SOFTWARE FOR
HR LEADERS

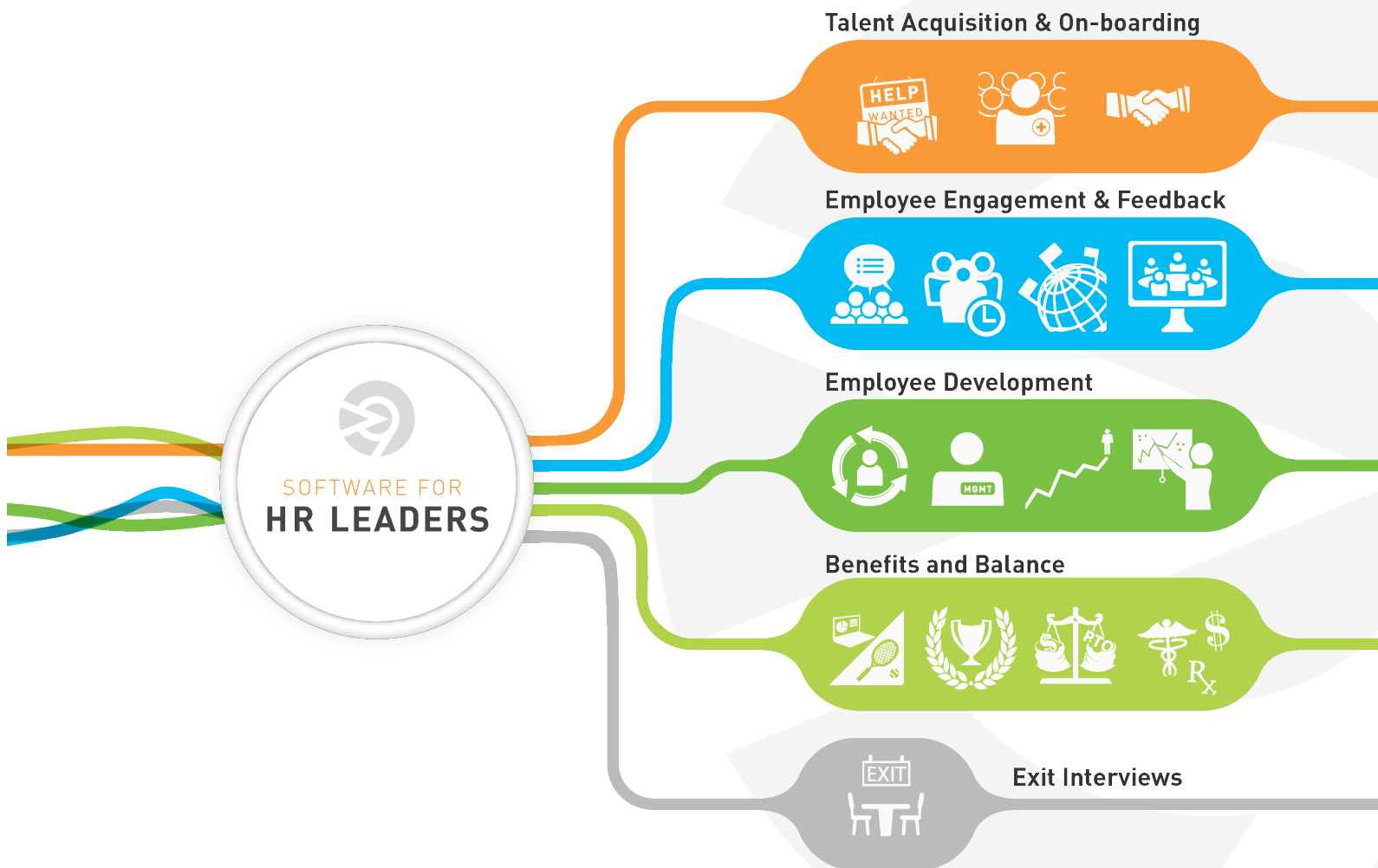# 9Lenses Software for HR Leaders

Software Overview:

People are an organization's most valuable asset. With *9Lenses Software for HR Leaders*, HR leaders can rapidly identify the best ways to support and improve all stages of the employee lifecycle. Discover fresh perspectives in areas spanning from onboarding and employee development to benefits and work/life balance. As you gather insights from your employees, they will be engaged and better informed. Best of all, the insights you capture will live in one central location.

Expected Outcomes for HR Leaders:

- **Become a trusted business partner** by supporting the entire employee lifecycle and learning the business from the people who know it best
- **Build the best team** by creating a culture that allows you to attract, hire, and retain the best talent
- **Identify trouble spots** and rapidly deliver quality services on a consistent basis
- Leverage a centralized, connected system to **measure and improve best practices across the organization**
- Receive ongoing measurements to **consistently deliver meaningful and actionable information to the organization**
- **Connect employees** to business goals and organizational initiatives
- **Quantify improvement, alignment, and ROI** for HR initiatives

9Lenses Software Interviews

9Lenses Software for HR Leaders features a comprehensive set of purpose-built interviews that span the employee lifecycle. Depending on the unique needs of each organization, our clients tailor how often they choose to run the software interviews. The most successful clients build a repository of data for benchmarking and comparison in order to better track progress and measure improvement. The 9Lenses HR Software interviews will help you support every stage of the employee lifecycle while contributing to the organization's overall strategy.

Talent Acquisition & On-boarding

Employee Engagement & Feedback

Employee Development

Benefits and Balance

Exit Interviews

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Case Study: *New Executive Equipped to Make Rapid Strategic Decisions*

Executive Assimilation Interview

A leader at a Fortune 200 company was moving into a new position with 52 direct reports across seven regions. As part of her executive assimilation, she was expected to develop a 60-day strategic plan to move the business forward. In order to do so, she needed to be able to rapidly and thoroughly understand the current state of the business. Gaining an accurate understanding of the business through initial team meetings would be difficult, however, both from a cost perspective and because employees are frequently reluctant to share their perceptions with a new leader.

The leader used 9Lenses in order to reduce the lead-time for strategic onboarding and quickly design a plan that would allow her to make informed decisions to move her teams forward. The data revealed a number of immediate focus areas, highlighting tools that were not as useful as assumed and issues around alignment of the organization with other parts of the business. Because the interview was anonymous, the leader was able to circumvent political barriers to gain a thorough perspective.

The leader communicated the interview results to her team members to ensure everyone was aligned. With the data collected from the interview, she was able to gain an accelerated understanding of the business and create a 60-day plan to meet her goal. Because the plan was based on hard data and rich insights from the employees, she was able to forge ahead with the confidence that her plan was what the business needed to move forward.

For more case studies, please visit: http://www.9lenses.com/customer-success-stories

Catalog of HR Interviews

Executive Assimilation
Talent Acquisition & Onboarding

Equip executives moving into new positions to hit the ground running and make quick and confident strategic decisions. Reduce the cost of traditional executive assimilation by saving time and eliminating the need for travel.

Recruiting Process Assessment
Talent Acquisition & Onboarding

Know what attracted new hires to the opportunity, and rapidly measure the quality of recruiting and hiring processes, ad/source, prescreening, interviewing, recruiter effectiveness, hiring manager effectiveness, and the overall quality of hires.

Onboarding Process Evaluation
Talent Acquisition & Onboarding

Measure the ease of completing new employee paperwork as well as the effectiveness and completeness of new employee orientation processes.

New Hire – 90-Day
Talent Acquisition & Onboarding

Rapidly identify progress, risks, and opportunities with an employee self-assessment and a manager evaluation of the first 90 days.

Employee Engagement / Voice of the Workforce
Employee Engagement & Feedback

Measure employee engagement across the organization. Capture active and passive data to gain a complete view of engagement. Compare and contrast engagement across departments, tenures, roles, and other custom segmentation.

Culture Comprehension
Employee Engagement & Feedback

What people, assumptions, processes, and attitudes are affecting your culture positively or negatively? Find out with the most in-depth culture study available.

Crowdsource a Job Description
Employee Engagement & Feedback

Crowdsource perspectives on what is needed in any role, including skills, characteristics, experience, and potential risks.

Merger & Acquisition (M&A) – 90-Day
Employee Engagement & Feedback: 90-Day Interview

Rapidly capture employee feedback after an M&A.

Reorganization – 90-Day
Employee Engagement & Feedback: 90-Day Interview

Rapidly capture employee feedback after a reorganization.

Leadership Change – 90-Day
Employee Engagement & Feedback: 90-Day Interview

Rapidly capture employee feedback after a significant change in leadership.

Virtual Roundtable
Employee Engagement & Feedback

Stop spending $1,000s on travel and limiting round table discussions to a select few. Crowdsource 1,000s of employees in minutes around key issues.
(*Custom Interview – Premium package required*)

Career Development & Personal Growth
Employee Development

Know if managers are providing ongoing feedback to employees. Quickly identify where employees do not have access to resources to enhance personal growth.

Management Assessment
Employee Development

Evaluate the employee-manager relationship. Measure the quality and effectiveness of communication, empowerment, accountability, and working environment, and rapidly identify any obstacles inhibiting optimal performance.

Employee 360
Employee Development

Rapidly capture a comprehensive view of an employee or manager's performance.

Training Programs
Employee Development

Measure the overall effectiveness of training programs. Identify training gaps, and learn where employees may be willing to pitch in to improve training programs and delivery. Use this interview in conjunction with other 9Lenses results to identify training gaps across the organization.

Benefits Assessment
Benefits & Balance

Are existing benefits competitive? Identify what's working and what's missing, and capture recommendations for improvement.

Recognition & Rewards Program Assessment
Benefits & Balance

Measure the effectiveness of recognition and rewards programs. Do existing programs resonate with the majority of the organization? Are programs driving and incentivizing the right behaviors? Capture creative ideas that will save the organization money and motivate stakeholders.

Compensation Study
Benefits & Balance

Assess the pros and cons of your compensation scheme. Get your employees' take on the best ways to improve short- and long-term incentives and fairness.

Work/Life Balance
Benefits & Balance

Gather feedback on the organization's ability to provide work/life balance. How does employment impact other facets of life? Learn how much time is spent on certain activities each day, and collect recommendations for improvement.

Exit Interview
Exit Interview

Collect data and insights from existing personnel before they leave – they tend to offer the most honest opinions you'll ever hear. Benchmark retention over time, and capture feedback by Department, Business Unit, Division, Tenure, Role, and custom segments.