



## Employee Insights... for a better employee experience

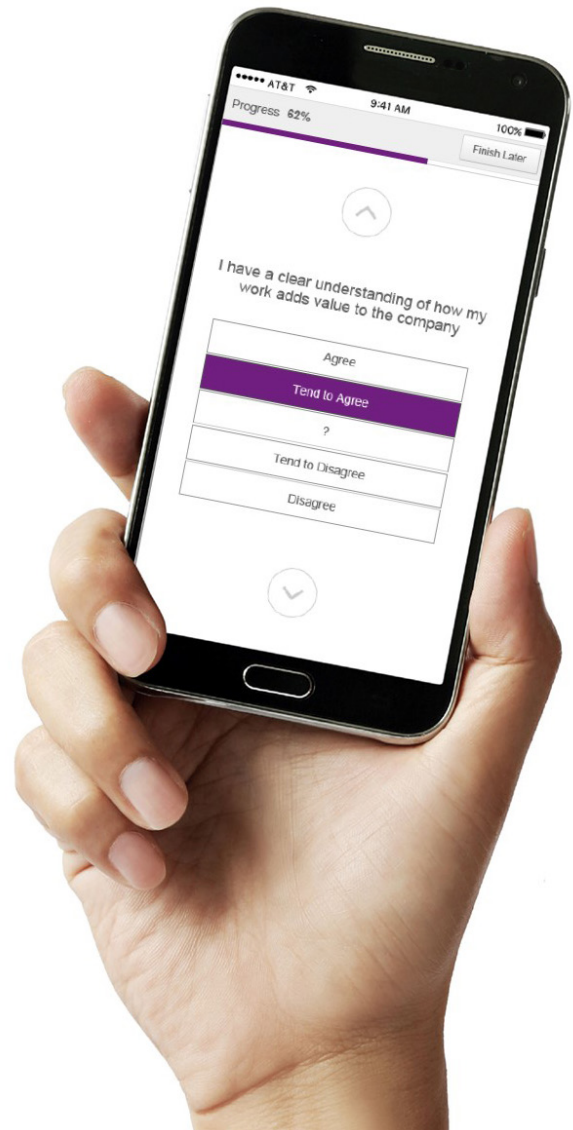
If you're thinking survey, think again.

Think: a continuous listening strategy that is always on. Willis Towers Watson provides your organization with the right employee insights at the right time. Whether you are a start-up or a large complex global organization.

**We support it all.**

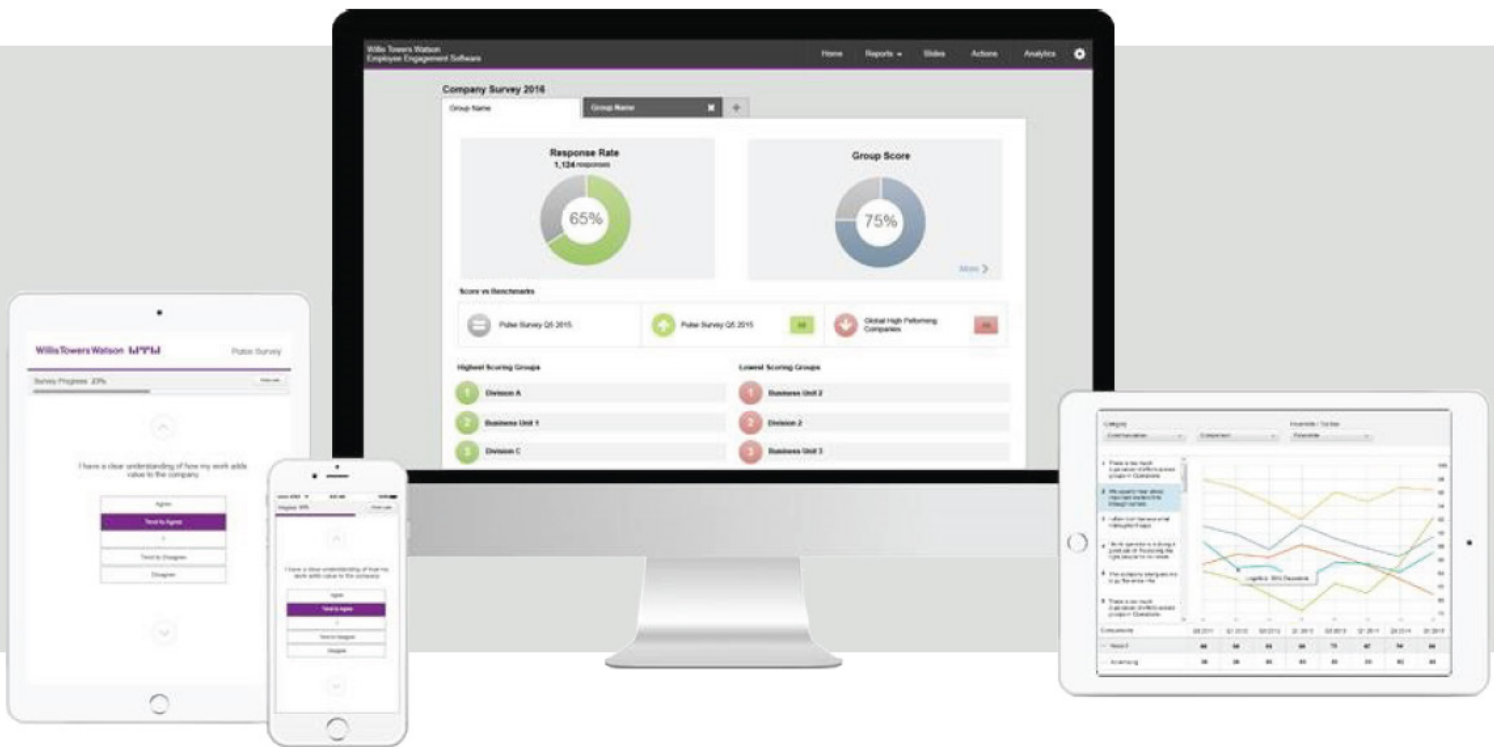
- **Agile pulse surveys.** Set up a survey in minutes. Take a survey in seconds. See results immediately and in real time. Best-in-class content, 400 benchmarked questions, 400 global, national and sector benchmarks, questionnaire templates, in 73 languages.
- **Annual census surveys.** Rapid results turnaround. Mobile, app, tablet or desktop. Clear and insight-rich manager dashboards.
- **Advanced comments analysis.** Welcome to 'VERA', unique to Willis Towers Watson. VERA understands the underlying meaning of your employees' comments and the sentiment of what they are saying to uncover the real issues behind their survey scores. In 44 languages. Just like running a focus group.
- **Project management and advisory services.** Ensure seamless implementation. Achieve more, and combine forces with our experts. 450 engagement survey specialists, and more than 1,000 talent and rewards advisors, in all major global locations.

**Continuous listening strategy.** Combine the agility of pulse surveys, the depth of census surveys, the timeliness of lifecycle surveys and the richness of qualitative data.



## Product extensions

- **Entry and exit surveys.** Check the effectiveness of your onboarding and reduce turnover.
- **Employee experience success index.** Measure the success of your employee experience in attracting and retaining key talent.
- **Risk, cyber risk and safety culture.** Assess your risk, cyber or safety cultures. Create an index to benchmark against others. Identify changes needed. Can be the focus of a stand-alone pulse survey, or an add-on to a classic census survey.
- **Action planner.** Take action on survey results and track progress to boost the business impact of your listening strategy.
- **Personalized engagement.** Provide each employee with their own personalized engagement report, advice and suggestions to develop personalized engagement strategies.
- **Communication and change.** Create an identity for your listening strategy, engaging messages and build credibility and trust between your managers and employees.
- **Analytic services.** Use our team of data scientists for bespoke analytics and predictive modeling to identify behavior drivers of customer satisfaction, sales and operational outcomes.
- **Total Rewards Optimization.** Deep dive into total rewards preferences. Optimize your rewards portfolio by getting the perfect balance between perceived value and reduced cost, and ensure you get the biggest “bang for your buck”.



## We're here to support your needs

"I have a very specific agenda. I simply need a census survey, but I want the best technology coupled with the best advice and support."

As you have a limited budget, we recommend:

- A census survey with quick turnaround
- Validated questions & benchmarks
- High-touch, end-to-end support, especially for questionnaire design, project management and results advice



"I need insights across the whole employee experience and I need end-to-end support."

We recommend:

- A continuous listening strategy for your organisation
- You combine an annual survey, pulse surveys and entry/exit surveys
- High-touch, end-to-end support, especially for questionnaire design, project management and results advice



"I'm a self-starter, I just need the right technology."

As you have a tight budget, and some in house resources, we recommend:

- Easy-to-use software to allow you to launch surveys, quickly, whenever you want
- Validated questions, templates and benchmarks



"I have a broad focus, but I also have good capability in-house."

As you have a modest budget, we recommend:

- Easy-to-use software you can use to launch annual, pulse and entry/exit surveys
- Light touch support for a few translations and occasional design advice



We support it all.

### About Willis Towers Watson

Willis Towers Watson (NASDAQ: WLTW) is a leading global advisory, broking and solutions company that helps clients around the world turn risk into a path for growth. With roots dating to 1828, Willis Towers Watson has 40,000 employees serving more than 140 countries. We design and deliver solutions that manage risk, optimize benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Our unique perspective allows us to see the critical intersections between talent, assets and ideas – the dynamic formula that drives business performance. Together, we unlock potential. Learn more at [willistowerswatson.com](http://willistowerswatson.com).

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