



Build a culture of trust,
connection and transparency.
Choose change.

Medallia

RADICL

visier

The world of work is undergoing a seismic shift. Employee expectations of work have changed, many traditional work models are obsolete, and the myth that workers are less productive when remote has been debunked. Layer on burnout and turnover at an all time high — we're in the midst of a work revolution — and there's no "return to work" coming for those awaiting the comfort of the familiar.

Though the world of work has never been more uncertain, one thing is clear — **organizations that choose change by putting their people first and building a culture of trust, connection and transparency will come out on top.**

How we help

As an HR or people leader it's your job to lead your organization through this work revolution. Medallia, Visier and Radicl have partnered to help organizations become more agile, resilient and ultimately successful by building the human-centered workplaces that employees expect. By layering together employee listening technology and people analytics with experience strategy, we'll help you build an achievable, yet innovative employee experience program that can stand up to, or better yet, lead the workplace revolution.

Addressing Today's Workplace Challenges

Culture Change Management Connect People & Purpose

Many workers expect their jobs to give them a sense of purpose. New research shows that **over 60% of workers** actually choose their employer based on beliefs.

When employees feel a sense of purpose at work they are more engaged, loyal and actually become your best brand ambassadors.



We'll help you:

- Define your brand promise & purpose
- Enable and empower your employees to engage with that purpose
- Use predictive people analytics to understand what's working and what needs work

The Great Resignation Address Talent Shortages & Turnover

A recent **Gallup** survey found that 48% of the US working population is actively job searching or watching for opportunities.

Stop guessing why you can't fill your candidate pipeline or why your employees are leaving - start listening and responding to employee needs.



We'll help you:

- Define your experience goals & get stakeholder alignment
- Build a best-in-class experience strategy focused on engaging candidates and new hires and listening to your employee's needs
- Use powerful recruiting and talent analytics to improve effectiveness and engage business stakeholders

Flexible & Hybrid Work Models Rethink Productivity & Engagement

Almost **90% of employees** say they want to be allowed to work remotely some or all of the time. Others in front-line positions need more support and flexibility.

It's time to rethink your processes, programs and practices to ensure employees have the flexibility they want and need to thrive.



We'll help you:

- Define your processes, programs and policies around flexible work
- Implement a listening program that takes a new approach to gathering feedback and measuring productivity
- Align a wide range of people data, with their specific work outputs, to identify obstacles and opportunities for improving overall productivity

Diversity, Inclusion & Belonging Create a Community of Belonging

Companies across industries are moving forward to accelerate their commitment to cultivating diverse, equitable, and inclusive cultures, advancing formal programs, policies, and initiatives. Organizations that succeed will see improved job performance, less turnover and a more engaged workforce.

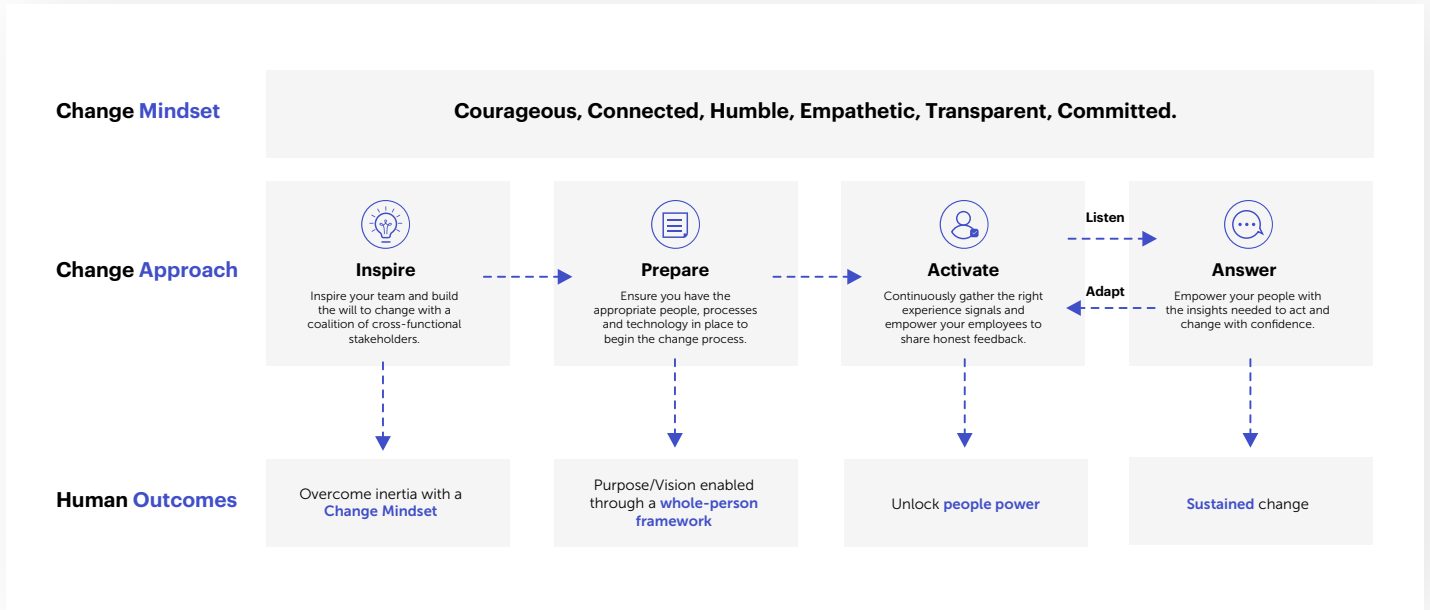
Companies that want to move from promises to progress will focus on gaining an intersectional understanding of how the inclusion experience differs across groups.



We'll help you:

- Define or rethink your DEI strategy
- Continuously listen to Inclusion Signals
- Use powerful workforce analytics to track how well you're delivering on commitments

Choose Change Framework



Medallia, Visier and RADICL have partnered to help organizations become more agile, resilient and successful by building the human-centered workplaces that employees expect.

[Are you ready to choose change? Get in touch. —>](#)

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Contact Radicl to learn more about developing a successful change strategy.

About RADICL

We inspire organizations to reimagine their people strategies by utilizing new science, frameworks and technology—designed for the changing world in which we work and live.

About Visier

Visier delivers fast, clear people insights by using all your available people data—regardless of source. With best practice expertise built-in, decision-makers can confidently take action.

About Medallia

Medallia is the pioneer and market leader in Experience Management. Medallia's award-winning SaaS platform, the Medallia Experience Cloud, leads the market in the understanding and management of experience for customers, employees and citizens.

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