

# AMPLIFYING EMPLOYEE VOICES

*3 Ways HR Tech Powers  
Continuous Listening*

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# Question!

What's your biggest challenge when it comes to employee feedback and continuous listening?



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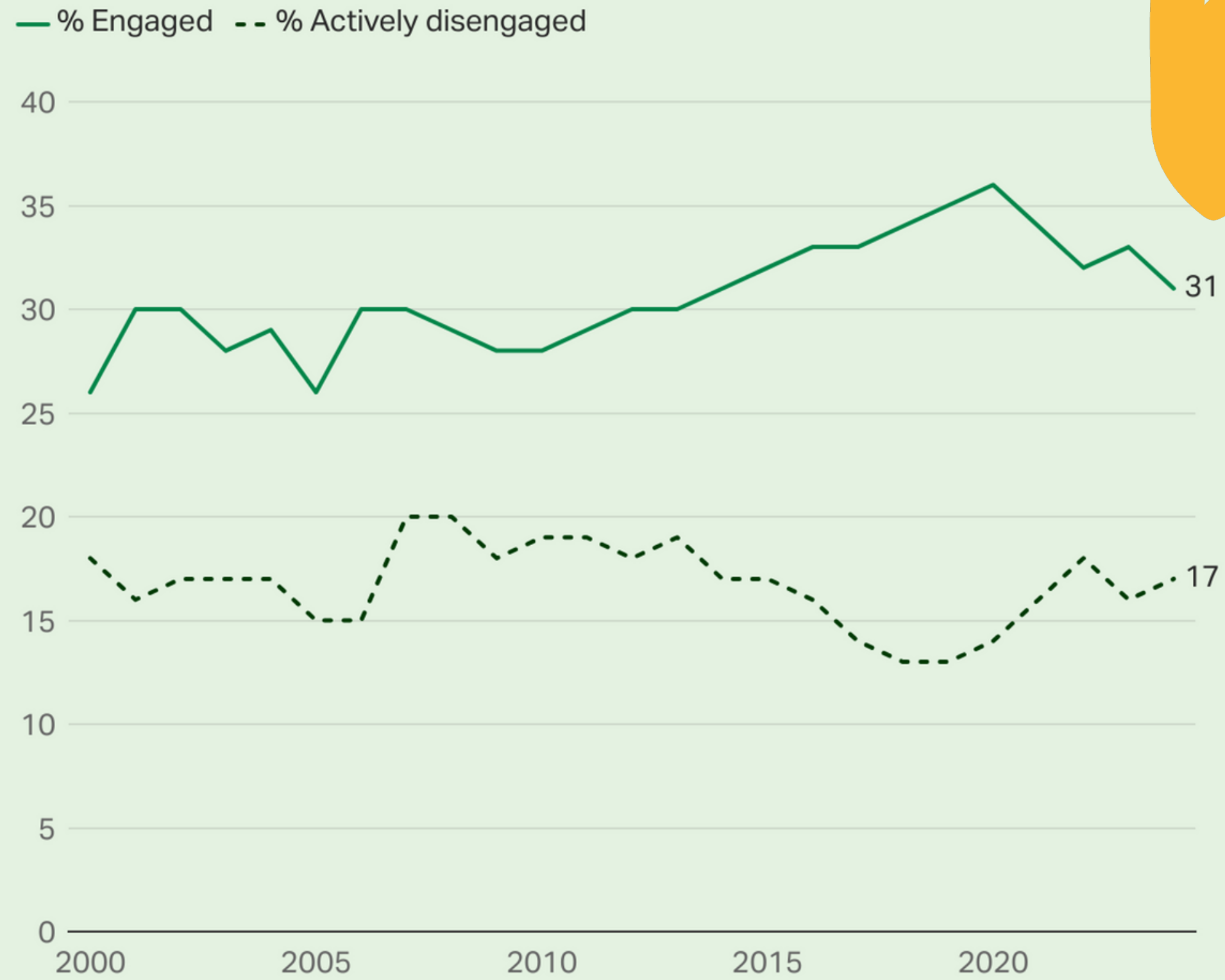
**I help HR & People leaders  
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# What Problems Are We Solving For?

## U.S. Employee Engagement Trend

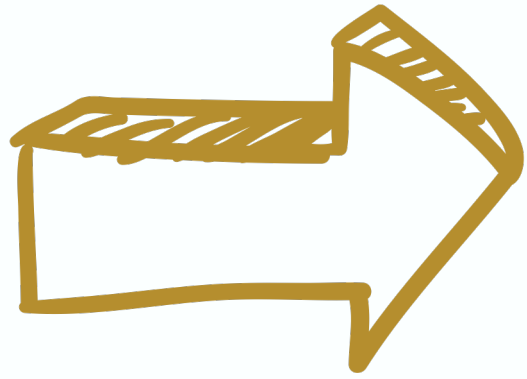


GALLUP®



**This  
Problem**

# And This Problem



## 1 in 2 U.S. Employees Are Open to Leaving Their Organization

To what extent are you currently looking for a different job than the one you have now?

— % Watching for or actively seeking new job



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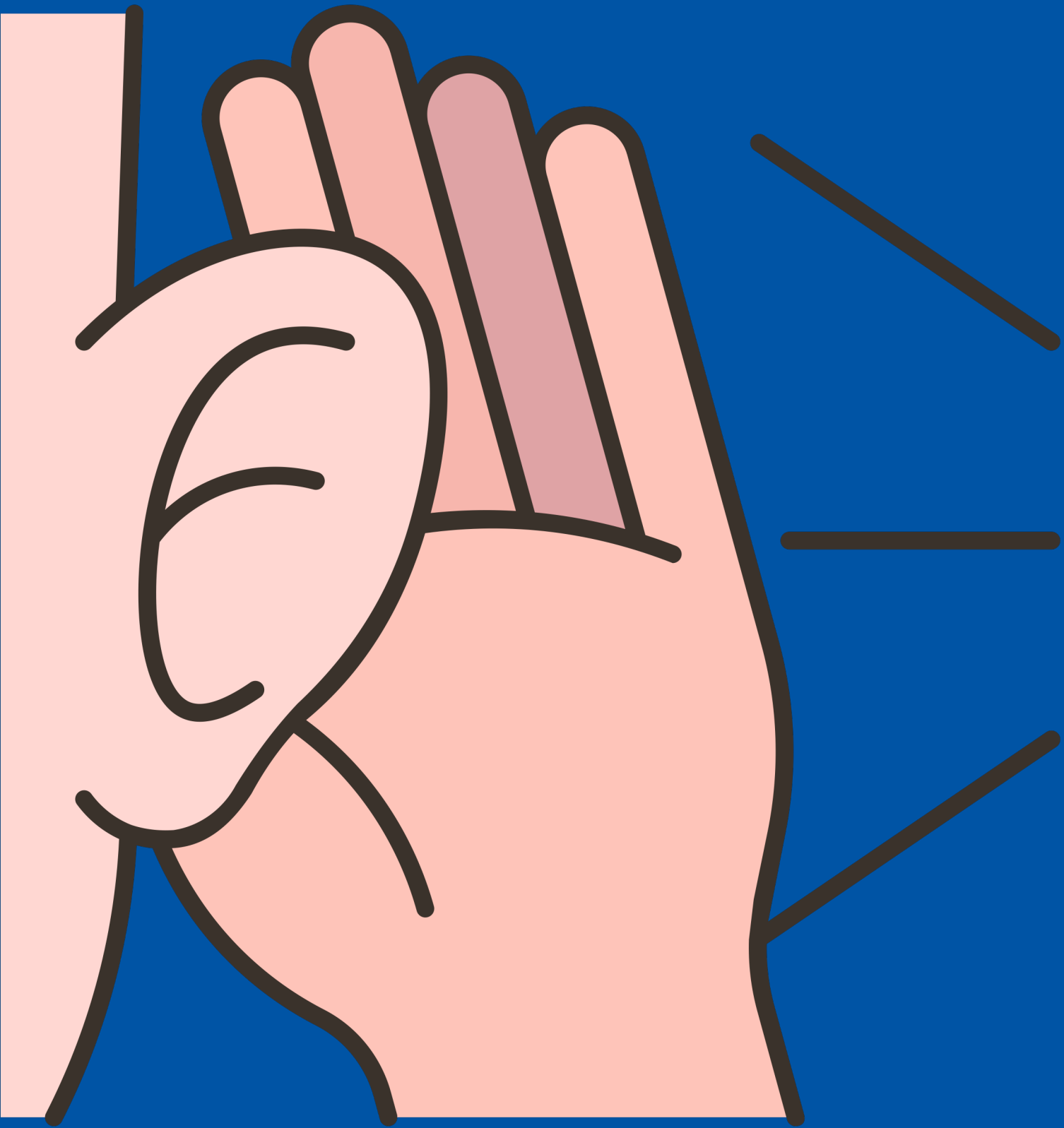
**Also, this one...**



**Only 3 in 10**

employees strongly agree  
that at work, their opinions  
seem to count.

**-Gallup**



By moving that ratio to 6 in 10 employees, organizations could realize a **27% reduction in turnover.**

-Gallup





# Amplifying the Employee Voice

- Highly engaged employees are 3x more likely to say they feel heard at their workplace than highly disengaged employees.
- 74% of employees report they are more effective at their job when they feel heard.
- 88% of employees whose companies financially outperform others in their industry feel heard.

-The Workforce Institute at UKG and Workplace Intelligence



# Hope is Not a Strategy



# The Answer is an Employee Listening Strategy



HR Tech

# What is an employee listening strategy?

An employee listening strategy is an orchestrated effort to better understand the people in your organization and hence improve the employee experience.

-AIHR



# Evolving Our Listening Strategy

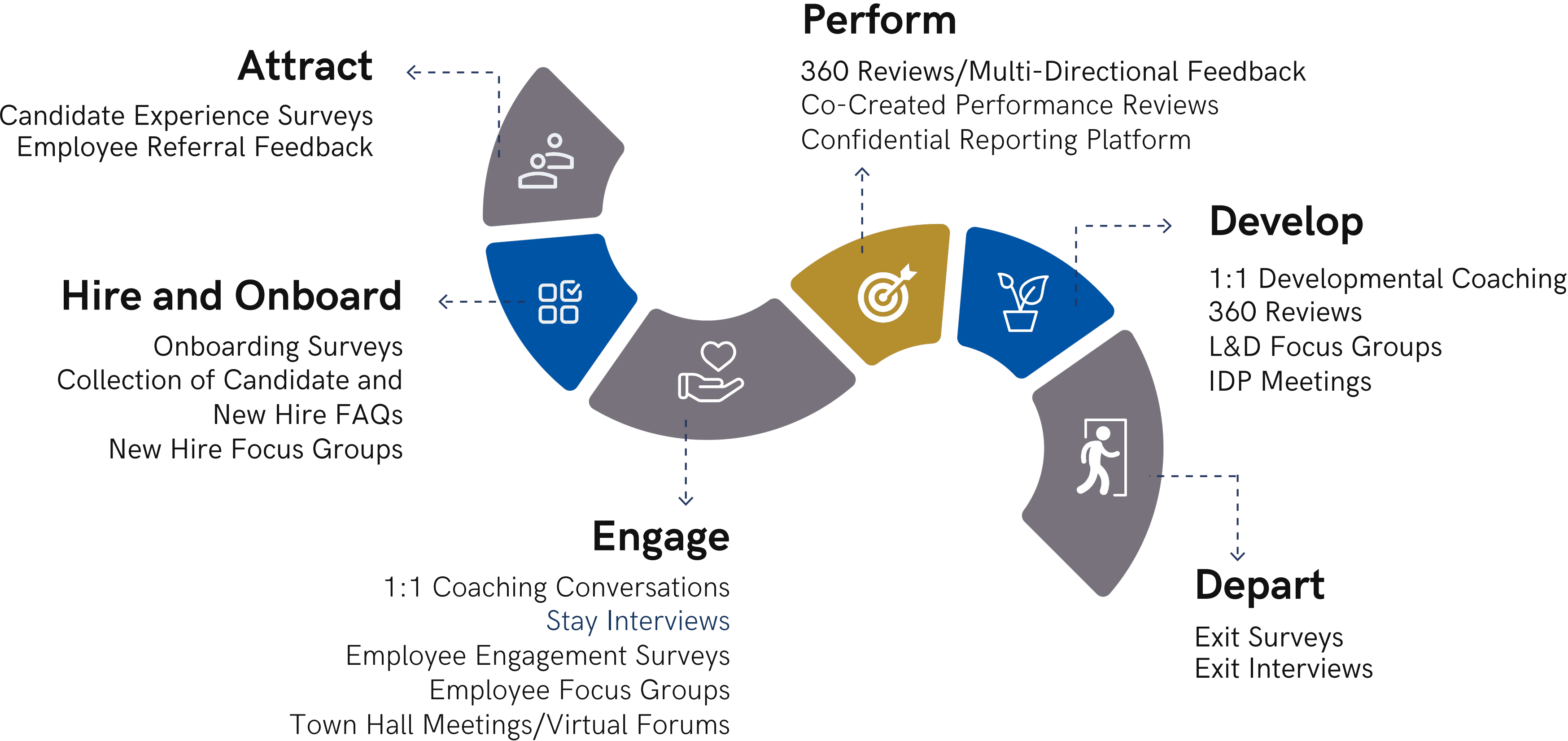
## Episodic Listening

A few, scheduled, large-scale listening events, where gathering and acting on employee feedback is centered in the HR department.

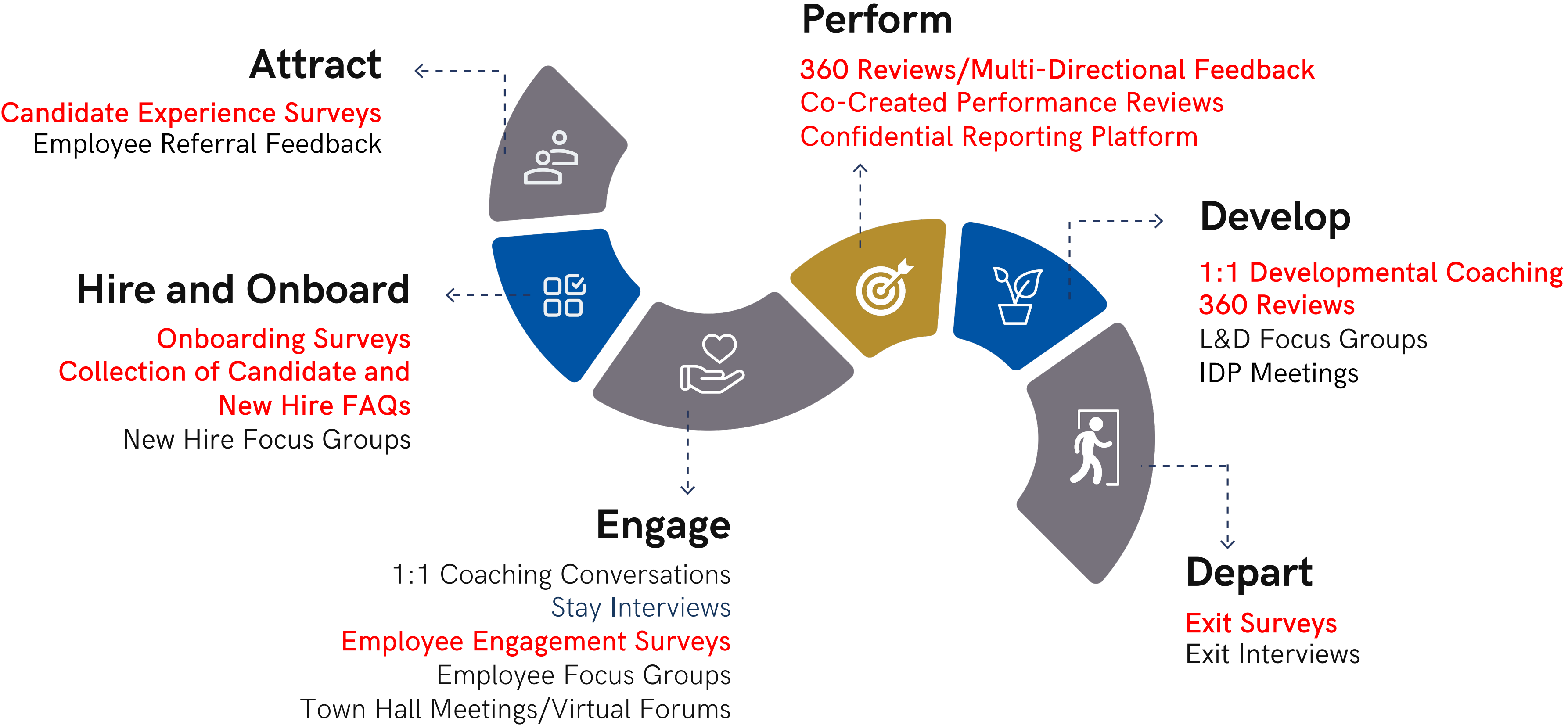
## Continuous Listening

An integrated, strategic approach to employee listening that's woven throughout the entire employee experience and lifecycle.

# Listening Across the Employee Lifecycle



# Listening Across the Employee Lifecycle



# THREE WAYS HR TECH POWERS CONTINUOUS LISTENING





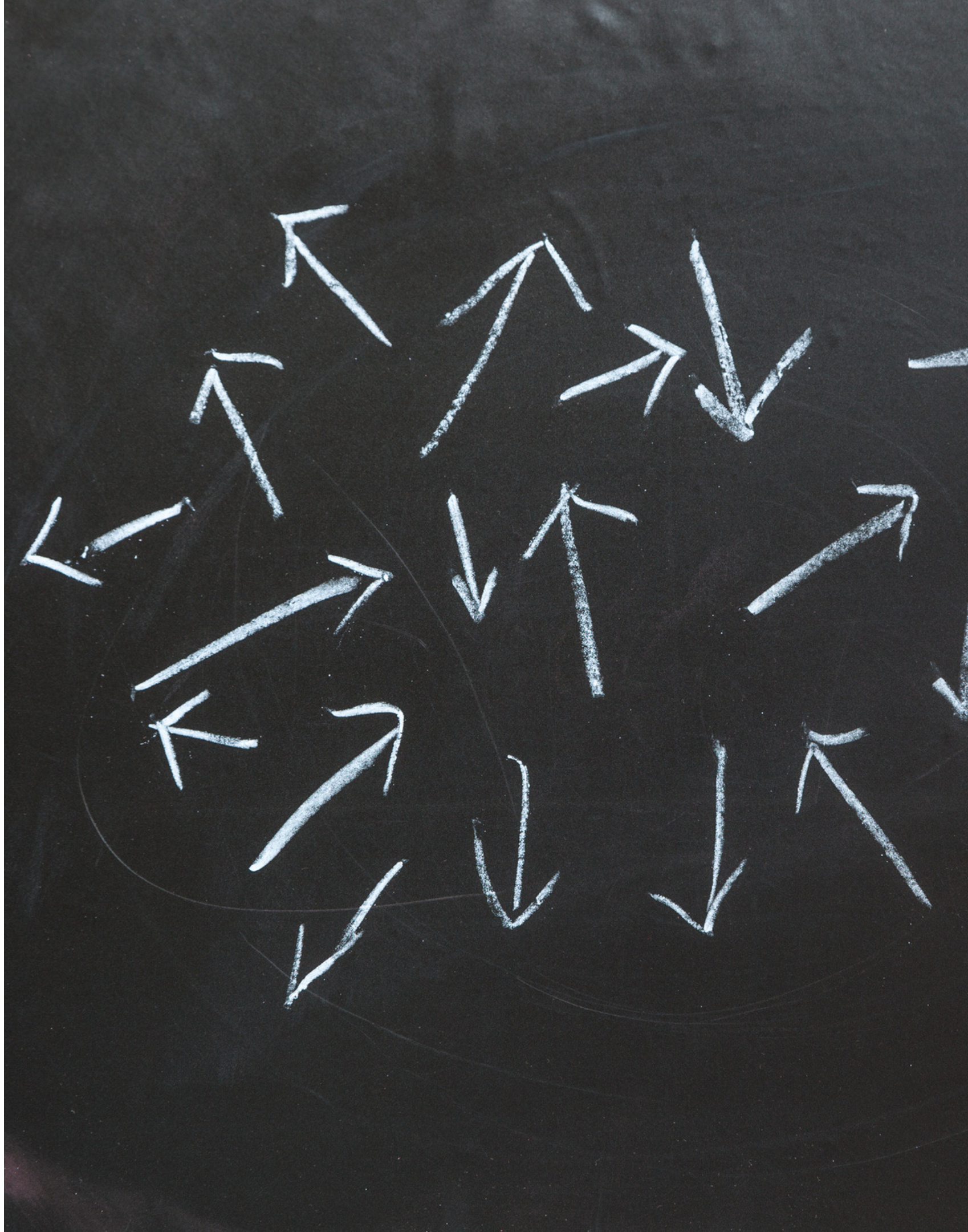


# Automating Feedback Collection

# THE CHALLENGE?

## *Employees Feel Unheard, and HR is Overwhelmed*

- HR leaders are juggling countless priorities, making it difficult to collect, analyze, and act on feedback consistently
- Without the right tools, feedback collection becomes reactive instead of proactive.
- When feedback is only collected occasionally, employees may feel that listening is just a checkbox exercise rather than a true priority.

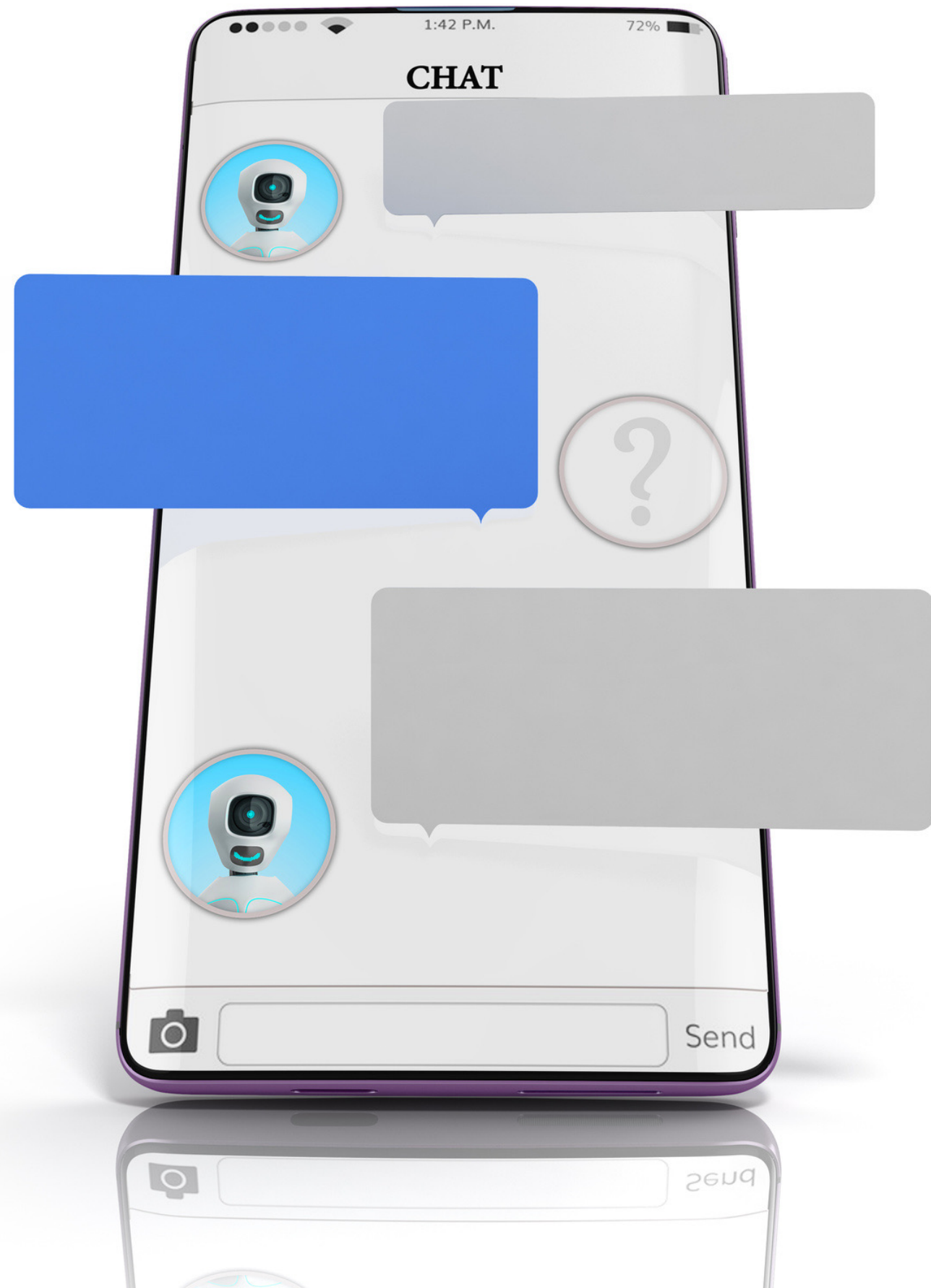


**Companies that implement  
continuous feedback tools can  
experience a significant increase in  
employee engagement, with some  
studies showing a rise of up to 20%.**

-Gallup

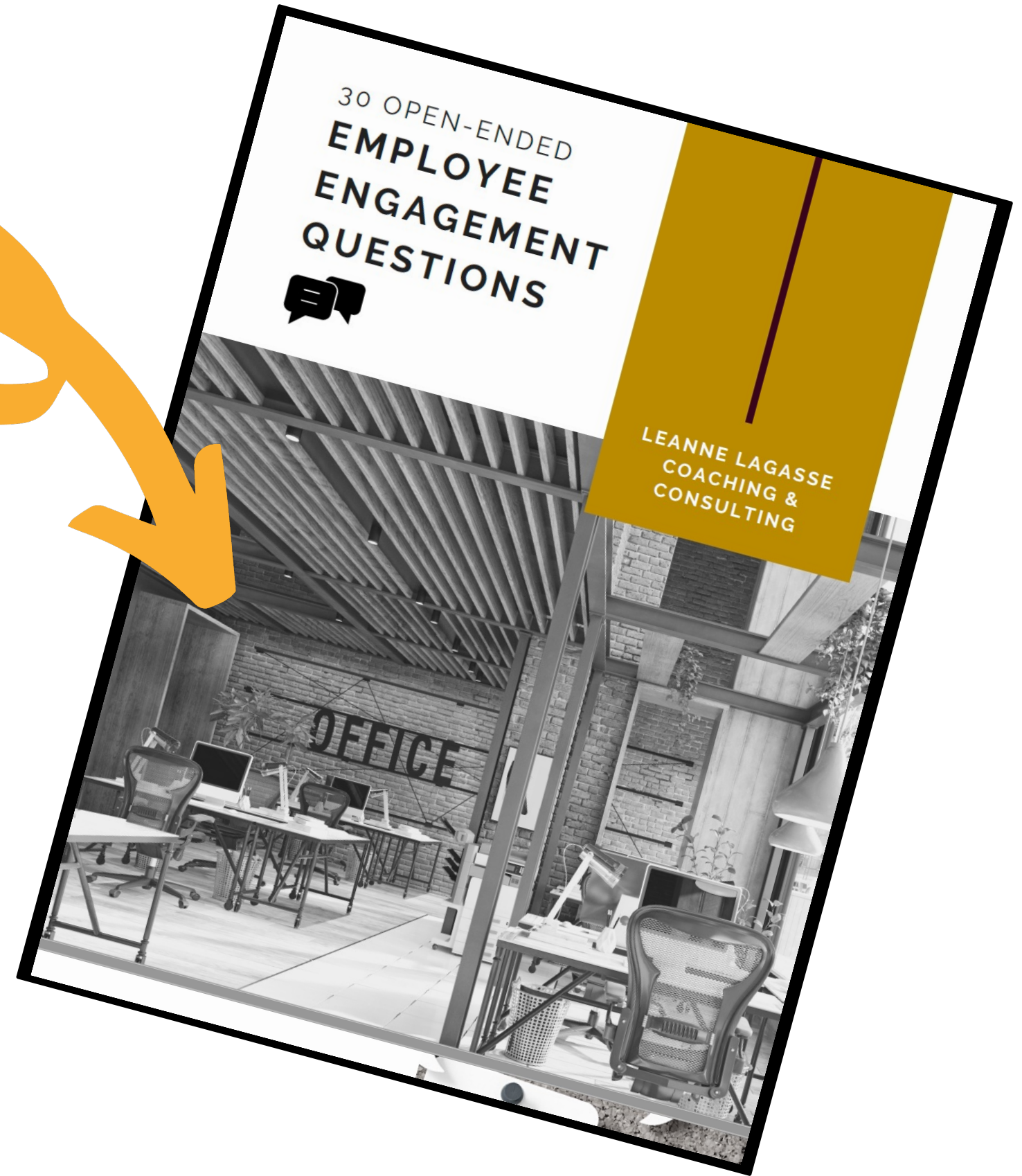


# HR Tech Enables You To...



- Launch pulse surveys and regular check-ins to capture real-time employee sentiment.
- Enable always-on feedback channels, including anonymous suggestions and chatbot tools, to encourage continuous input.
- Automate reminders and follow-ups to ensure managers actively engage with employee feedback.

# Need Some Great Open-Ended Questions?





# Transforming Data into Actionable Insights



# THE CHALLENGE?

## *DROWNING IN DATA, BUT LACKING INSIGHTS*

- Organizations collect feedback, but struggle to interpret it.
- Data often sits in reports with no clear next steps.
- Focusing on surface-level metrics instead of meaningful insights can lead to misaligned priorities, leaving employees frustrated when real concerns go unaddressed.

# HR Tech Enables You To...

- Aggregate survey results, performance reviews, and engagement metrics in one centralized analytics dashboard.
- Identify key themes and spot patterns in turnover risk, burnout, and employee engagement using predictive analytics.
- Compare engagement data over time or across departments to uncover meaningful trends.
- Segment feedback data by demographics, tenure, and department to uncover trends and tailor strategies for different employee groups.
- Benchmark engagement data against industry standards and peer organizations to gain deeper insights.







# Closing the Loop: Driving Action and Accountability

# Only 8%

of employees believe that their organization takes ANY action on survey results.

-Gallup

# THE CHALLENGE?

## *FEEDBACK GOES NOWHERE, AND EMPLOYEES LOSE TRUST*

- Employees share vulnerable feedback, but don't see changes.
- Valuable insights get lost, leading to repeated issues and preventable turnover.
- HR struggles with turning insights into concrete action plans.
- Managers lack accountability in addressing feedback.





# HR Tech Enables You To...

- Generate automated action plans that suggest next steps based on feedback trends.
- Track real-time feedback progress to ensure responses lead to meaningful action.
- Notify leaders with manager dashboards and alerts when feedback needs attention.
- Measure impact with progress and follow-up surveys to show employees their input drives change.



# The Answer is an Employee Listening Strategy



HR Tech

# Next Steps for Adopting or Maximizing HR Tech

- **Evaluate Your Current Tools & Needs**
  - Assess whether your existing HR tech supports continuous feedback.
  - Identify gaps: *Do we need better survey tools, analytics, or action tracking?*
- **Explore & Activate Key Features**
  - If you already have an HRIS, review unused capabilities like pulse surveys, sentiment analysis, or manager dashboards to enhance your feedback strategy.
- **Create a Rollout & Adoption Plan**
  - If implementing new HR tech, set clear goals, gain leadership buy-in, and ensure managers are trained to use it effectively.





# What's Your Next Best Step?



# Q&A Time



# Thank You!

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