

RESOL/E

by ErgonGroup

PRIMA DI INIZIARE



Controlla che l'audio del tuo microfono
e la videocamera siano disattivati



WEBINAR

Employee Engagement nell'era digitale

GIO 19/05 | 14:30-15:30

RESOL/E



/ CHI SIAMO

SPEAKER

PAOLO BALESTRA

HR Consultant

Paolo è esperto della **gestione delle Risorse Umane** (che preferisce chiamare Persone, con la «P» maiuscola). Dal 1993, si occupa di **organizzazione aziendale** e **relazioni sindacali**, dove ha gestito percorsi di consenso collettivo in contesti di crisi, riorganizzazione, ristrutturazione e trasformazione d'impresa.

Conosce a fondo i meccanismi aziendali, avendo ricoperto negli anni **diversi ruoli apicali**, da AD a consigliere, oltre ad essere lui stesso imprenditore.

/ CHI SIAMO



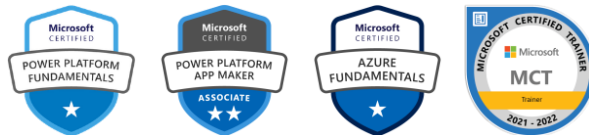
SPEAKER

GIULIA PANICO

Full Stack Developer

Full Stack Developer e Power Platform Developer, Giulia è una figura brillante e dinamica: si occupa di sviluppo di soluzioni cloud-based con SharePoint Online e di componenti della Power Platform come PowerApps, Power Automate e Power BI.

Oggi è anche trainer di corsi tecnici dedicati allo sviluppo di app e alla loro integrazione in azienda.



/ AGENDA

1

ATTUARE IL CAMBIAMENTO SUPERANDO LE RESISTENZE

Il lavoro oggi tra Smart Working, Valori e Persone giuste al posto giusto

2

SPRIGIONARE IL POTENZIALE DELLE PERSONE CON MICROSOFT 365

Creare workspace ibridi e community aziendali, semplificando e automatizzando i processi

3

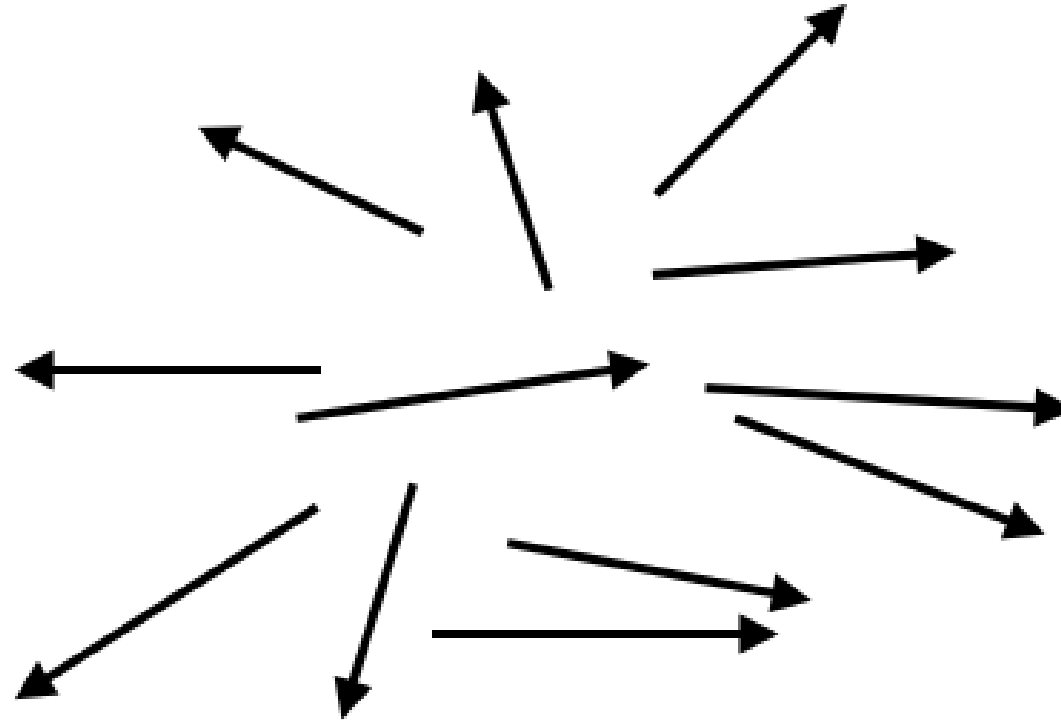
DAL DIRE AL FARE

Demo Live con Power Platform & casi di successo

01. LE AZIENDE OGGI

**ATTUARE IL
CAMBIAMENTO
SUPERANDO
LE RESISTENZE**

/ (dis)engaged



/ (dis)engaged

1,3 MILIONI

**di lavoratori ha lasciato
il proprio posto di lavoro
nel 2021**

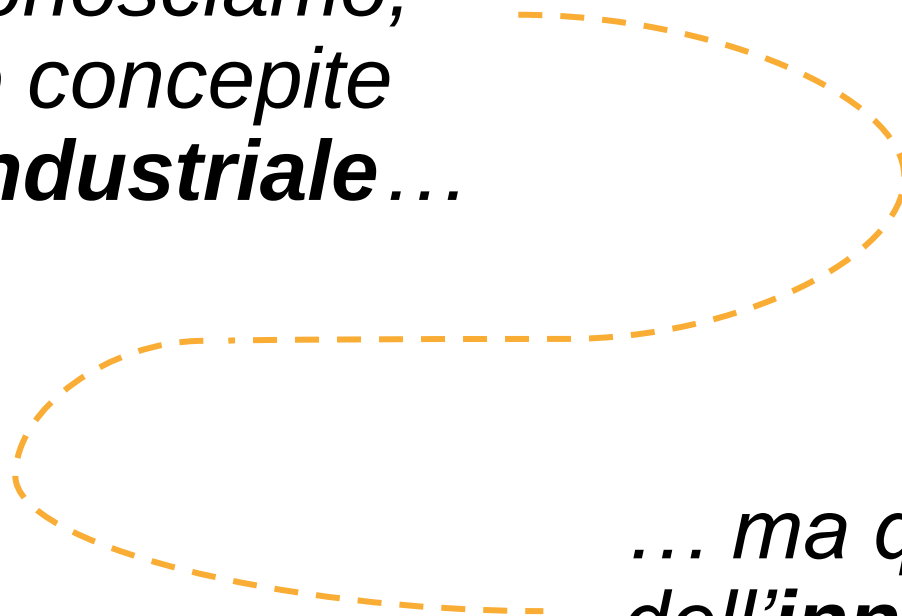


+31,6%

**dimissioni nel 2021
rispetto all'anno
precedente**



*Le organizzazioni, per
come le conosciamo,
sono state concepite
per l'**era industriale**...*



*... ma questa è l'era
dell'**innovazione**
e dei **significati**.*



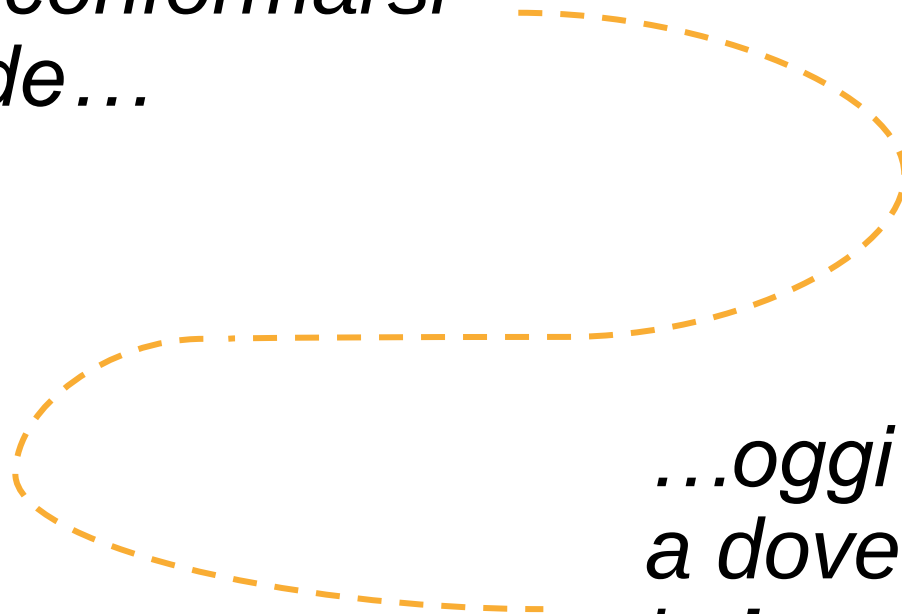
/ (dis)engaged

87%

**dei collaboratori
è dis-engaged**



*In passato le Persone
dovevano conformarsi
alle aziende...*



*...oggi sono le aziende
a doversi trasformare
in luoghi dove si dà
significato a ciò
che si fa.*



*Il **genere umano** è l'unica
specie su questo pianeta
capace di **attribuire un
significato alle cose.***

/ (dis)engaged

Il tema è diventato
**«*perché dovrei
lavorare per
quest'azienda?*»**



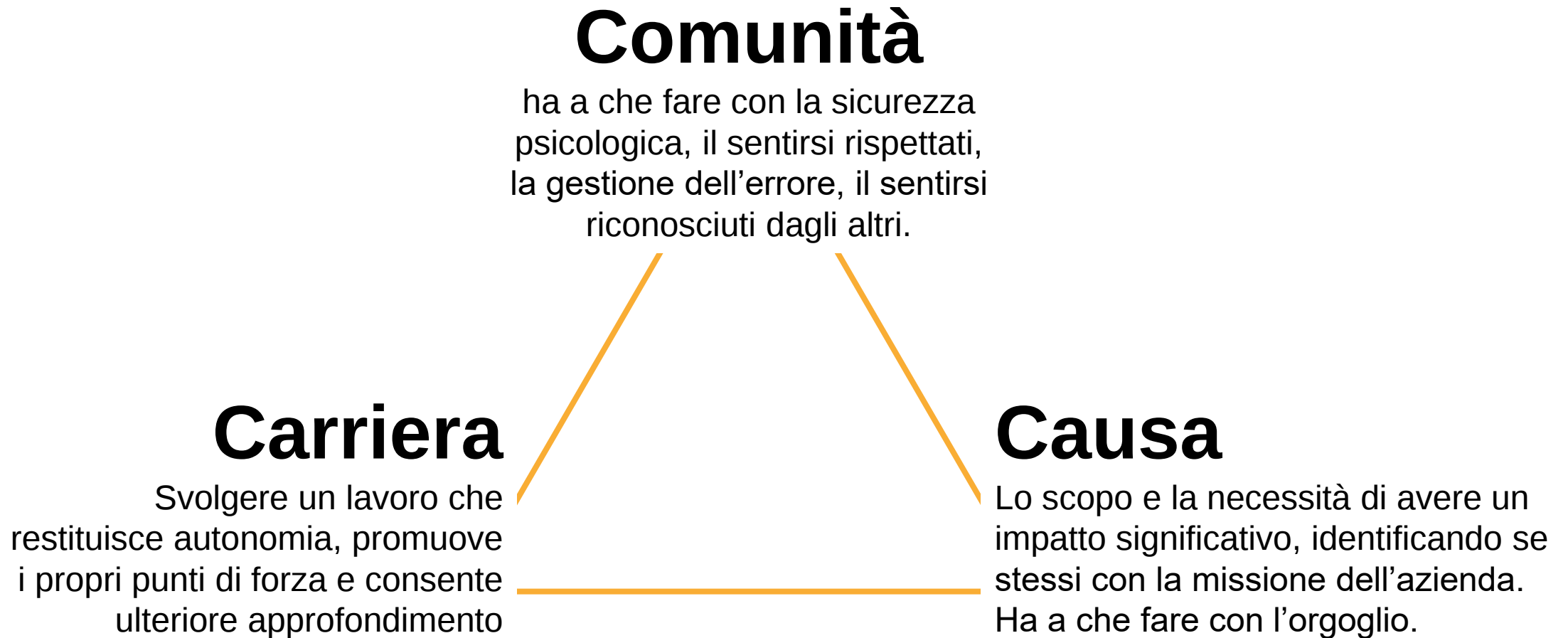
/ (dis)engaged

Da cosa «scappano» le Persone?

- Modelli organizzativi caotici o inesistenti
- Assenza di processi aziendali chiari
- Conflitti interni latenti
- Gerarchie confuse
- Ruoli non riconosciuti
- Responsabilità fluide
- Assenza di un perché forte

/ engaged

Cosa cercano le persone?



/ engaged

Cosa cercano le Persone?

- Non riuscire ad immaginarsi altrove
- Sentirsi parte integrante dell'azienda
- Amare profondamente quello che si fa
- Sapere che il proprio contributo è apprezzato quanto necessario
- Contribuire a realizzare un progetto più grande
- Sentirsi orgogliosi

/ engaged

Perdita (1)

Quelli «bravi»
sono i primi che
se ne vanno alla
concorrenza

Perdita (2)

Nel breve termine, perdi:

- Produttività
- Efficienza

Perdita (3)

Nel lungo termine, perdi:

- Reputazione

/ engaged

01. **Processi aziendali chiari**

Descrivi i passi da compiere per riprodurre un risultato certo.
Dopo averli descritti li metti in pratica per davvero

02. **Ruoli chiari**

Responsabilità precisa / obiettivi chiari / piani d'azioni credibili

03. **Management Practice**

I manager sono una risorsa a condizione che il loro stile di gestione favorisca l'Engaged

/ engaged

Management Practice

Far in modo che le
Persone che gestisci
si rendano conto che
hai un cuore e che
tu ci tieni a loro e
alla loro crescita.



/ engaged

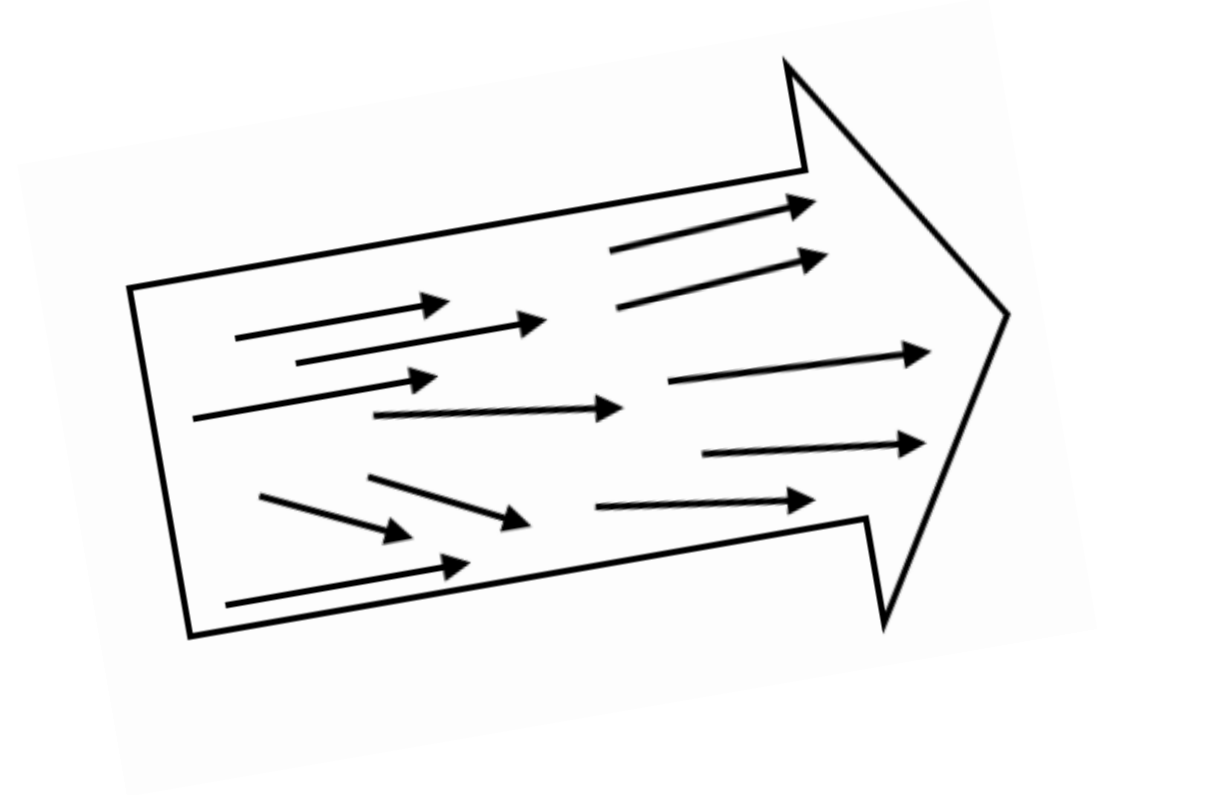
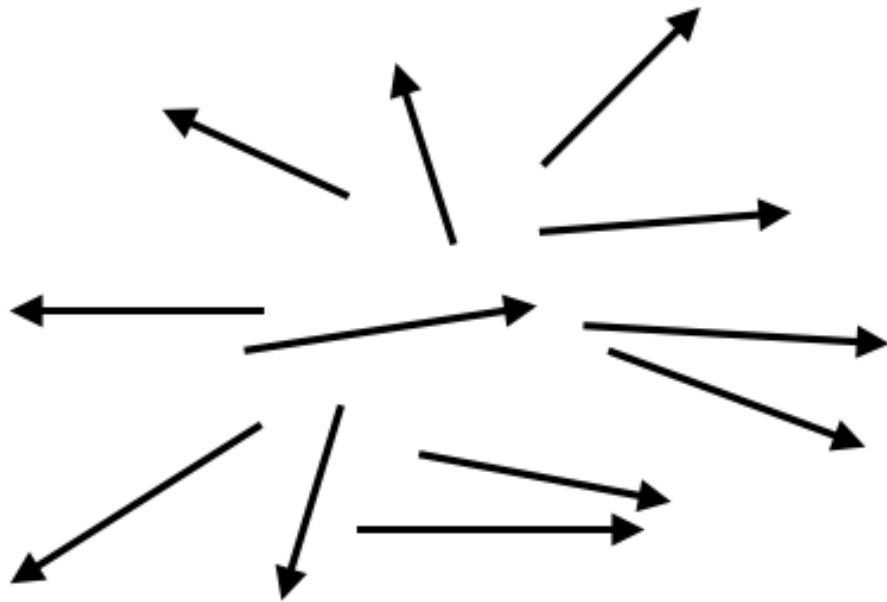
Management Practice

- Contratto di lavoro vs contratto psicologico
- Sicurezza e gestione degli errori
- Condurre riunioni efficaci
- Dare un feedback costruttivo è condizione necessaria ma insufficiente
- Allineare le Persone verso obiettivi comuni
- Celebrare i risultati

/ engaged

da così

a così



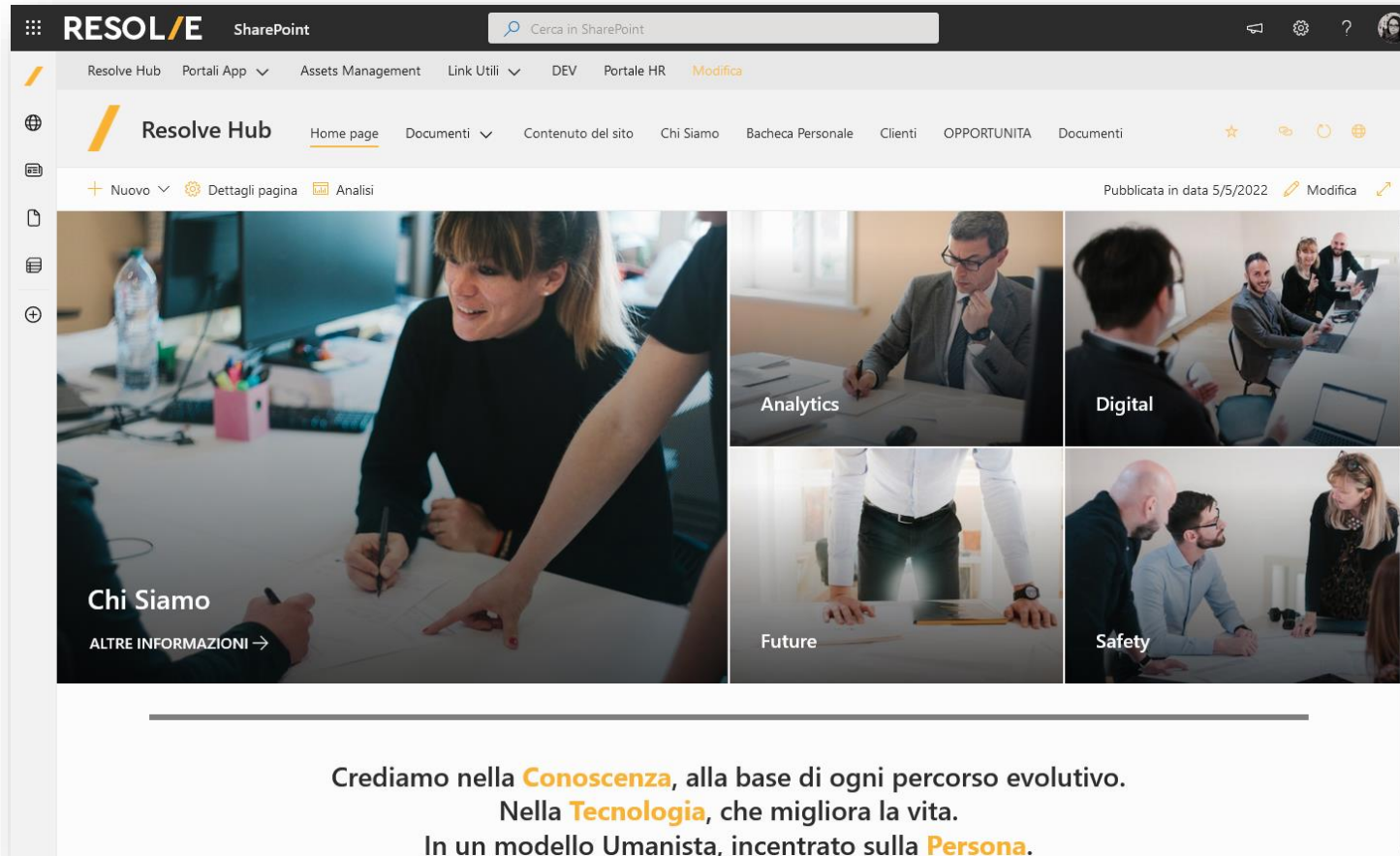
02. HR & DIGITAL TOOLS

SPRIGIONARE IL POTENZIALE DELLE RISORSE CON MICROSOFT 365

/ Microsoft 365



/ SharePoint Online

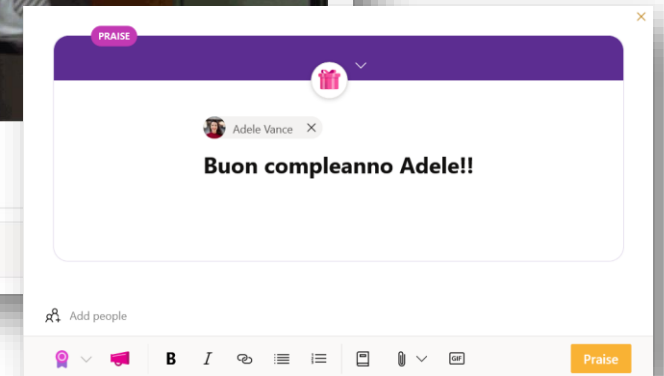
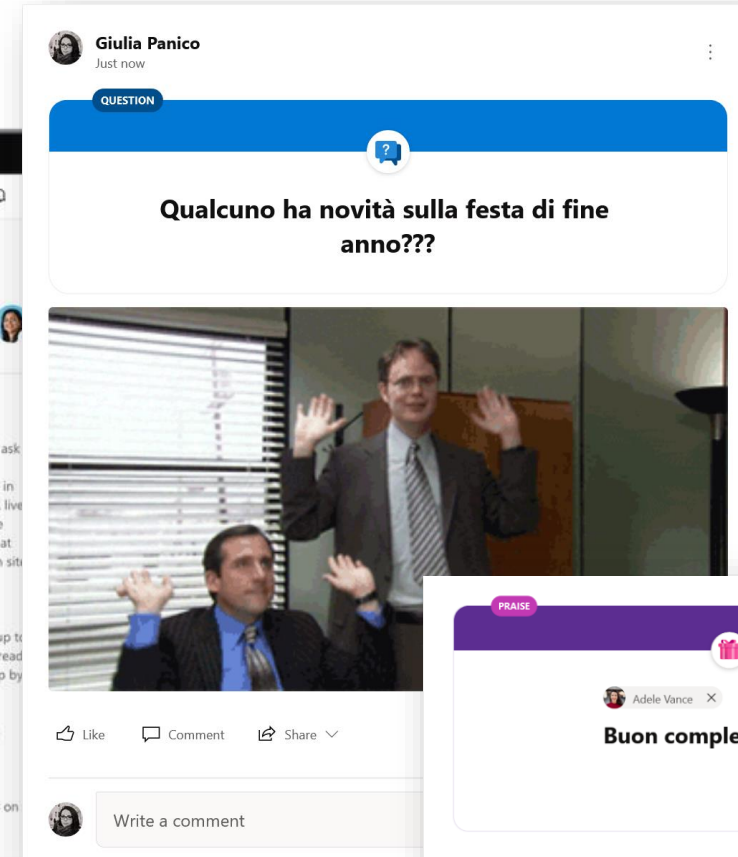
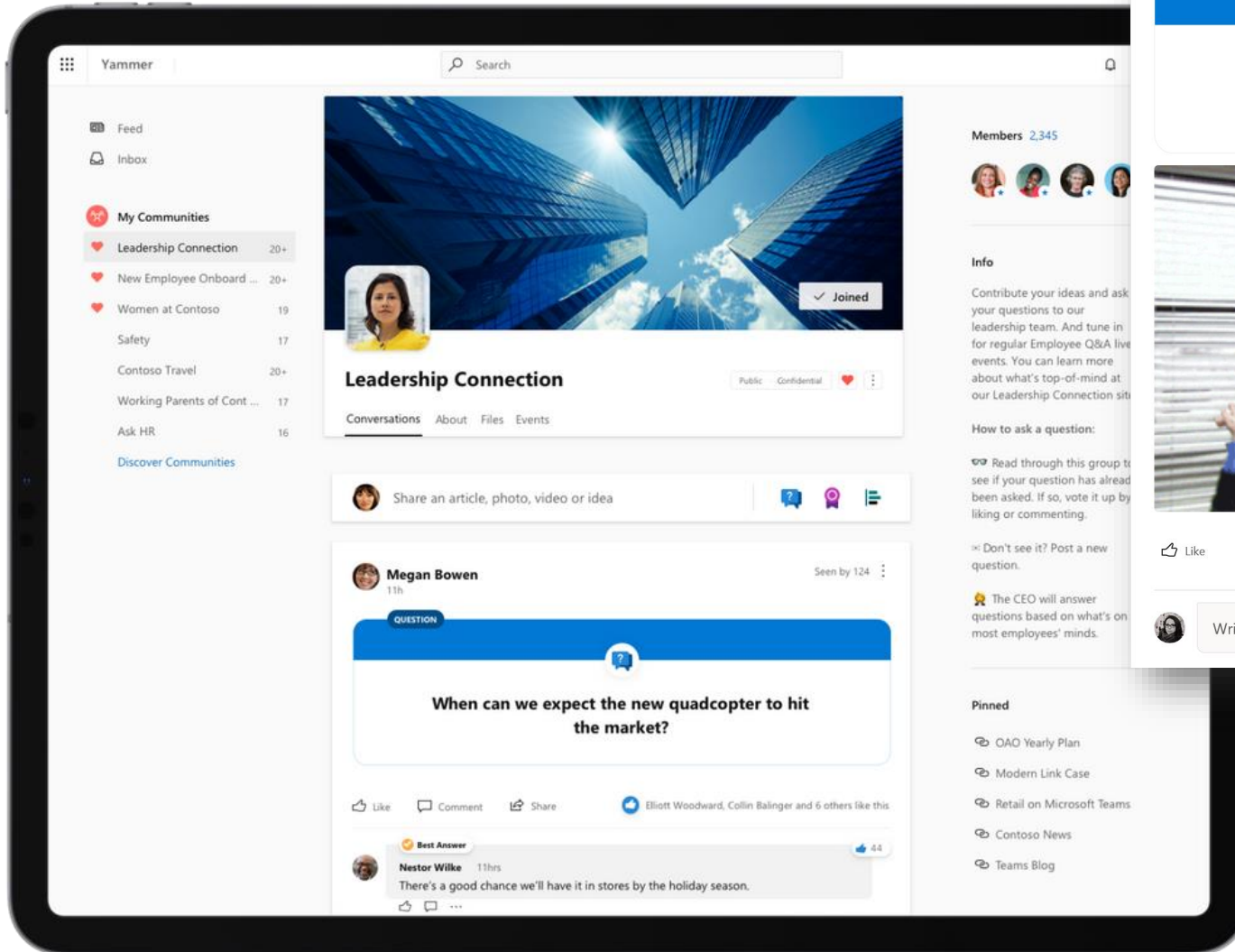


Communication Site – Intranet

Utilizzare SharePoint Online come intranet aziendale per sfruttare i suoi componenti dedicati alla comunicazione: News, Post e video.

Dipendenti sempre aggiornati e in contatto con la realtà aziendale.

/ Yammer



/ SharePoint Online

The screenshot shows a SharePoint Team Site for 'Portale HR'. The top navigation bar includes 'RESOL/E SharePoint' and a search bar. The left sidebar lists various site sections like 'Blocco appuntamenti', 'Documenti', 'Recruiting', 'Onboarding', and 'Attività HR'. The main content area is titled 'Portale HR' and shows a calendar for 'dom 15 mag 2022' with an event 'Inizio tirocinio Marco Rossi'. Below the calendar is an 'Onboarding' table with columns for Name, Start Date, Contract Type, and User. To the right, a 'Stato Attività' (Activity Status) donut chart shows 4 remaining activities, with a legend indicating 2 non-initiated, 1 in progress, 1 delayed, and 0 completed.

Nome	Inizio Contratto	Tipo Contratto	Utente Tenant
Valeria Di Giacomo	02/05/2022	Tirocinio	
Marco Grisan	12/05/2022	Tirocinio	Marco Grisan
Federica Candotto	11/05/2022	Determinato	Federica Candotto
Stephanie Smith	20/05/2022	Tirocinio	
Ben Simmons	23/05/2022	Tirocinio	

Stato Attività

4 Attività rimanenti

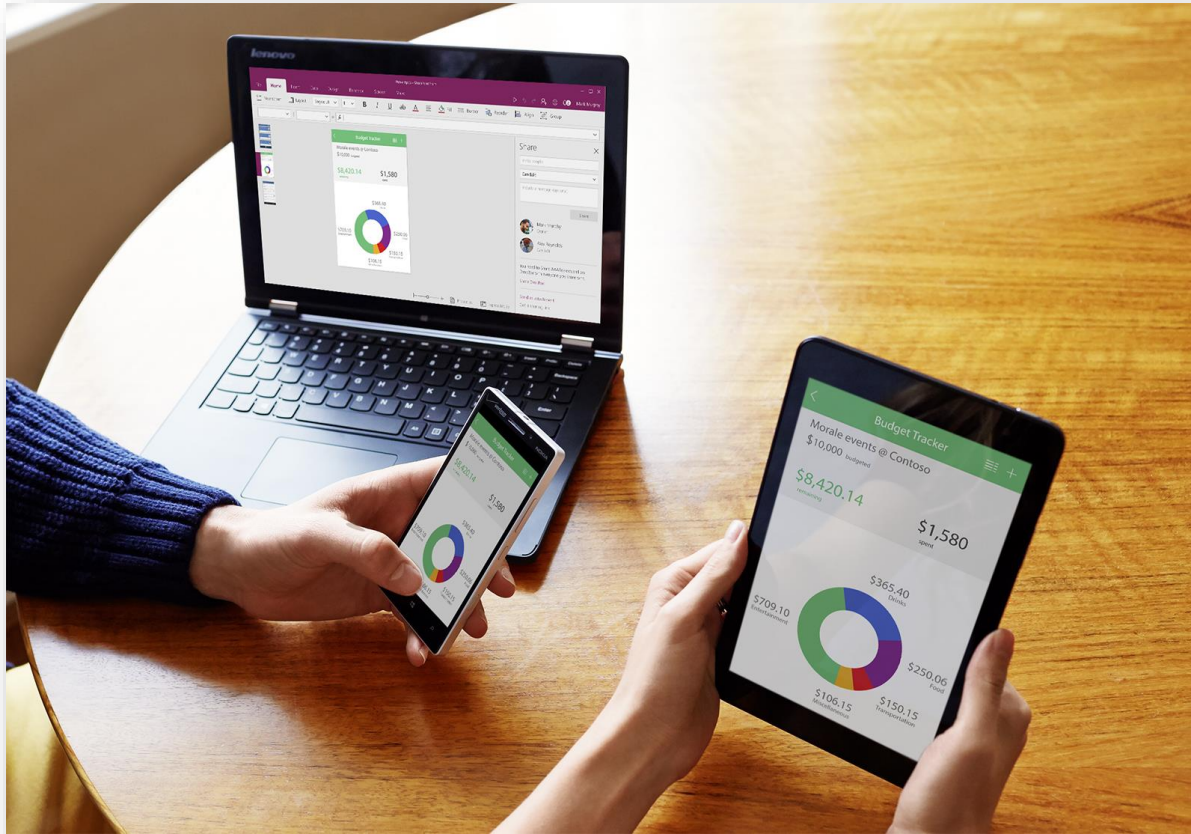
- Non iniziate: 2
- In corso: 1
- In ritardo: 1
- Completate: 0

Team Site – Portale HR

Utilizzare i Team Site di SharePoint Online come spazi di lavoro ricchi di strumenti di produttività e gestione.

Utilizzando liste, library e integrazioni Power Platform creare una piattaforma HR e gestire i dipendenti diventa facile e veloce.

/ Servizi al dipendente



Processi automatizzati
Servizi cross-platform
Veloce e preciso
Self-help

Servizi più richiesti:

- Richieste ferie e permessi
- Prenotazioni delle postazioni di lavoro
- Ordinazione dei pasti mensa
- Prenotazione di sale per meeting
- Ricerca di informazioni su busta paga, nota spese ecc...

/ L'app aziendale

RESOL/E



Buongiorno
Giulia Panico

Le mie app


MyMensa


MyDesktop


MyFAQs


MyFerie&Permessi



Ferie & Permessi

LE MIE PRENOTAZIONI

NUOVA PRENOTAZIONE

Permesso

Ferie

Inizio

18/08/2021

Fine

31/08/2021

CONFERMA

RESOL/E

Come possiamo aiutarti?

/ MALATTIA

/ BUSTA PAGA

/ NOTA SPESE

/ FERIE/PERMESSI

/ COVID-19

Qual è la differenza tra permessi e ferie? Cosa si calcola in giorni e cosa in ore? Come capiamo quanti ne abbiamo accumulati? I permessi possono trasformarsi in ferie (e viceversa)?

Quando possiamo usare i ROL (permessi) e come funziona l'accumulo?

Accumuliamo le ferie dell'anno precedente, se non godute? O vengono liquidate a prescindere?

RESOL/E

Ciao Giulia Panico

Ordine per la settimana: 02/08/2021 - 06/08/2021

Lun 02

Mar 03

Mer 04

Gio 05

Ven 06

Pasto 1: Primo

Crema di carote

Pasto 2: Secondo

Petto di pollo

Pasto 3: Contorno

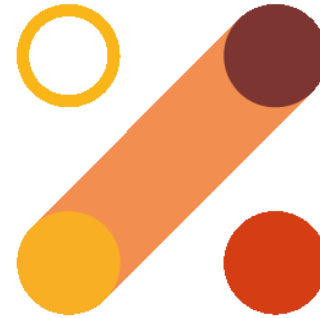
Carote al burro

CONFERMA

/ Microsoft Viva

Microsoft Viva Connections

Rimani coinvolto, informato
e connesso

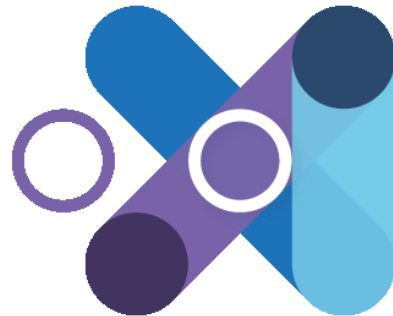


Microsoft Viva Insights

Bilancia produttività e
benessere

Microsoft Viva Topics

Connettiti al sapere e ad
esperti



Microsoft Viva Learning

Rendi l'apprendimento una
parte naturale della tua
giornata

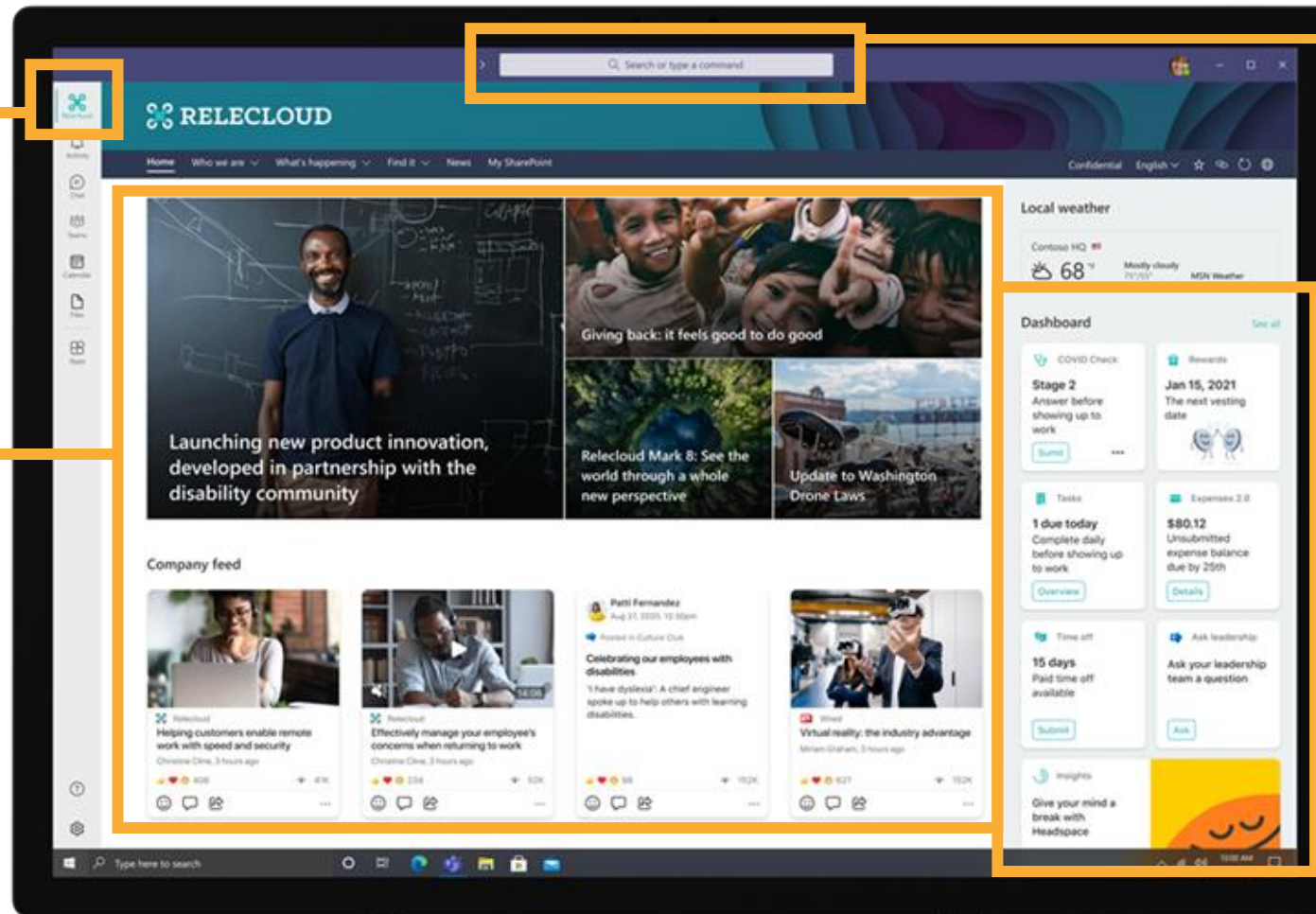
/ Viva Connections

Accesso rapido

News, feed,
contenuti in
evidenza, video
aziendali

Ricerca contenuti
all'interno
dell'intranet

Dashboard
personalizzate



/ Viva Insights

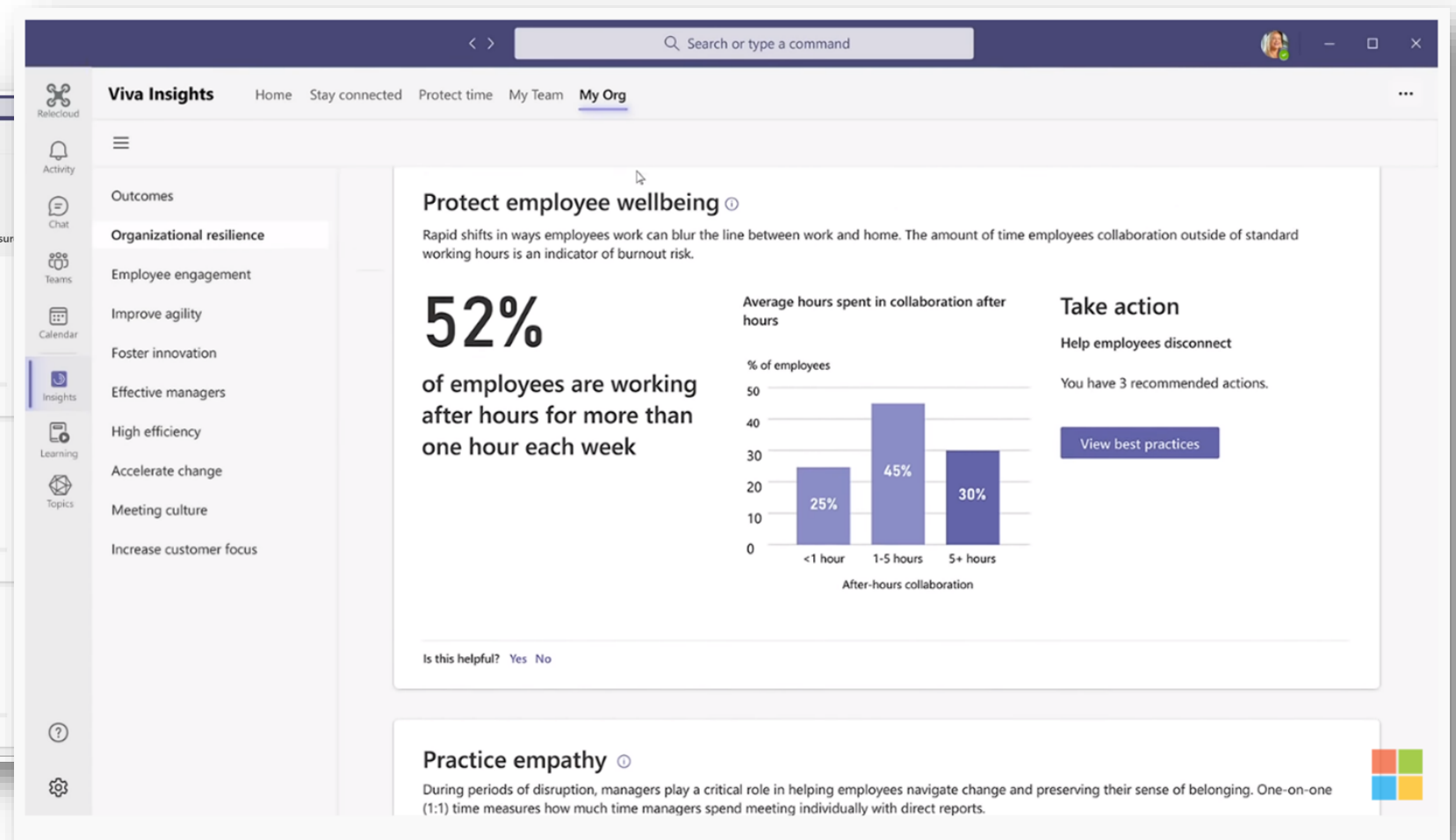
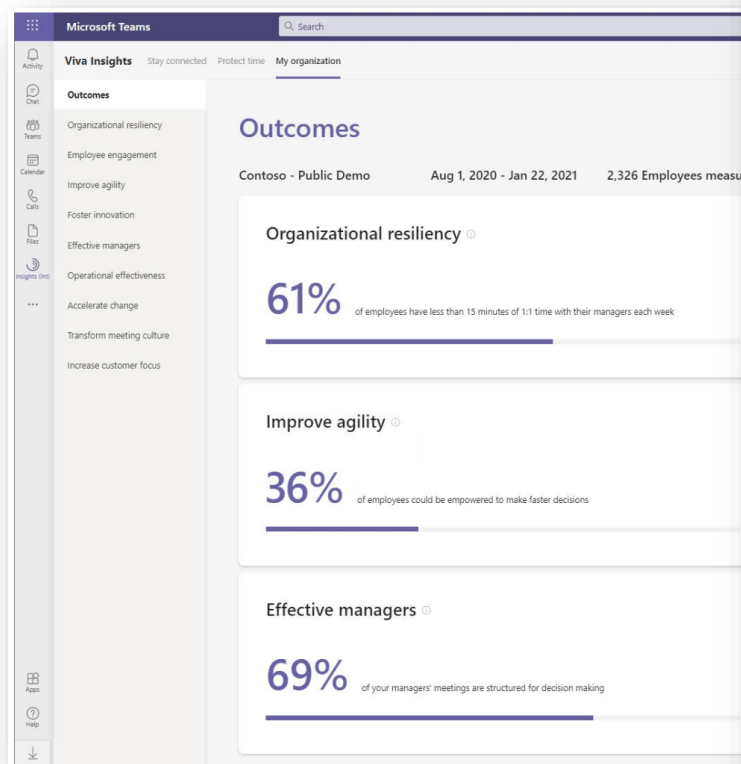
The screenshot displays the Viva Insights application interface. At the top, there is a search bar with the text "Search or type a command" and a user profile icon. Below the search bar, the "Viva Insights" header is visible, followed by navigation tabs: "Home", "Stay connected", "Protect time", "My Team", and "My Org".

The left sidebar contains icons for "Activity", "Chat", "Teams", "Calendar", "Files", "Insights" (highlighted), and "Apps".

The main content area features several cards:

- Happy Monday! Let's make today count.**
- Give your mind a break**: A card with a large orange and yellow smiley face graphic. Text includes "Just 10 days of Headspace has been shown to reduce stress by up to 14%." and "Relax your mind anytime during your workday." with a "Start meditating" button.
- Virtual Commute**: A card with a checklist: "Close out your tasks" (checked), "Reflection", and "Headspace guided meditation". It includes an "End your day" button.
- How are you feeling?**: A card with five emoji icons representing different moods. Text says: "Taking a moment to reflect can help you better understand your emotions, strengths, weaknesses and driving factors." and "Your reflections are private".
- Focus plan**: A card showing "3 days with booked focus time this week" and a "Plan your focus time" button.
- Mentoring time**: A card showing "30 min of upcoming one-on-one time with Naomi this month" and a "Review all one-on-ones" button. It includes a photo of a woman.
- Interpersonal Communication**: A card featuring a video thumbnail of a woman, the name "Doris Clark", and a duration of "1h 24m". It has a "Book learning time" button.
- People love kudos**: A card showing "3 Kudos received in the past 4 weeks" and a "Send praise" button.

/ Viva Insights



/ Viva Topics

The image displays the Microsoft Viva Topics interface, which integrates with Outlook and Teams. On the left, a Teams chat window titled 'Marketing' shows a conversation about a client pitch. A 'New conversation' button is at the bottom. In the center, a detailed topic card for 'SOAR' (Sustainable Ops and Renewables) is highlighted with an orange border. This card includes sections for 'View details', 'Alternate names', 'Starting in CY 2021', 'Project SOAR leads the way in sustain...', 'People (3)' (listing Mona Kane and Miguel Garcia), and 'Suggested resources (10+)' (including EU Regulations and a Project SOAR presentation). On the right, an Outlook window shows an email thread, and a 'Mark 8' topic card is also highlighted with an orange border. This card provides details about the latest generation of aerial vehicles, lists 'People (8)' (including Mona Kane and Collin Ballinger), and lists 'Resources (10+)' (including 'First flight of Mark 8').

Marketing Posts Files Wiki +

Search or type a command

Charlotte de Crum 8:30 AM
Hey all, let's get all the designers together to make sure we are on the same page for the upcoming client pitch.
4 replies from Maja, Franz, and Miguel
Reply

Krystal McKinney 9:18 AM
Weekly Update
In yesterday's meeting we looked at investment areas. When I worked on project **SOAR** for this client too. I'll find some examples for us to look at.

Kian Lambert 9:27 AM
Hey all, as the date for the big pitch nears, I wanted to express how appreciative I've put in for this. I know there have been some really late nights and weekends. See you all soon.
Reply

PROJECT SOAR
View details

Alternate names: Sustainable Ops and Renew...

Starting in CY 2021, Relecloud will focus on new verticals for our commercial drones. Project SOAR leads the way in sustain...

From SOAR Goals and Outcomes.docx

People (3)

- Mona Kane
Leads infrastructure engineering team
- Miguel Garcia
Project lead and owner of the roadmap

Suggested resources (10+)

- EU Regulations: Farm to Fork
Topic mentioned 10 times
- Project SOAR Customer Presentation
Topic mentioned in this file

Outlook Search

New message Delete Archive Junk Sweep Move to Categorize Undo

Folders
Inbox 73

Focused Other Filter

Debra Berger

stator Wilke and he will be...

11:30 AM

ons and ideas around our...

11:22 AM

get was approved at tod...

11:22 AM

ent document 11:21 AM
ve Alex Darrow's email a...

11:11 AM

review about the Northwi...

11:06 AM

m met last wee...
ed to your message in the...

11:05 AM

y's meeting
r attending the weekly st...

10:58 AM

mmer
PR legislation i...
ioned you in the All Com...

Actions from today's meeting

Nestor Wilke

Northwind - Core Team

Mark 8
More details

Latest generation of aerial vehicles with onboard sensor packages and flight characteristics optimized for commercial use. ...
From Mark 8 Goals and Outcomes.docx

People (8)

- Mona Kane
Senior Engineer
Senior engineer working on Mark 8 interfaces
- Collin Ballinger
Design manager
Design manager researching geothermal and heatmaps

Resources (10+)

- First flight of Mark 8
Tim Deboer modified on Mon at 9:15am

/ Viva Topics

The screenshot displays the Viva Topics web application. At the top, there's a navigation bar with a search bar and a user profile. The left sidebar contains icons for Activity, Chat, Teams, Calendar, Files, Topics (highlighted), and Apps. The main content area is titled 'SOAR' and includes an alternate name 'Sustainable Operations and Reliability' and a post from Mona Kane. Below this is a paragraph of text about Project SOAR. Further down, there are sections for 'Pinned people' and 'Suggested people', each featuring profile cards with names, titles, and descriptions of their roles or contributions.

Viva Topics Home My topics Manage

Search or type a command

Activity Chat Teams Calendar Files Topics Apps

SOAR

Alternate name: Sustainable Operations and Reliability
From Mona Kane, Mon at 9:17am

Starting in CY 2021, Relecloud will focus on new verticals for our commercial drones. Project SOAR leads the way in sustainability with the latest innovations in drone technologies to enable our customers to have better agricultural businesses. The future of farming will rely upon new technology to improve agricultural output and meet the growing global demand for food. The Mark 8 UAV with high-resolution cameras and next generation sensors can be flown over thousands of acres/hectares of farms and gather data. This data can be used to map water levels, crop stress, pest damage, and per hectare yield. Drone imagery assists the farm manager to monitor without the need of surveying the farm manually and laboriously.

From SOAR Goals and Outcomes.docx

Pinned people

Name	Title	Description
Mona Kane	Senior Engineer	Leads infrastructure engineering team
Miguel Garcia	Program Manager	Project lead and owner of the roadmap
Collin Ballinger	Design Manager	Design manager researching geothermal and heatmaps

Suggested people

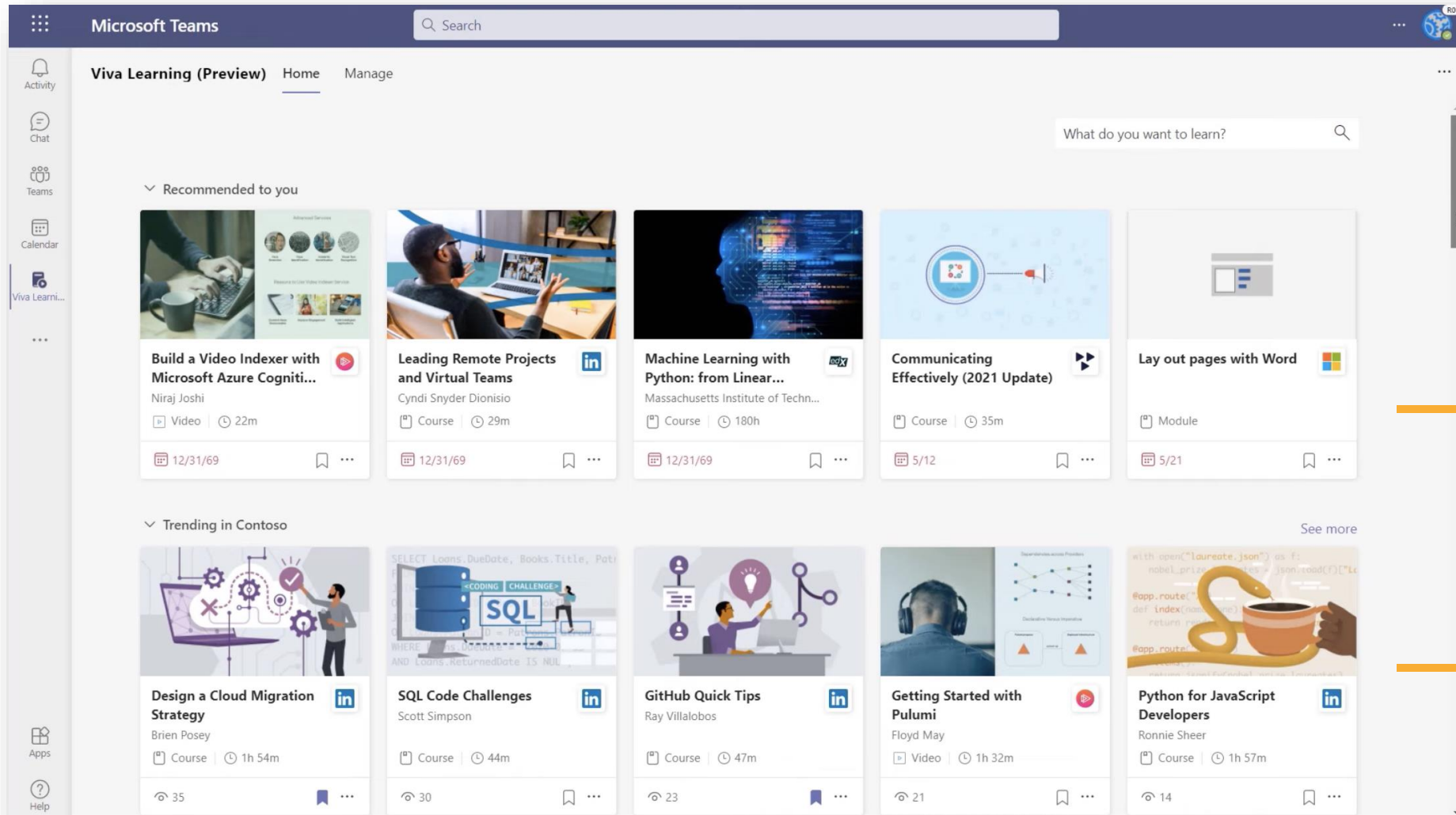
Name	Title	Description
Elvia Atkins	Contributed to many resources	
Tim Deboer	Contributed to many resources	
Erik Nason	Contributed to 10 resources	
Kristin Patterson	Contributed to 7 resources	
Cameron Evans	Contributed to 9 resources	
Amanda Brady	Contributed to SOAR Goals and Outcomes.docx	
Carlos Slattery	Contributed to SOAR Architecture Review and Strategy - Metrics for P...	
Cecil Folk	Contributed to 3 resources	

Descrizione
dell'argomento

Gli esperti
dell'argomento

Persone connesse
all'argomento

/ Viva Learning



Raccomandati
per te

Popolari in
azienda

/ Viva Learning

The screenshot shows the 'Viva Learning' interface in the 'Manage' tab. A search bar at the top right says 'Search catalog'. Below it, a section titled '^ Assigned by you' contains a table of assigned courses. A context menu is open over the 'Building your Leadership Skills' course, showing options: 'Check status', 'Move to complete', and 'Delete'.

Title	Assigned on	Due date	Assigned to
Leading Remote Projects and Virtual Teams	2/4	2/12	[User Icon] ...
Emotional Intelligence	1/24	3/12	[User Icons] ...
Building your Leadership Skills	1/15	3/31	[User Icons] +189 ...

Below the assigned courses, a section titled '^ Completed' shows a single course:

Title	Assigned on	Due date	Assigned to
Product Strategy	1/5	1/15	[User Icon] ...

The 'Check status' dialog box is open, showing a list of users and their completion status for the course 'Building your Leadership Skills'. The 'Tracking' tab is selected. A 'Done' button is at the bottom right.

Assigned to (193)	Status
Aadi Kapoor	Completed
Aaron Buxton	In progress
Babak Shammass	Completed
Beth Davies	Not started
Bruno Zhao	Not started
Bryan Wright	In progress
Cassandra Dunn	Not started
Charolette de Crum	Completed
Darren Mouton	Completed



EMPLOYEE ENGAGEMENT NELL'ERA DIGITALE

/ DOMANDE

Chiedete in chat le vostre curiosità

RESOL/E

EMPLOYEE ENGAGEMENT NELL'ERA DIGITALE

/ CONTATTI

Resolve è la divisione consulenza di ErgonGroup

CONTATTI

✉ info@resolve-consulenza.it

🌐 www.resolve-consulenza.it

☎ +39 049 636 5600

Sede legale

Viale Dell'Industria, 21
35129 – Padova (PD)

Sedi operative

Friuli Venezia Giulia, Veneto,
Lombardia, Toscana, Marche

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