Today, we have the power to collect more data than ever. However, HR and business leaders have lacked the ability to surface the actionable answers from their data that create the most valuable business impact.

Visier was developed by experts to solve this. We provide a complete people analytics solution and the experience you need to scale analytics across your organization quickly. With Visier, you will provide answers where they’re needed most—in the hands of the people making decisions at all levels of the business.
Power up your people analytics

Even with a BI infrastructure in place, adding people analytics capabilities is a huge undertaking involving requirements gathering, data modeling, creating the correct metrics and more. But with Visier, our pre-built and ready-to-use solution allows you to expand your BI strategy into people analytics with a fraction of the risk and effort.

You don’t have to spin unnecessary cycles to reinvent people analytics within your company. With our proven infrastructure already in place, all we need to do is onboard your data into the system and you get immediate access to hundreds of analytics and metrics.

Our streamlined approach enables you to worry less about the technical implementation and instead, focus more on empowering people in your organization to make better decisions with analytics!

"Visier has been an amazing partner with our implementation. They’re always there to answer questions, show us how things work... So they’re very supportive, helpful, and they are a true partner through this implementation."

Mark Tucker, Coast Capital Savings

First West Credit Union¹, achieved $2.5 million in annual revenue generated by roles retained as a result of using Visier to investigate their employee turnover issues. After drilling into their workforce data, they discovered turnover was focused within four key sales roles on the retail banking side of the organization, specifically in one particular region. With this information, the company developed more effective recruitment, hiring, promotion, and training strategies that led to better retention of these important revenue-producing roles.

¹ First West Credit Union generated $2.5 Million in revenue with analytics. Visier. https://www.visier.com/customer-stories/first-west-credit-union/
# Plan for value

Before you even purchase Visier, we sit down with you to create a value plan tailored to your organization’s unique needs and dedicated to helping you achieve your business goals.

Value plans have enabled hundreds of Visier customers to achieve real business impact. Each plan goes beyond the technical deployment of Visier to also focus on real outcomes, the analytic content necessary, and the depth and breadth of support you’ll need to create a data-ready organization. We’ll use your plan to guide and measure your success, as well as inform your data onboarding, training, rollout, and adoption.

And whether or not you move forward with Visier People as your people analytics solution, you’ll have this value plan to refer to as you work towards achieving your goals with people analytics.

Value plans provide the business framework to guide and measure your success. When you work with Visier you can achieve results like these:

- BBVA reduced annual turnover by 44%
- First West Credit Union generated $2.5 million in revenue with analytics
- Merck KGaA enabled over 3000 managers and HR employees with people analytics

## Business Goal with ROI

<table>
<thead>
<tr>
<th>Business Goal with ROI</th>
<th>Ensure retention of staff in critical roles, reducing turnover by 20%</th>
</tr>
</thead>
</table>

## Know

<table>
<thead>
<tr>
<th>Know</th>
<th>• Who’s leaving? • Who’s critical? • How long are people waiting for promotions?</th>
</tr>
</thead>
</table>

## Act

<table>
<thead>
<tr>
<th>Act</th>
<th>During review cycles and 1:1s: • LOB Leaders • HR Talent Management team • Supervisors</th>
</tr>
</thead>
</table>

## Subjects

<table>
<thead>
<tr>
<th>Subjects</th>
<th>• Core • Internal Movement</th>
</tr>
</thead>
</table>

## Data

<table>
<thead>
<tr>
<th>Data</th>
<th>• Turnover • Ratings • Critical Roles • Promotions</th>
</tr>
</thead>
</table>

This is an example of a first phase of a value plan. Subsequent phases would build on this.
Onboard with ease

Onboarding begins as soon as we welcome you to the Visier family. Our agile approach to your Visier implementation means that you can have access to meaningful information within weeks. Time to value is accelerated because we onboard what matters to you first, aligning your onboarding plan to your value plan!

The first dataset we load is core HR and we expand from there. With that first onboarding cycle, you get immediate and accurate analytics on your people’s details and demographics. You’ll be able to finally offer your leaders an accurate and current headcount visual that they can explore within seconds! As each subsequent subject is unlocked, you’ll gain more content areas to explore that align to your business goals.

Visier’s proven onboarding approach

Our managed onboarding process makes deployment easy so you can focus on bringing value to the business. The Visier solution was designed to simplify onboarding with built-in data management and capabilities designed to take the sting out of data cleanup, and our team of Business Intelligence Consultants, Solution Architects, People Analytics Consultants, and Project Managers will expertly guide you through the process. You’ll realize continuous value and have the agility to adapt as needed.

1. Prepare
   - Get the right people and subject matter experts in the room
   - Review the Visier data dictionary and map it to your data and requirements
   - Begin rollout and adoption preparation by accessing Visier’s free, self-service resources, or by working Prosci-certified Visier consultants on an adoption and enablement strategy

2. Onboard
   - Pass a sample of your data as it is today
   - Analyze the sample within Visier to identify anomalies
   - Determine what needs to be fixed, either in the source system or in the load file, what needs to be transformed regularly going forward, and what is good as-is
   - Validate that we have a clear path forward
   - Onboard all of your data

3. Deploy
   - Configure and test role-based security
   - Automate data feeds
   - Publish configurations to production
   - Implement rollout and adoption plan
   - Go live with this subject area!

Begin cycle for the next subject area!
Proven ingredients for success
The following tools were developed in partnership with our customers and based on their experiences successfully implementing Visier and creating analytics capabilities. All of these tools are designed to contribute to your success:

Visier People Rollout Toolkit
The toolkit includes templates and materials that assist with your implementation, ranging from communication templates to rollout and adoption guides.

Process Aids
Learn how your users can make analytics a part of their regular processes, such as compensation reviews, organizational planning, and performance management. By leveraging fact-based answers in the moment, everyone can make better decisions!

Visier Academy
Whether to prepare your project team, refresh your memory, or learn about new features, Visier Academy is our e-learning platform offering a variety of content for all of your users to access when they need it. This content includes webinars on topics of interest and new features, job and process aids, a train-the-trainer toolkit, and more.
Empower your people

Analytics become powerful when they’re in the hands of the people who will use them to make better business decisions every day. From communication to process-based education to post-deployment adoption support and strategy, Visier has your business goals in mind every step of the way. We help you get started with enablement and adoption when the time is right for you, whether that’s in tandem with your first project, or prior to your first big launch organization-wide.

Leveraging the lessons learned from our customers, we’ve created a rollout guide complete with communication templates, plan templates, job aids, e-learning, and other resources you can leverage to manage your Visier rollout. And a People Analytics Consultant will help tailor the experience within Visier for your business users.

If you choose to, we also offer adoption and enablement services modeled on the Prosci methodology. Our adoption services are seamlessly integrated into the Visier onboarding experience so that every action is aligned to your value plan, and your users are prepared to adopt the data-based behaviour changes to reach your stated value milestones.

Create an adoption and enablement strategy

Experienced People Analytics Consultants will prepare an adoption and change management strategy tailored to your organization, taking into account risks and stakeholders, and developing strategies for a successful introduction of people analytics. We’ll help you prepare your rollout team and develop a sponsorship model that works. You can then take it from here and put the plan into action or Visier can stay engaged.

Enable and reinforce adoption

If you choose to have Visier augment your own internal resources, we will put the adoption and change management strategy into action with a custom plan to communicate, coach, train, and overcome any roadblocks. We’ll provide you with all of the resources and execute the activities on your behalf to create a receptive user base that is primed for change. Starting early and often, we’ll monitor feedback and adapt to engage your users, priming them to take advantage of new analytics capabilities.

Train for data-driven greatness

Customer Education Managers partner with you to discuss and plan a training strategy that best meets the needs of your users, including e-learning, job aids, process aids, webinars, and instructor-led training that uses your own data. We’ll focus on the broader business processes so that users learn when to use analytics, not just how.

All customers can access Visier Academy’s e-learning modules for every audience: from administrators to content creators to general business users. We can also help you create a training plan based on these free resources.

Live, instructor-led training is available and offered using your data in your environments, or you can opt for a tailored curriculum with customized participant guides. We can come onsite or work virtually to better reach a distributed audience. All of our instructor-led offerings include office hours with the instructor for follow up questions.

Leverage any or all of the above options to train your:

- **Business Team**: who will use Visier to make better decisions in their regular business activities
- **Content Creators**: who will explore data within Visier and create tailored analyses for others
- **Power Users**: who will dive deep into the available analyses, perform complex data science, and maintain the Visier solution
- **Internal Trainers**: who will set up training offerings internally

---

3. Adoption services, including instructor-led training, are optional additions to your project and can be sized to meet your needs. Contact Visier to learn more about pricing structure.
We want to be able to put data into the hands of our senior management team as well as our HR Business Partners and enable them to have the information they need to make decisions. Visier allows us to do that.”

Kirsten Anderson, Acting Director, Workforce Analytics and Business Solutions, City of Edmonton

Build a solid foundation
Depending on where your organization is in your analytics journey, you may want to focus additional attention on building a solid foundation to become data-driven. Here are some additional ways we can help:

People Analytics Strategy Service
We help you align your overall Enterprise, HR, and analytics function needs to key objectives and governance structures, ensuring your strategy creates your ideal business outcomes.

People Analytics Program Operationalization Service
Visier takes a holistic view of people analytics to represent the entire end-to-end process and helps you create the right foundation in your operations to produce effective analytics and put them into action.

Storytelling: Analytics to Action Workshops
We provide workshops designed to get non-analysts comfortable with using data to tell compelling stories that drive better everyday decisions.

Data Science and Content Creation
If your people analytics team is small or new to the role, you may not have the bandwidth to do all of the analysis that you want. Visier People Consultants can assess and analyze the current state of your business and create a report for you to act on. You can also leverage our team to create new metrics and new analytic content.