TIP: You can edit and customize to include information specific about your company’s objectives, or with a logo or customer header and footer.

# Introducing Insights for People Managers

Microsoft Workplace Analytics has unveiled a new dashboard experience for people managers (with 9+ team sizes) like you to discover key insights about your team’s collaboration effectiveness and employee experience.

# How can Manager Insights help

|  |  |  |
| --- | --- | --- |
| Develop a culture of 1:1 coaching  See how much time team members spend one-on-one with their managers, and make sure it aligns with the culture you're striving for. | | A picture containing drawing  Description automatically generated |
| A picture containing drawing  Description automatically generated | Improve meeting and email habits  Help your team reduce excessive meetings and improve email habits to support team effectiveness and productivity. | |
| Support team wellbeing  Check on your team’s after-hours work habits and use these insights to balance schedule flexibility and the need to disconnect. | | A picture containing drawing  Description automatically generated |
| A picture containing drawing  Description automatically generated | Cross-team collaboration  Review how your team is collaborating with the rest of the organization and reflect on how you can help expand the networks of your team. | |

# Why is this important?

Managers have a huge impact on team productivity and wellbeing. Check out the research:

* Managers account for 70% variance in employee engagement scores. ([Gallup](https://nam06.safelinks.protection.outlook.com/?url=https%3A%2F%2Fnews.gallup.com%2Fbusinessjournal%2F182792%2Fmanagers-account-variance-employee-engagement.aspx&data=04%7C01%7Cdheepakr%40microsoft.com%7Cde7e377cbada4d0e8cc208d80c9cf716%7C72f988bf86f141af91ab2d7cd011db47%7C1%7C0%7C637273215605101532%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C-1&sdata=8p7h6tVr8NDR2%2FHCQ6c11k3EzRQ7lJGIYJs90GQDxI8%3D&reserved=0))
* Employees tend to model their behaviours after their managers. ([M365 Insights](https://nam06.safelinks.protection.outlook.com/?url=https%3A%2F%2Fhbr.org%2F2016%2F12%2Fwhat-great-managers-do-daily&data=04%7C01%7Cdheepakr%40microsoft.com%7Cde7e377cbada4d0e8cc208d80c9cf716%7C72f988bf86f141af91ab2d7cd011db47%7C1%7C0%7C637273215605111524%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C-1&sdata=gaOqrPfGXpW6XKJaAX4b3enpB3S22MofbR7jfsbRTcY%3D&reserved=0))
* Employees who regularly connect with their manager while working remotely are less impacted by increases in workday span and collaboration hours. ([M635 Insights](https://nam06.safelinks.protection.outlook.com/?url=https%3A%2F%2Finsights.office.com%2Fworkplace-analytics%2Fthe-new-manager-11-nurturing-employee-resiliency-during-disruption-and-change%2F&data=04%7C01%7Cdheepakr%40microsoft.com%7Cde7e377cbada4d0e8cc208d80c9cf716%7C72f988bf86f141af91ab2d7cd011db47%7C1%7C0%7C637273215605121521%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C-1&sdata=NwGNppIb9w4VtHmngaAdgInJRvS5vgNQsTfk1wdOHdk%3D&reserved=0))

TIP: customize with organization objective

# Data and Privacy

This dashboard uses anonymized data from emails, meetings, and chats in Outlook and Teams to uncover insights about collaboration in your organization. Managers will only ever see aggregated data for their teams with no access to individual insights.