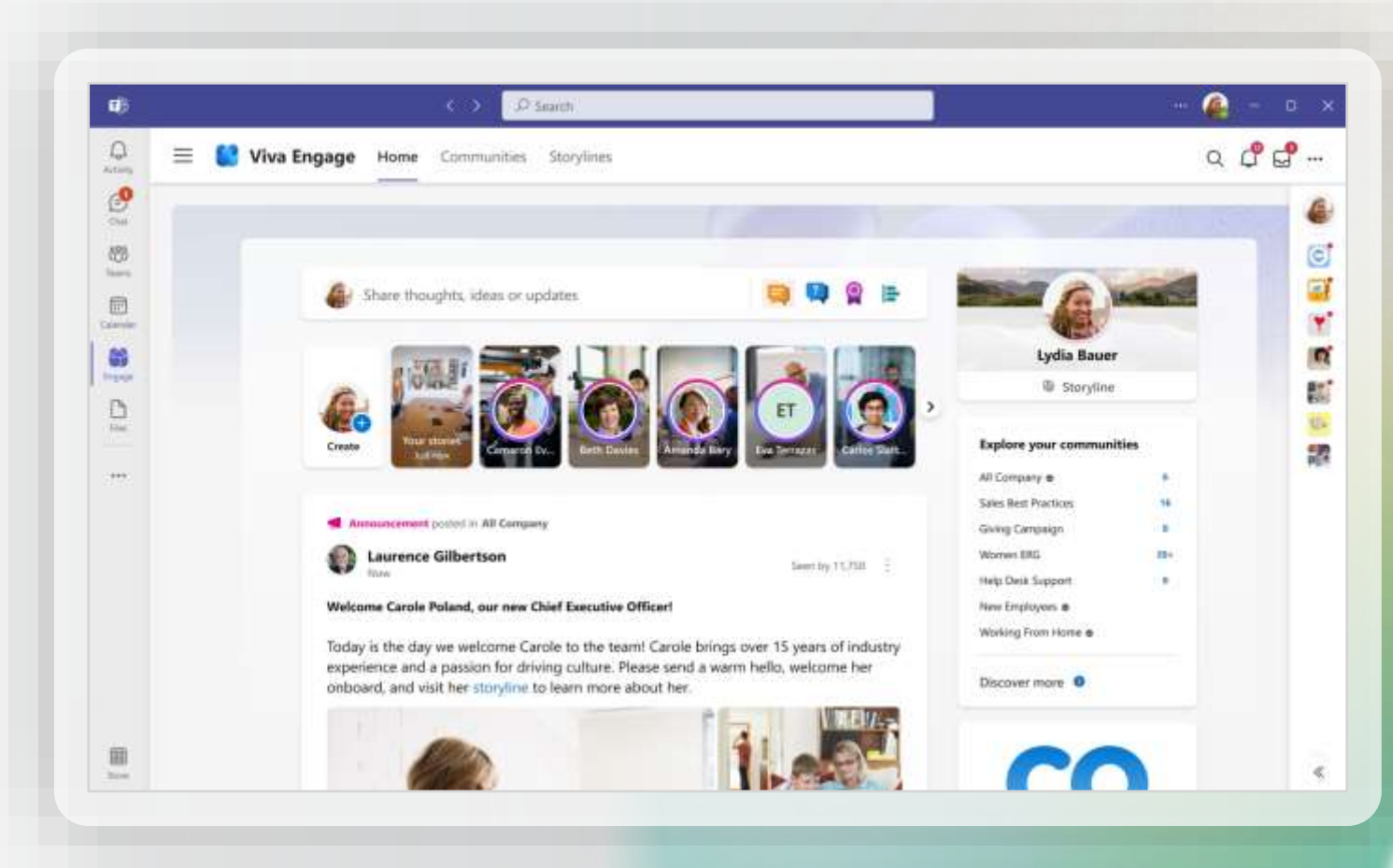
Leadership tools to engage directly with employees

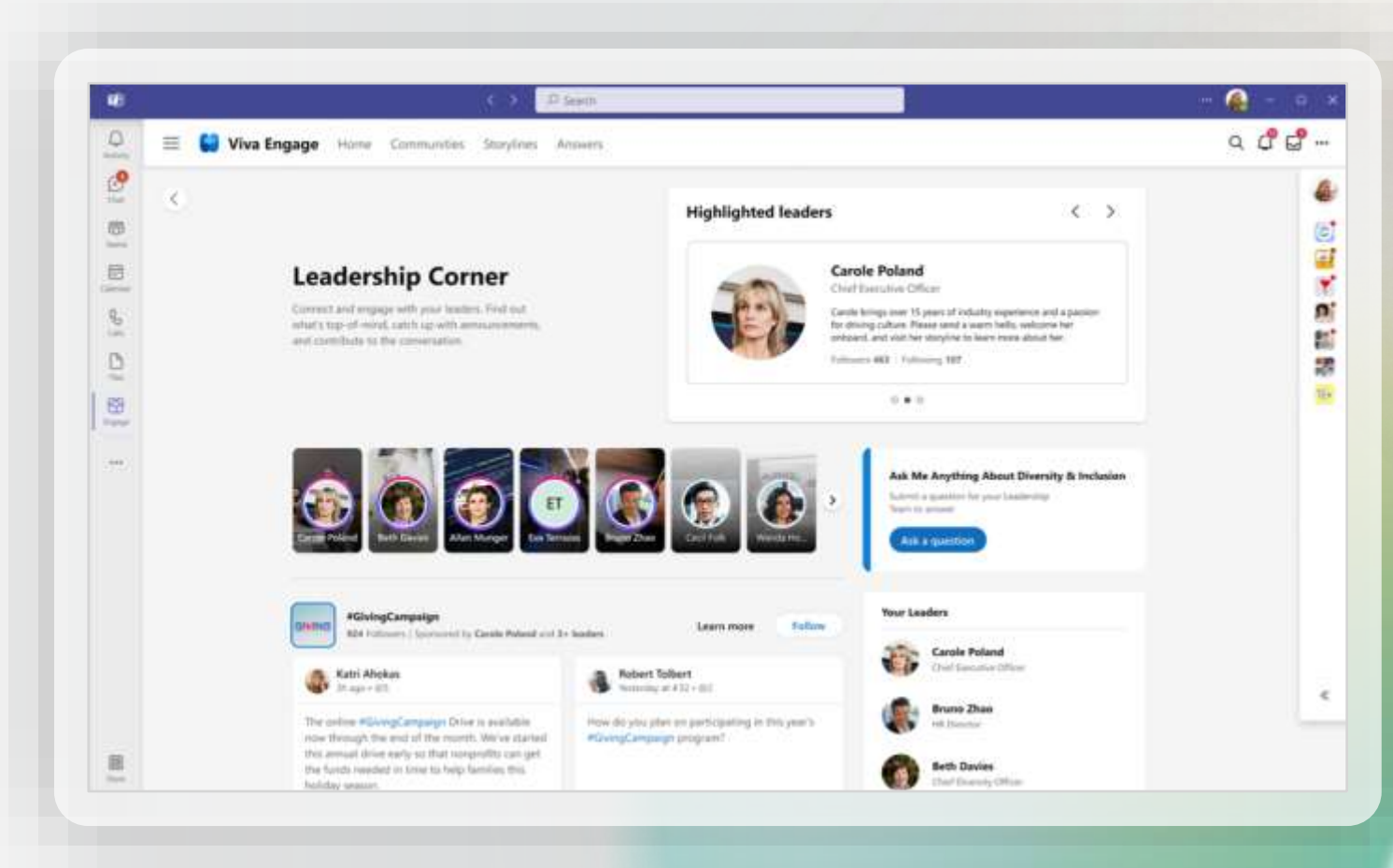Foster open dialog and learn what's top of mind for employees. Get deeper insight into employee engagement, concerns, sentiment, and actionable steps through rich metrics
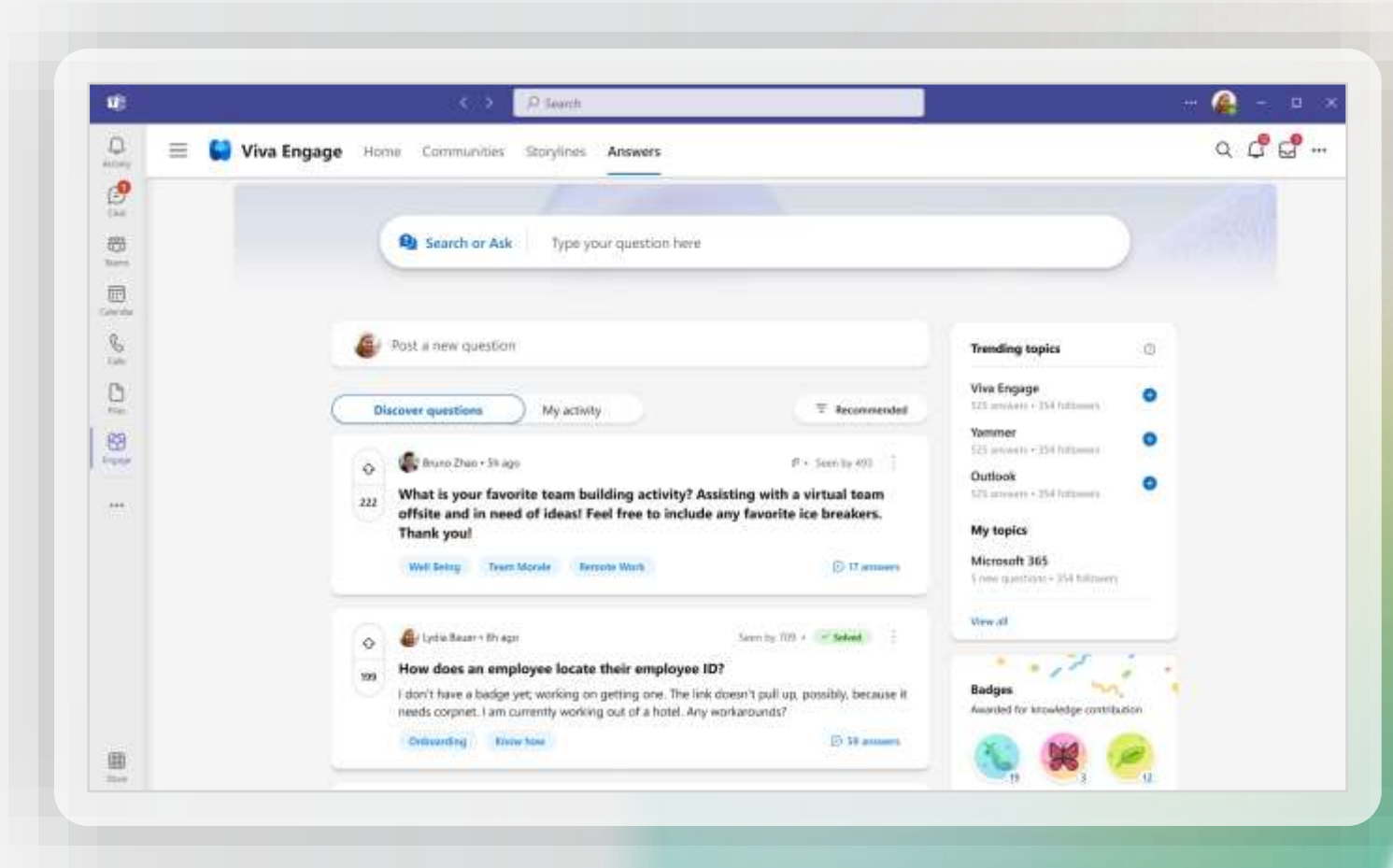
Viva Engage

Real-time answers to critical questions

Leverage AI and NLP to match employee questions to answers and experts across the organization to help put collective knowledge to work for all employees

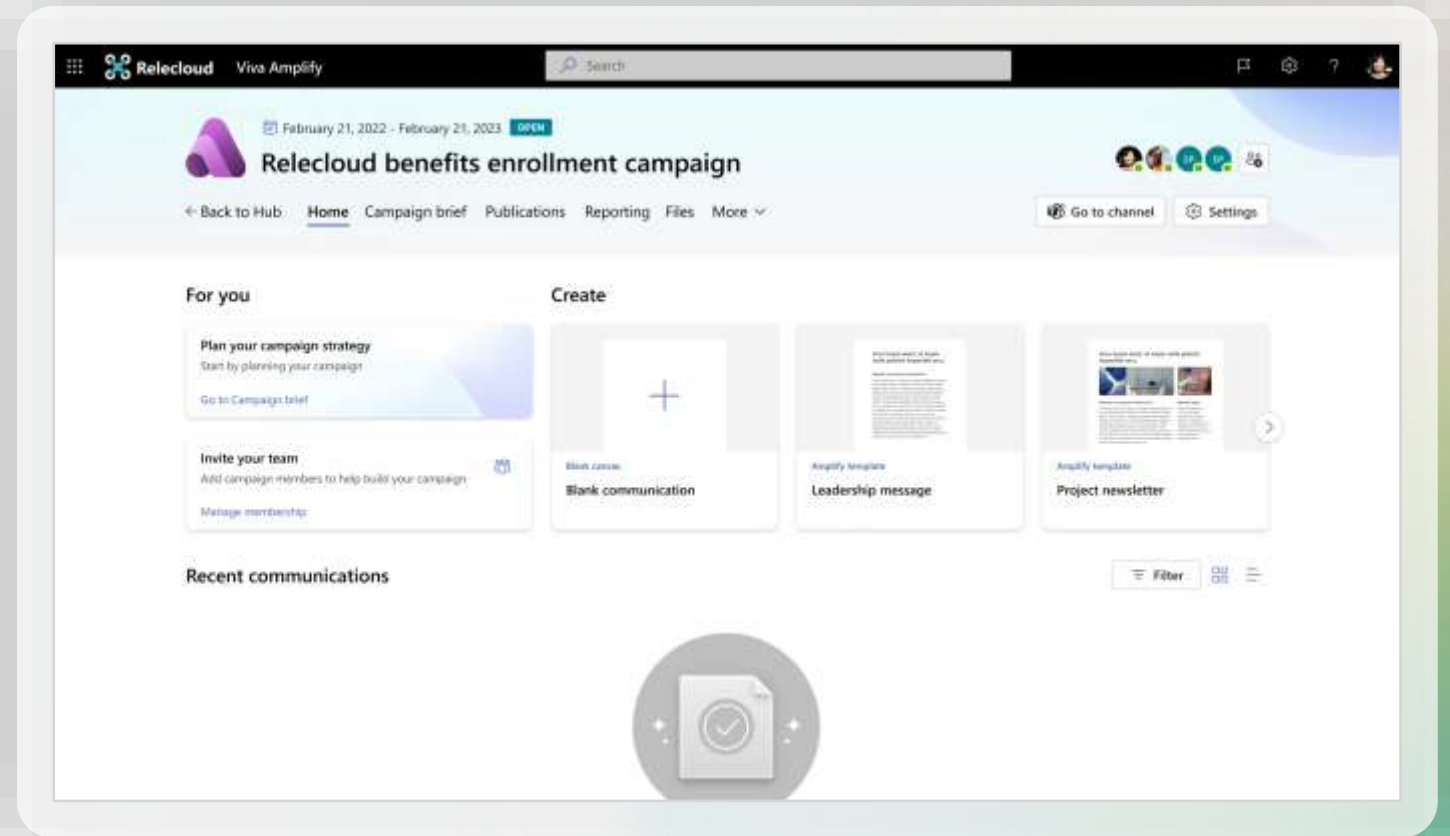**Viva Engage**

Communication publishing and management hub

Centralize communication processes in a single space, so you can save time and focus on what matters. Drive engagement with your message by meeting employees where they are, whether that's Outlook, SharePoint, Teams or Viva Engage

Viva Amplify

Enable a high-performance workforce

Communication and learning tools that equip employees for success
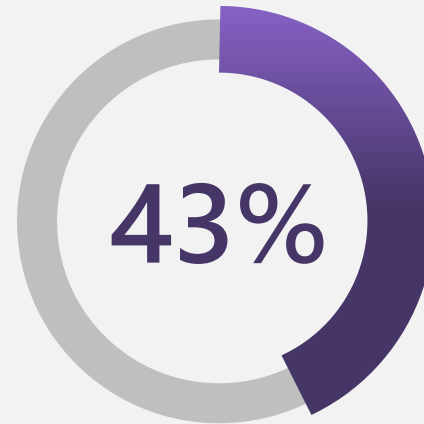
43%

of employees say
they feel disconnected
from their company
as a whole
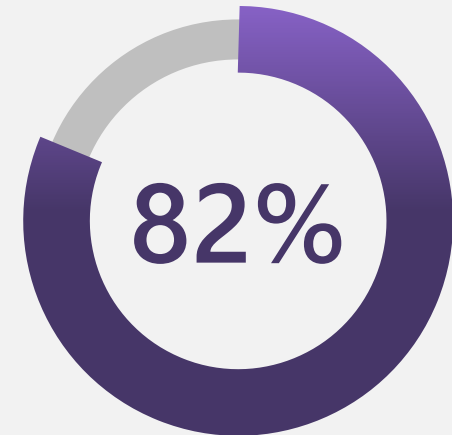
82%

of leaders say their
employees will need new
skills to be prepared for
the growth of AI

Targeted communication and resources

Tailor the experience to specific employee groups, roles, or geos with targeted news, conversations, and content powered by AI and Microsoft Graph

Viva Connections
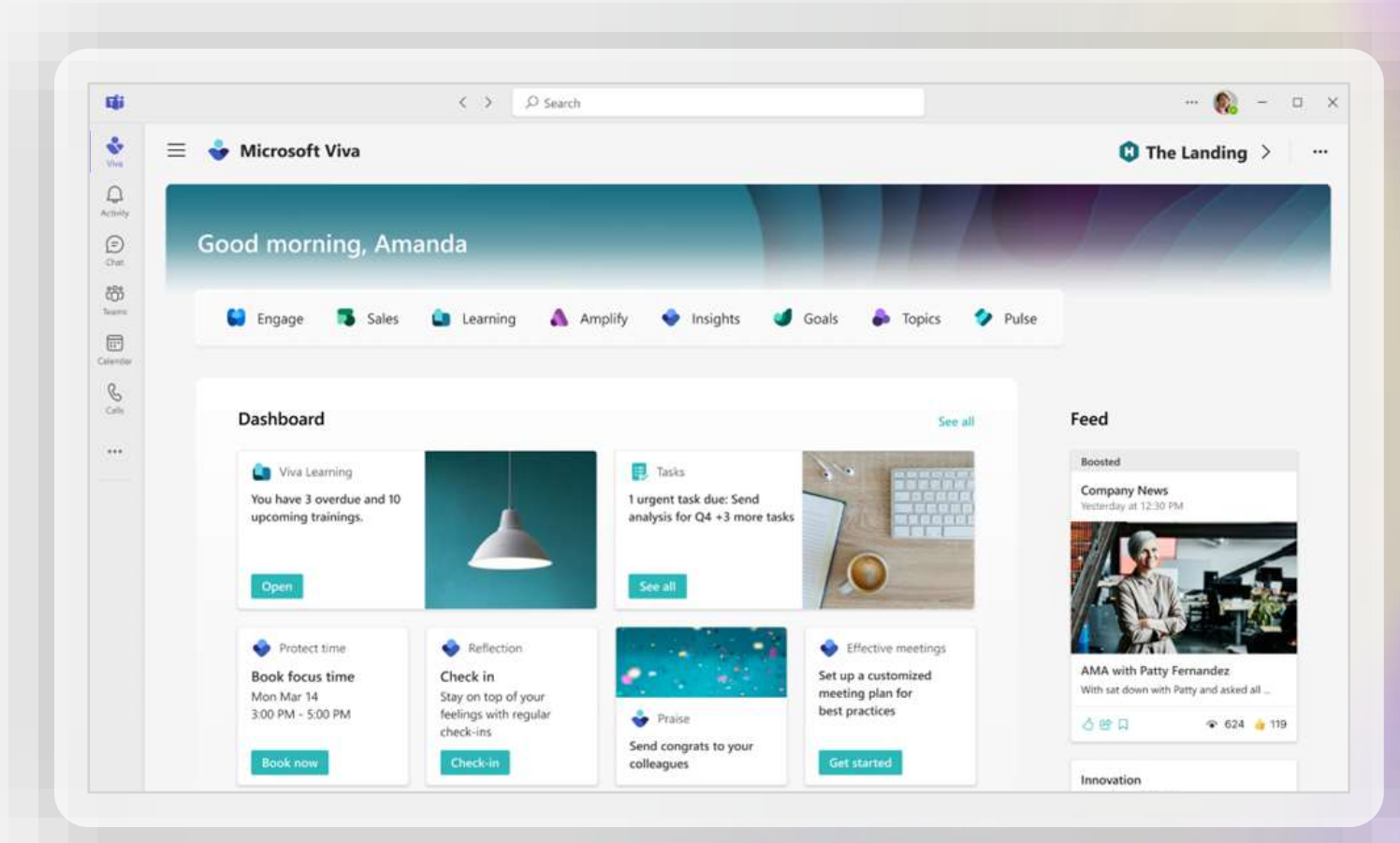
Rich mobile experiences to stay connected on the go

Provide employees a place to connect with everyone and focus on what matters most with company-wide updates, learning opportunities, and insights from anywhere

Viva Connections
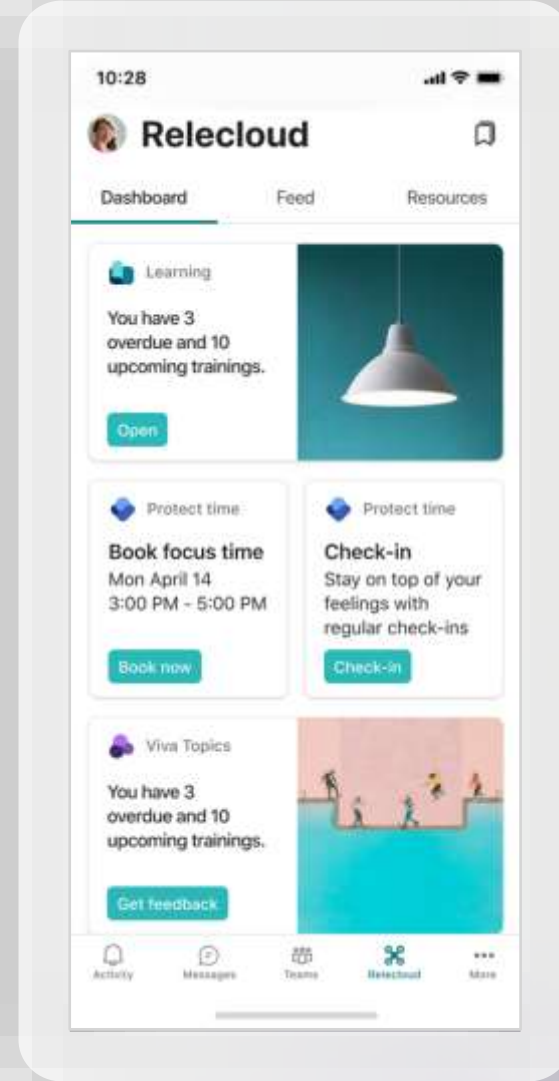
People and org discovery

Highlight hybrid work preferences and detailed contact information, as well as information from Viva Goals and Viva Topics, across Microsoft 365 through profile cards and standalone experiences

People in Viva
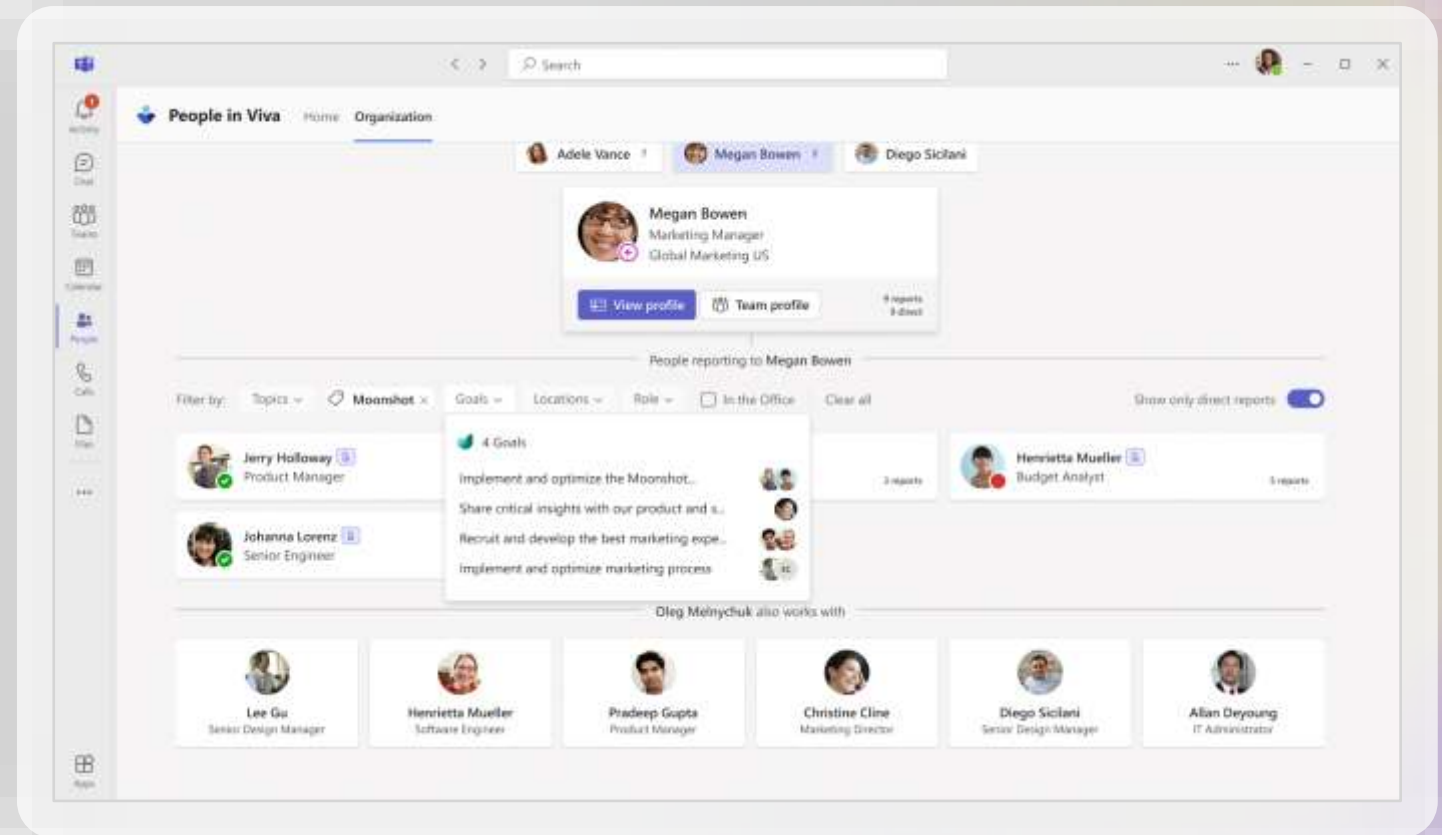
Personalized, informal and formal learning

Access assigned and recommended learning in an easily discoverable interface within Microsoft Teams and see completed learning items to keep track of individual learning journeys

Viva Learning
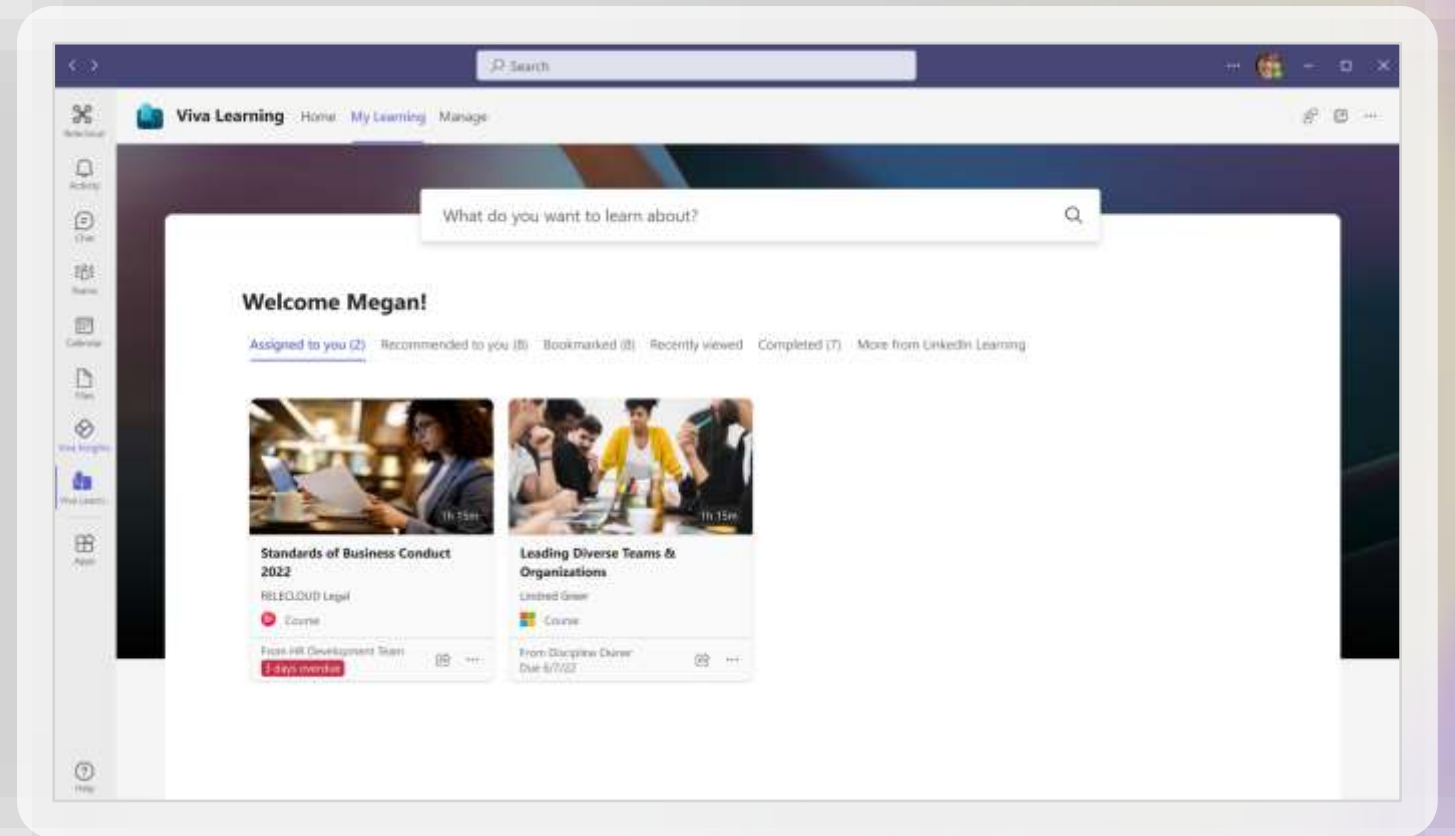
Integrated learning experience

Surface content from Microsoft, learning content providers (such as LinkedIn Learning), Learning Management Systems (LMS), and even your organization's own content across desktop, mobile, and tablet

Viva Learning
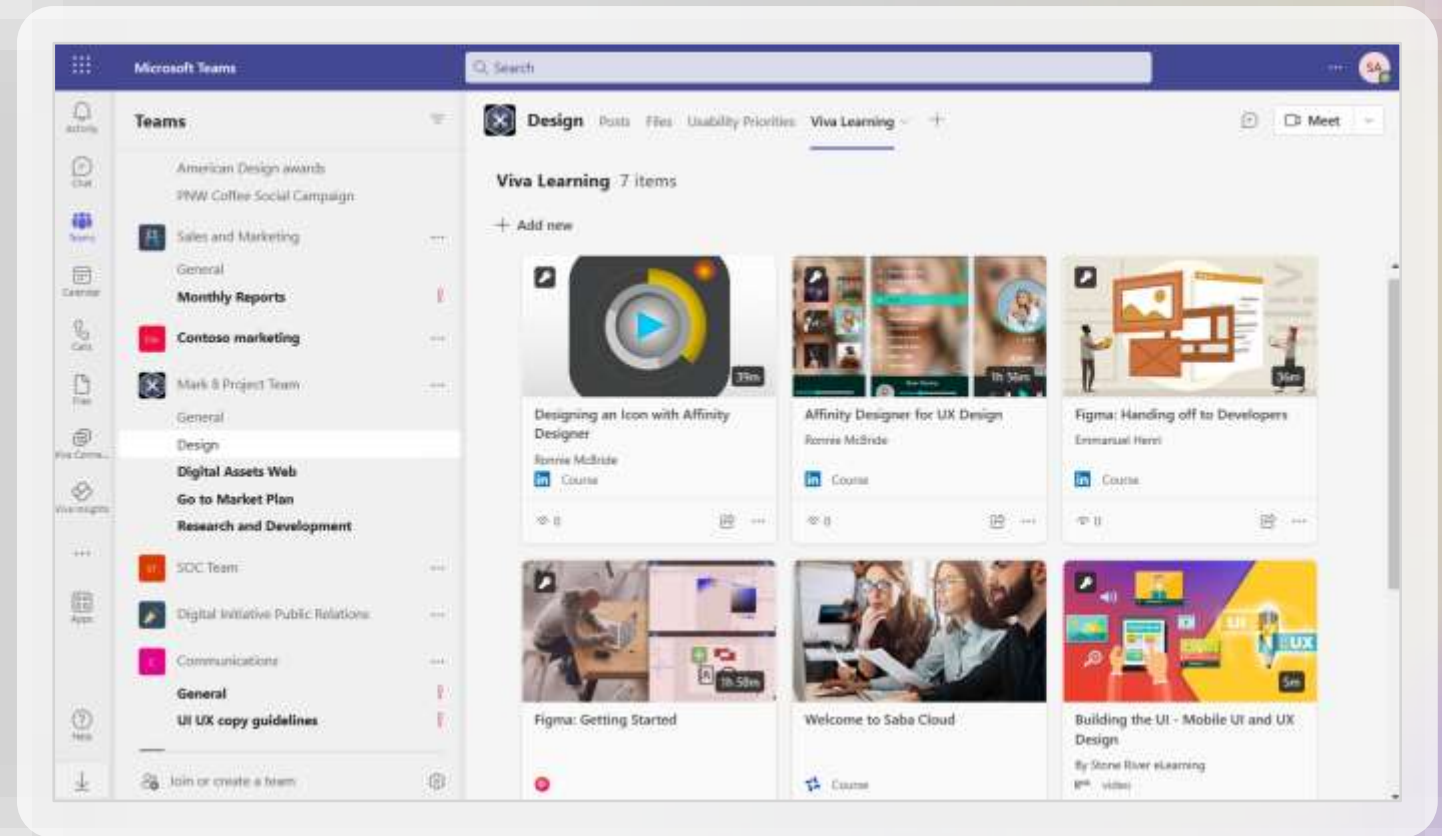
Learning resources delivered through 1:1 chats, group chats, or meetings

Infuse learning into the conversations already happening at work by sharing learning content and courses with a single-click

Viva Learning
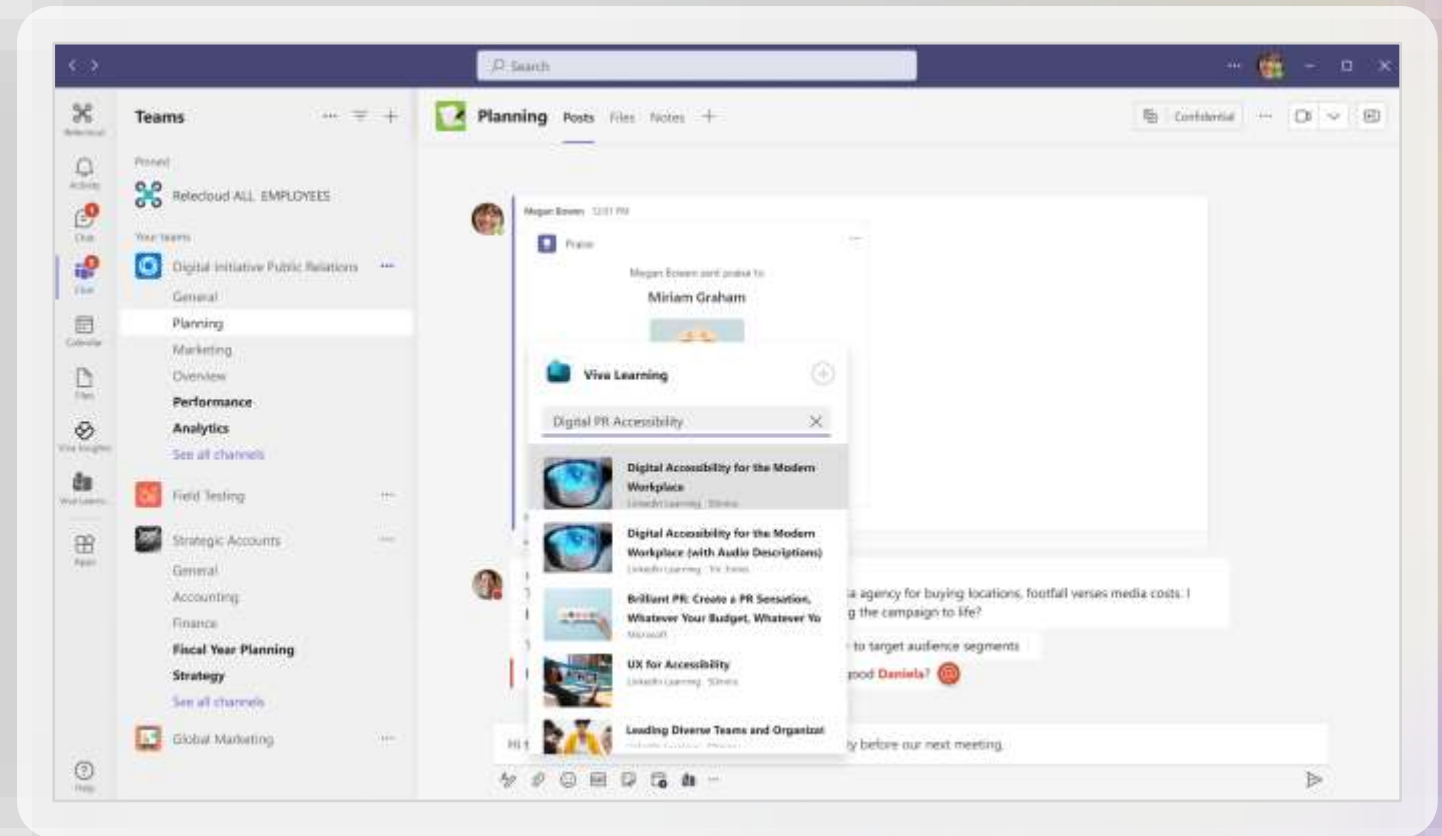
Knowledge and expertise in the apps you use every day

Enable your organization's experts to share and refine knowledge through curated topic pages and topic cards, automatically generated and updated by AI and surfaced across Microsoft 365

Viva Topics
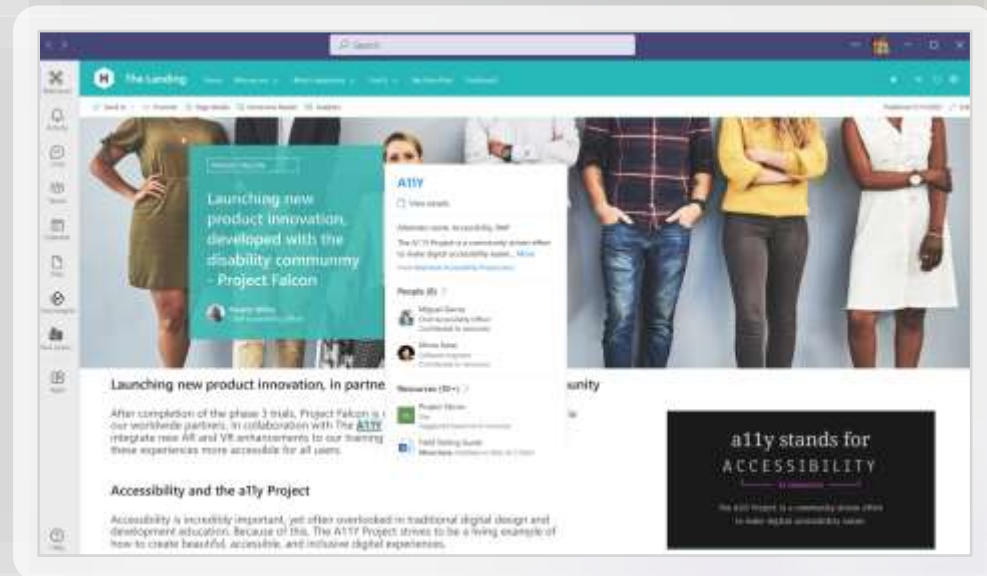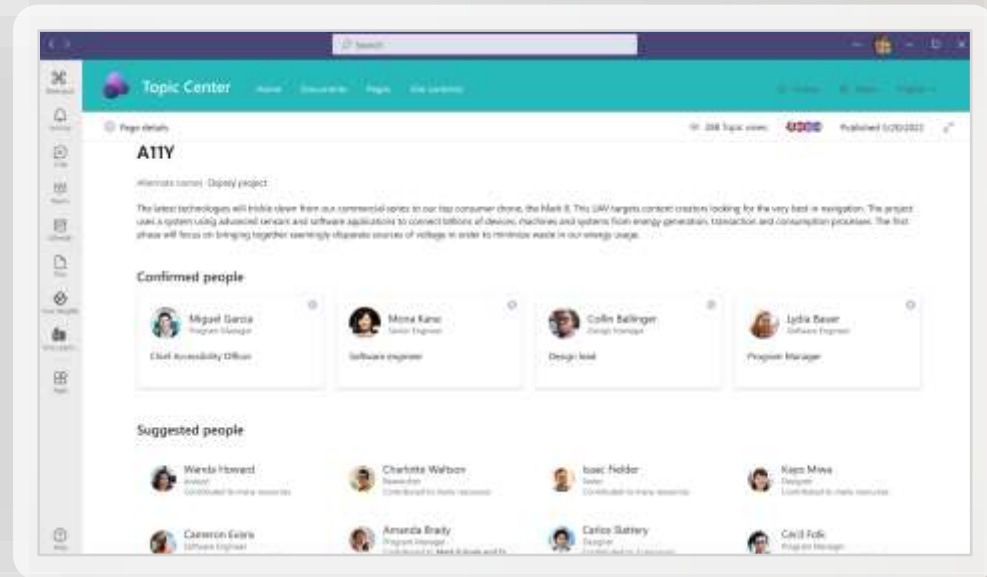
Measure engagement and productivity

Workplace analytics and employee feedback to improve the way work gets done

75%
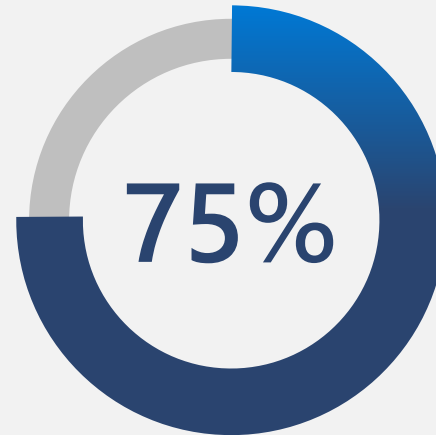
of employees
and **80%** of managers
think their company does not
solicit feedback often enough

89%
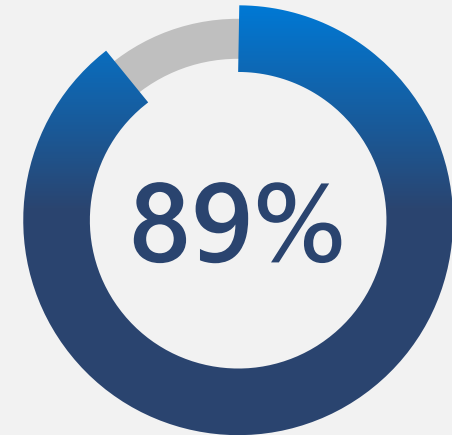
of employees who feel their
companies use feedback to
drive change report being
engaged at work

"Voice of the employee" solution to understand and improve engagement

Get immediate visibility into employee engagement across the employee lifecycle, from onboarding to exit, helping leaders better understand employee's needs

Viva Glint
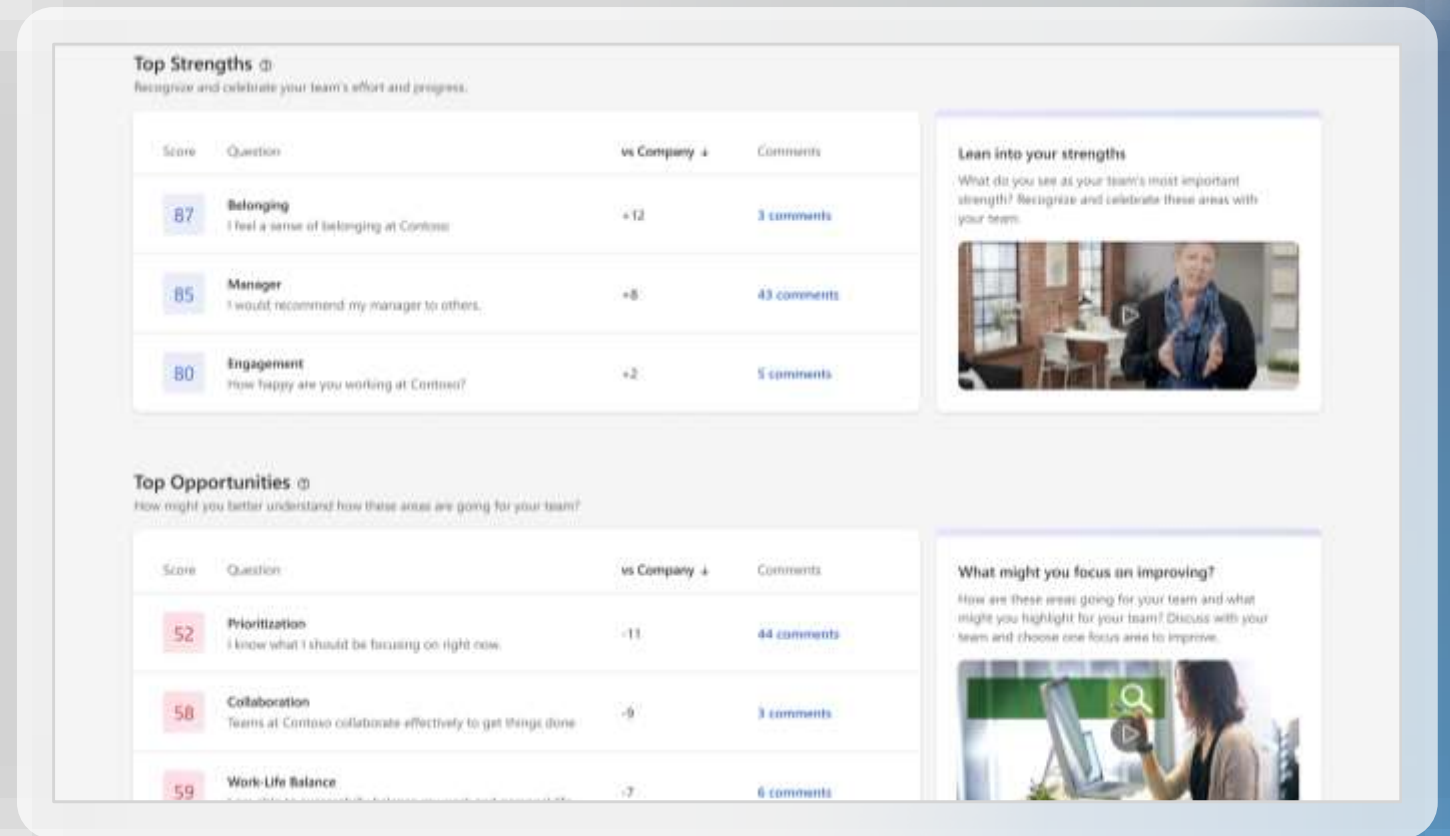
Measure engagement and productivity

Actionable next steps for managers to respond to feedback

Enable managers with an intuitive guided experience to interpret results, facilitate team conversation, and commit to a focus area with their teams

Viva Glint
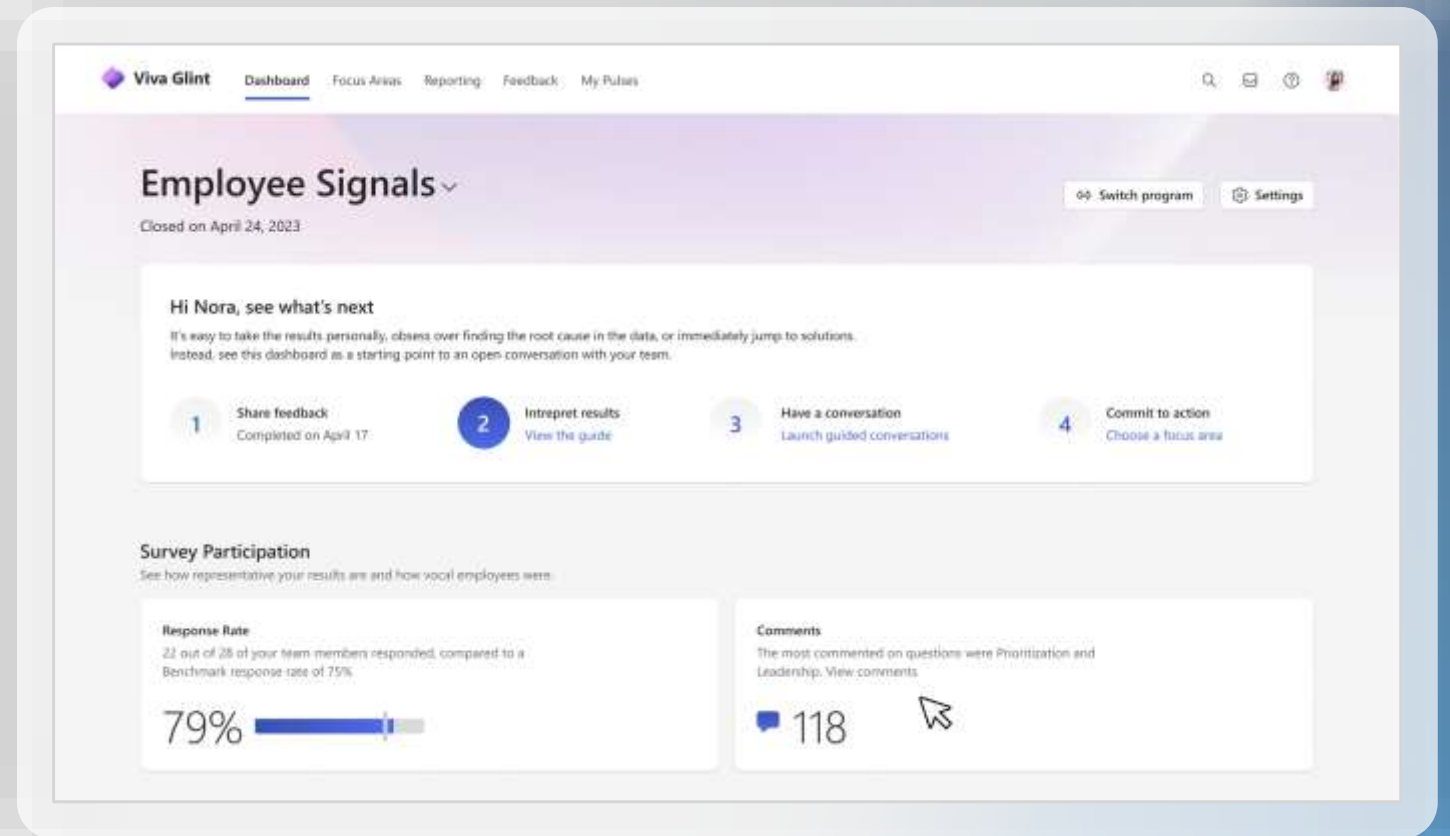
Measure engagement and productivity

Advanced reporting for HR and business leaders

Help leaders and analyst compare results across teams, map them to internal and external benchmarks, identify business risks through predictive analytics, and drive change through recommended actions

Viva Glint
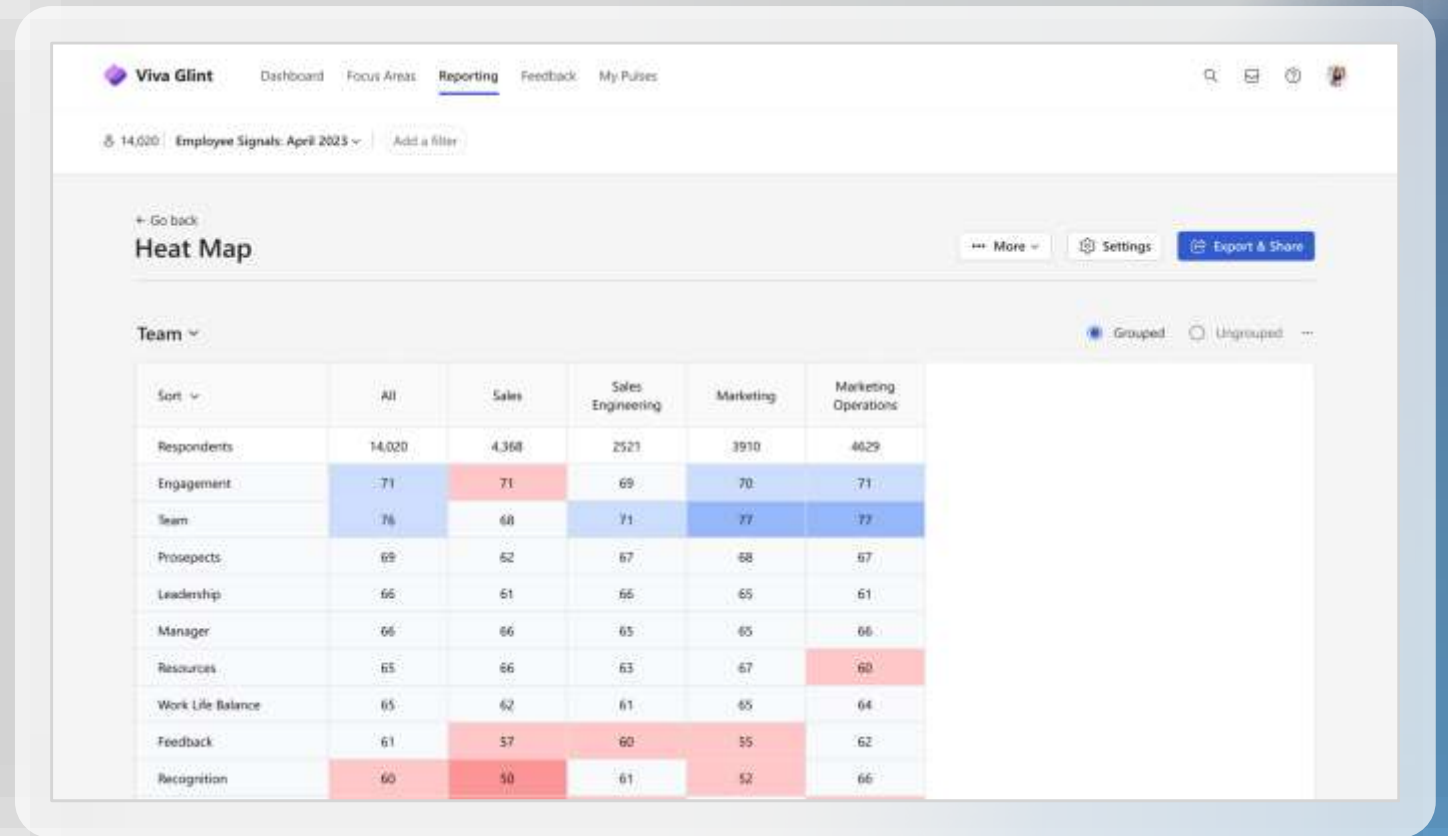
Real-time, confidential feedback

Provide managers and project leads to send quick surveys to check in more frequently to make sure their team's voices are being heard

Viva Pulse
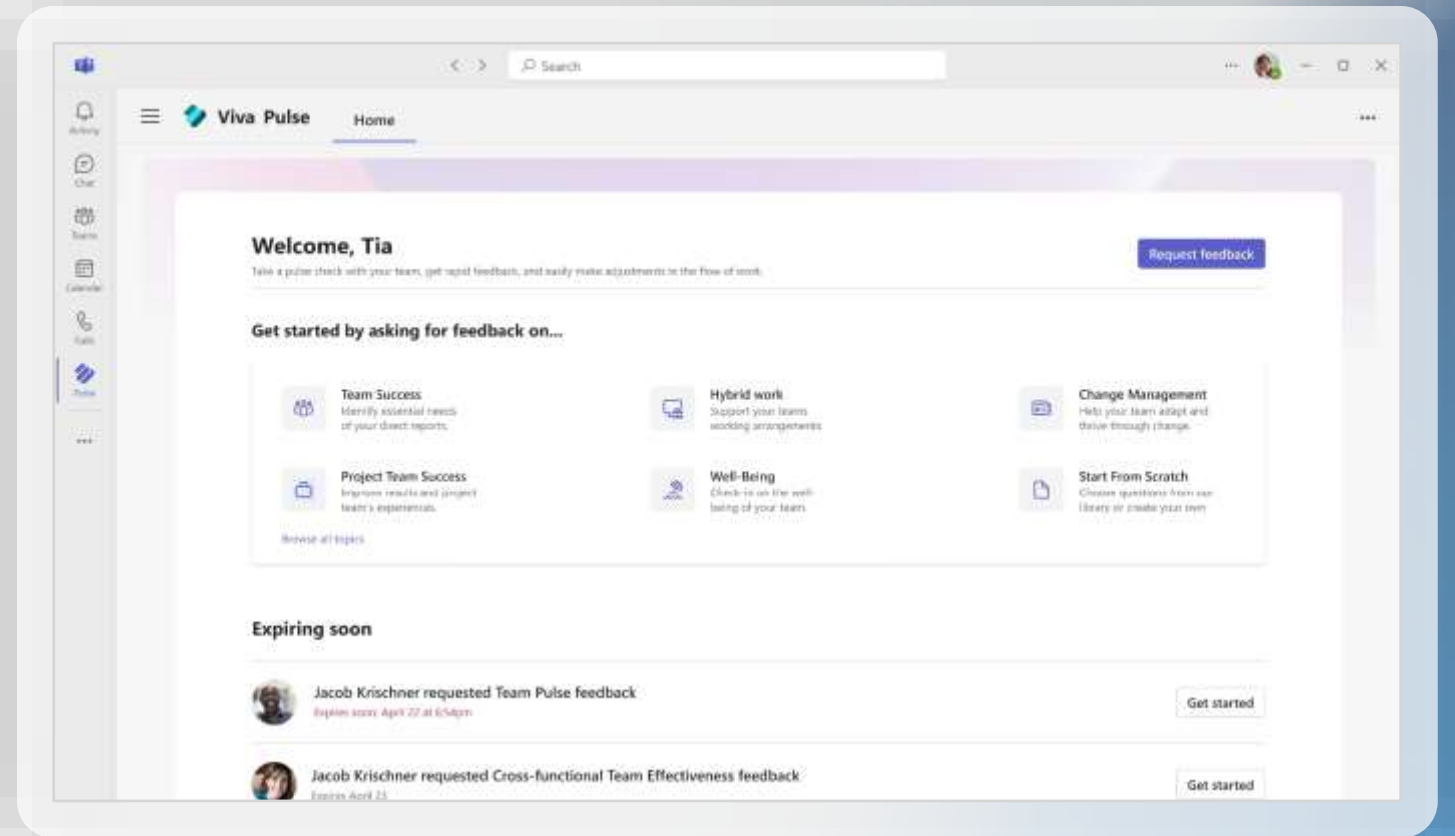
Personalized insights to build better work habits

Help employees prioritize wellbeing with actionable recommendations, such as reserving time for focused work, taking regular breaks, and practicing mindfulness

Viva Insights
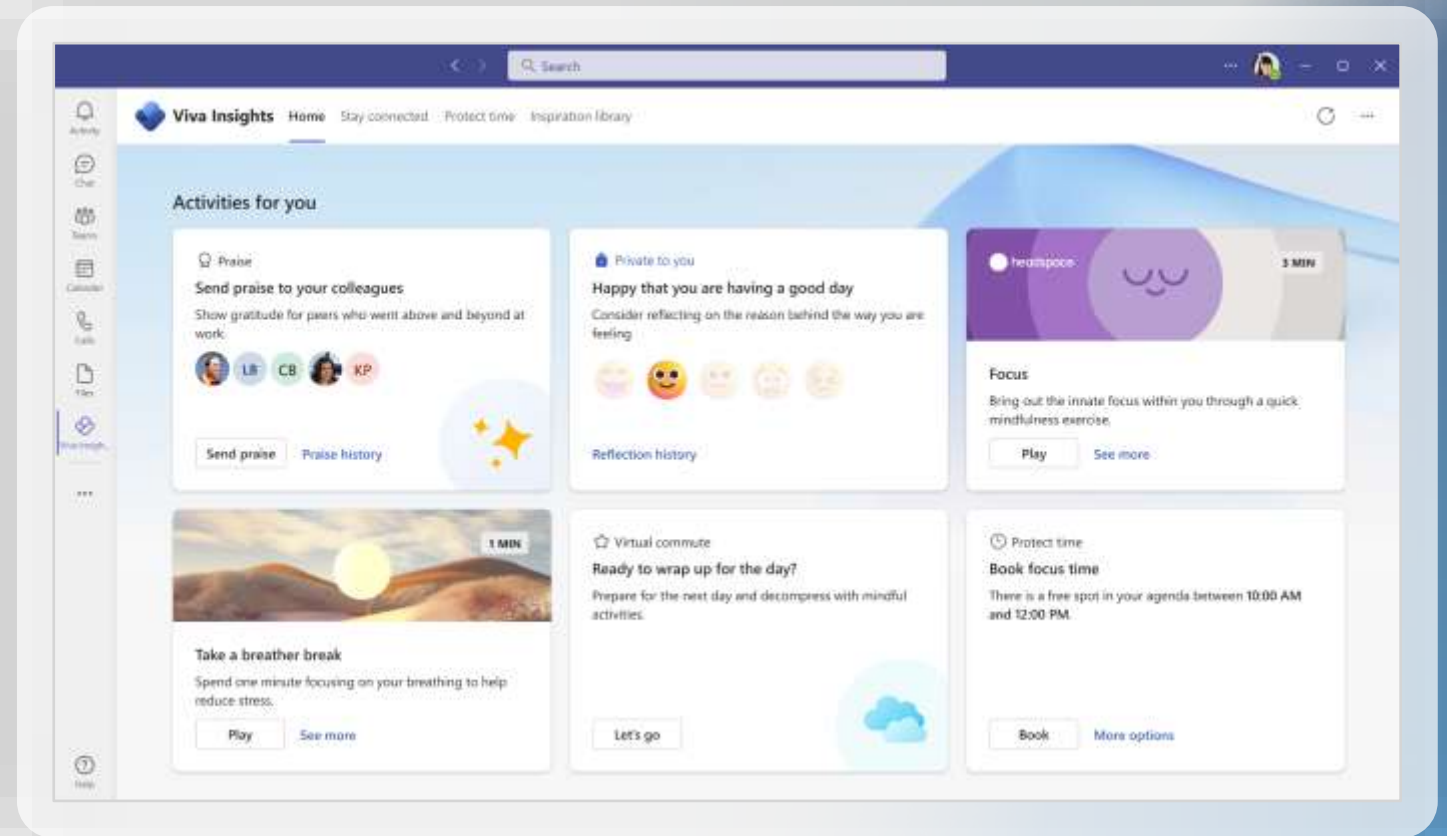
Measure engagement and productivity

Organizational insights to help senior leaders address complex challenges

Keep a pulse on leading indicators of employee wellbeing and engagement, meeting effectiveness, burnout risk, process efficiency, and more

Viva Insights

Advanced and custom analytics

Get deeper insights with pre-built dashboards and custom analytic tools to understand communication behaviors, collaboration patterns, employee effectiveness and productivity

Viva Insights
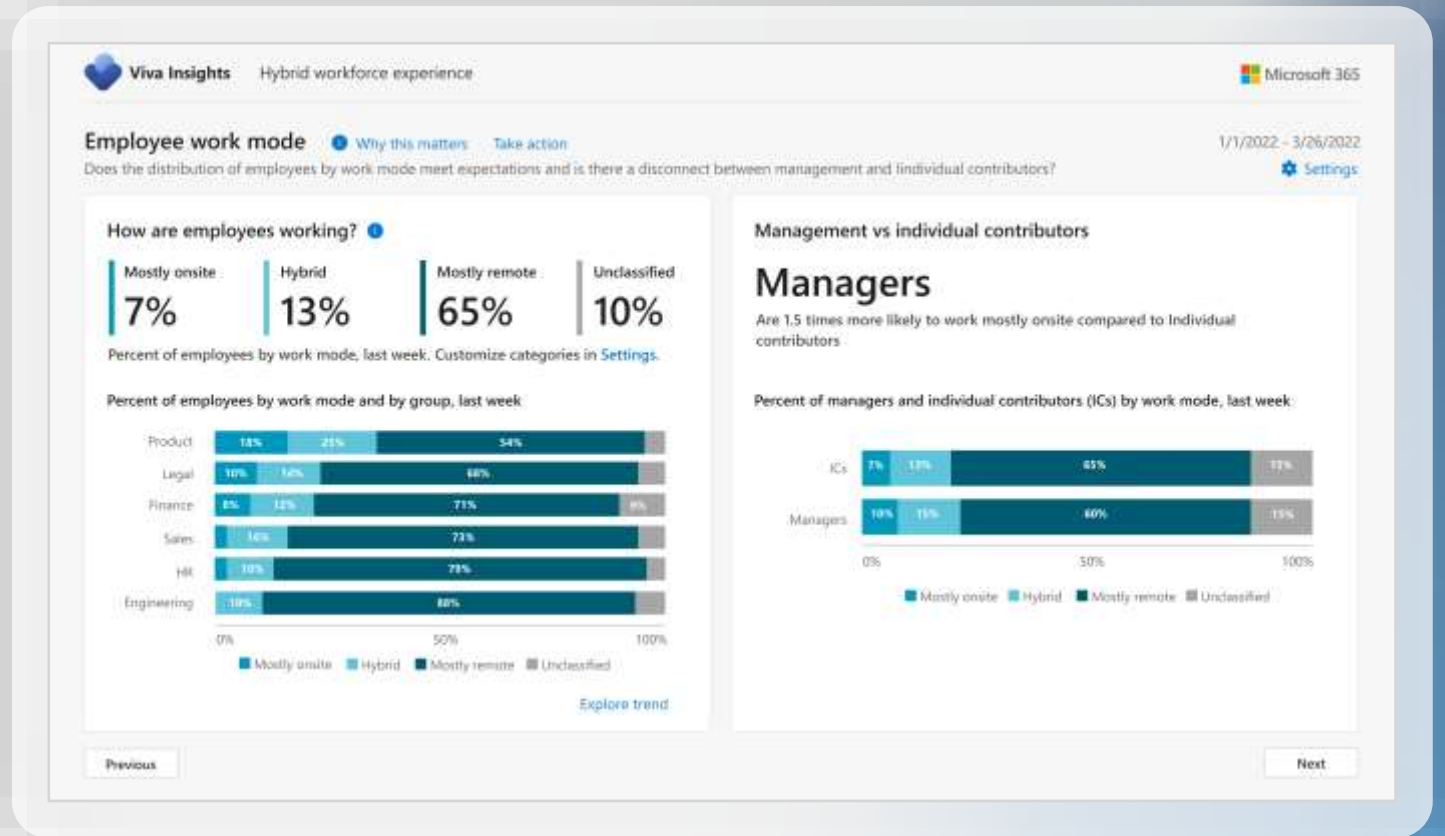
Measure engagement and productivity

Viva Glint and Viva Insights integration

Accelerate and deepen organizational understanding by bringing together aggregated employee engagement data coupled with behavioral and collaboration data from the Microsoft Graph

Viva Glint + Viva Insights
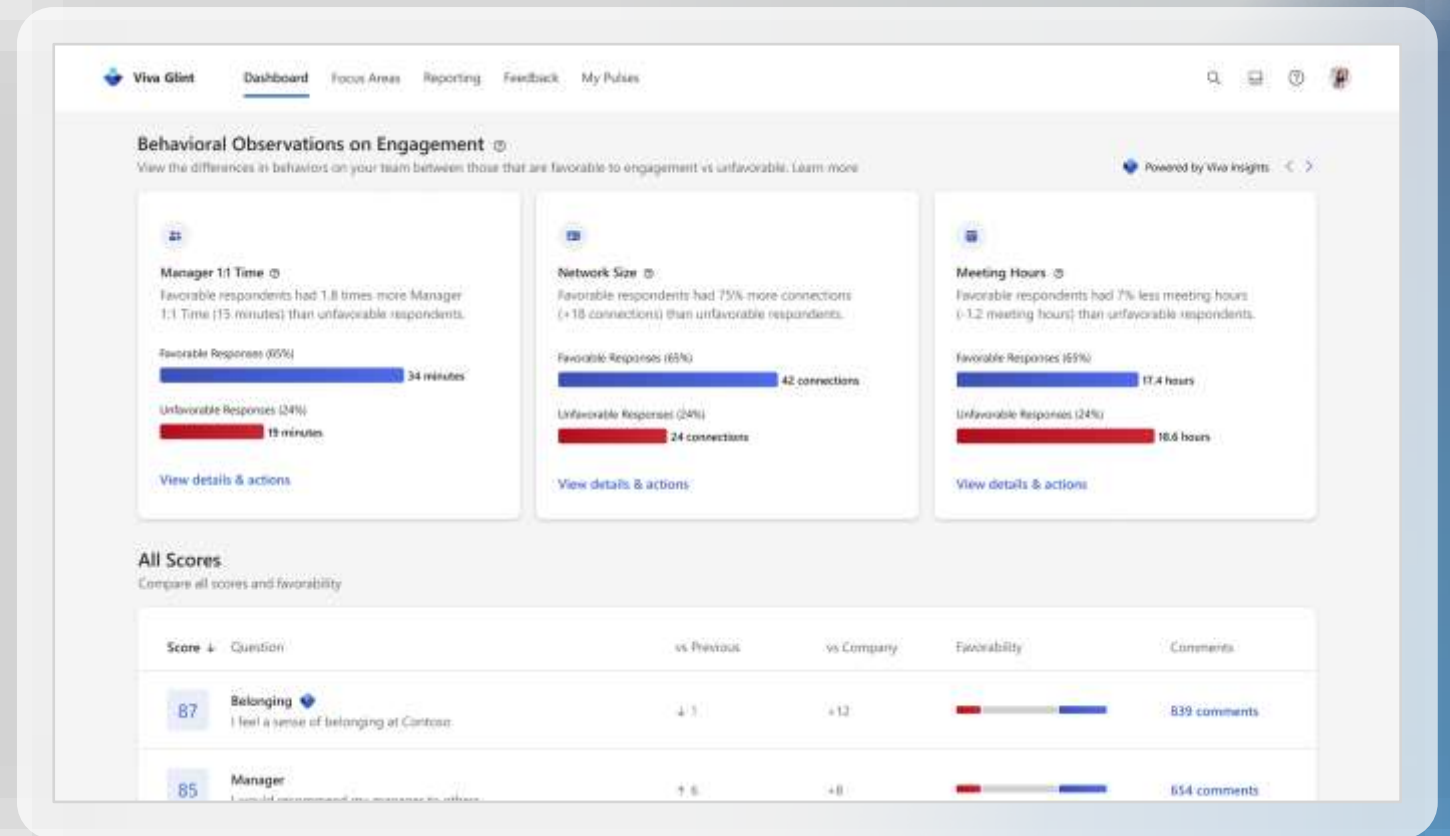
Take the next step in **your employee experience journey**

Get started

Experience Microsoft Viva with a [free trial](#)

Explore [adoption of Viva features](#) you currently have access to

Learn more

Browse the Microsoft Viva [website](#) and [blog](#)

Explore [documentation, training and certifications](#)

Watch the [on-demand recording](#) about all the latest innovations

Join the new [Microsoft Viva Community](#)

Read our [latest announcement](#) about the new AI-features coming to Microsoft Viva

Microsoft Viva

Microsoft Viva **pricing and licensing**

Viva Apps	Features	Microsoft 365 / Office 365 Plan			Viva Suite $12/user/month	Viva Workplace Analytics and Employee Feedback $6/user/month	Viva Employee Communications and Communities $2/user/month²	Viva Learning $4/user/month	Viva Topics $4/user/month	Viva Insights $4/user/month	Viva Goals $6/user/month	Viva Glint $2/user/month
		M365 F1/F3	M365 E3/ Business¹, O365 E1/E3	M365 E5, O365 E5								
Viva Connections	Viva Connections Dashboard, Feed, Resources, and Teams app	•	•	•								
	Multi-instance support (up to 10 instances)				•		•					
Viva Engage	Communities, Conversations, Storyline	•	•	•			•					
	Advanced Security			•			•					
	Leadership Corner, AMAs, Storyline delegate posting, advanced analytics				•		•					
Viva Amplify	Campaign management, multi-channel publishing, advanced analytics				•		•					
Viva Learning	Viva Learning app in Teams	•	•	•								
	Create learning tabs in Teams channels, Search, share, and chat about learning content	•	•	•								
	Microsoft Learn and M365 Training libraries +300 top LinkedIn Learning courses	•	•	•								
	Organization-generated content with SharePoint and Viva Learning	•	•	•								
	Course recommendations and progress tracking, Surface learning content across M365				•			•				
	Integration with partner content providers and learning management systems				•			•				
Viva Topics	Expertise Identification, Topic cards and pages, Semantic search				•				•			
	Answers in Viva				•		•		•			
Viva Insights	Viva Insights app in Teams	•³	•	•								
	Personal insights and experiences		•	•								
	Premium personal insights and experiences			•⁴	•	•				•		
	Manager and leader insights and experiences, Analyst workbench tools and accelerators				•	•				•		
Viva Pulse	Create, distribute, and customize team surveys				•	•						
Viva Glint⁵	Employee engagement surveys, employee lifecycle surveys, customizable dashboards, benchmarks, actionable recommendations				•	•						•
Viva Goals	Viva Goals app in Teams				•						•	
	Creation and management of Objectives and Key Results (OKRs)				•						•	
	OKR workflows and customizable OKR dashboards				•						•	
	Project and task integration, data integrations (e.g., Tableau, Jira, Zendesk, full list here)				•						•	

¹Microsoft 365 Business Basic, Business Standard, and Business Premium ²Introductory price ³Limited to Reflect, Headspace, Send Praise, Virtual Commute, Microsoft To-Do (F3 only). ⁴Includes the Shorten a meeting feature, Schedule send suggestions, and Track email open rate inline suggestions. Access to all premium personal insights and experiences requires Viva Insights or Viva Suite. ⁵A minimum of 100 licensed users required to initiate the Glint service

FastTrack for Microsoft 365: Your guide to enabling Microsoft Viva

FastTrack provides expert resources and guidance to help our customers deploy each of the following employee experience areas and associated Microsoft Viva apps:

- **Viva Goals**
- **Viva Insights**
- **Viva Connections**
- **Viva Engage**
- **Viva Topics**
- **Viva Learning**

FastTrack can help you:

- Confirm the apps and features you want to support your business objectives
- Assess your source environment and scenario requirements
- Bring your source environment up to a minimum requirements
- Configure the Viva apps and features needed for a successful rollout

Get started today! Visit www.microsoft.com/FastTrack for guidance, resources, and to submit a Request for Assistance.

Customers worldwide have achieved results with FastTrack

70K+ customers enabled

45PB data migrated to date

121M devices unblocked

35+ approved FastTrack-ready partners

12 languages supported