



Viva Engage Journey at PNNL

December 6, 2023

Tim Reading



PNNL is operated by Battelle for the U.S. Department of Energy




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Title	Modified	Modified by
House/Dog Sitter Recommendations	7/21/2021 7:00 AM	 New!
Subject	House/Dog Sitter Recommendations	
Body	I am looking for a house/dog sitter for 8 days in September. We live in north Richland. Any recommendations are appreciated.	
Last Updated	7/21/2021 7:00 AM	
Keywords	House/Dog sitter	
Pin	No	
Category	Community Volunteer Opportunities	
Expiration	8/31/2021	

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Limited features

- No images
- No reactions
- No @mentions

Yammer Introduction – May 2021

Posted in All Lab

 Jun 11, 2021 • @1

Seen by 439 ...

A moment in history: PNNL welcomes employee No. 500

James Laidler (right) was welcomed by then-Laboratory Director Sherwood Fawcett (center) as the Laboratory's 500th employee in 1964. Today, PNNL has more than 5,000 employees and is actively recruiting new talent across multiple fields, from entry level to senior leaders. Know someone who would be a great fit to join our team? Refer them to PNNL's [careers page](#). And shout out to [\[redacted\]](#) who celebrated his [50th anniversary](#) at PNNL last year. Among our current staff members, he has the earliest start date at PNNL and has been here the longest.



A moment in history

- Kicked off Yammer with a campaign everyone could relate to: our history
 - Month-long campaign celebrating milestones over past 60 years
- A few diehards expressed missing Whiteboard, but most adopted new platform

Community Strategy

- Started with communities that have mass appeal
 - Pets; Sports Fans; Book Lovers; Foodies
- As adoption increases, introduce and encourage tech communities
 - Mac users; AI; Cloud Computing; M365; Cyber Security
- Intention to keep communities broadly focused, especially social communities
 - e.g., no Baseball community, use Sports Fans, and create topics within community

Community
Requests are approved
by Communications
Team

Currently
85 Communities



Sports Fans

Joined

Non-Sensitive

Conversations About Files Events



Share thoughts, ideas, or updates



Discussion



Question



Praise



Poll

All conversations

Recent posts

Members • 132



Do you like sports? Would you like to talk about sports? You're in the right place!

Info

A place for sports talk! Pro, non-pro, college, kids' sports. Anything goes! You can also use this community to generate interest in forming leagues/teams/pick-up games. Join the conversation!

Pinned



Topic: Hockey

Topic: Basketball

Topic: Baseball

Topic: Racing

Communication Team – Hands On

- Provide best practices
- Host Lunch and Learns
- Lead by example
 - Ask questions
 - Tag others
 - Try to be engagers and catalysts versus observers
- Encourage leadership adoption



Communication Team – Hands Off

- Post on behalf of leaders
- Review every post or proactively monitor the platform



User Guidelines

- Treat each other with respect, even if you disagree
- Adhere to company code of conduct
- Stay on topic
- Foster a culture of inclusivity
- No promotion of personal business or personal fundraising

It's a safe place to speak freely.

Anyone can report a conversation that may violate the guidelines. Communications is notified and investigates.

Leadership Adoption

Values

Integrity
Creativity
Collaboration
Impact
Courage

- Connect Viva Engage capabilities to our values
- Collaboration
 - Communicate and share resources
 - Harness the power of united and interdisciplinary teams to discover and solve the extraordinary
 - [Leverage] diverse talent to solve problems
 - Maintain an environment where all team members are heard and valued

Leverage materials from Microsoft and SWOOP

Viva Engage Impact on Workplace Survey Results

Leadership Cares About The Welfare of Staff

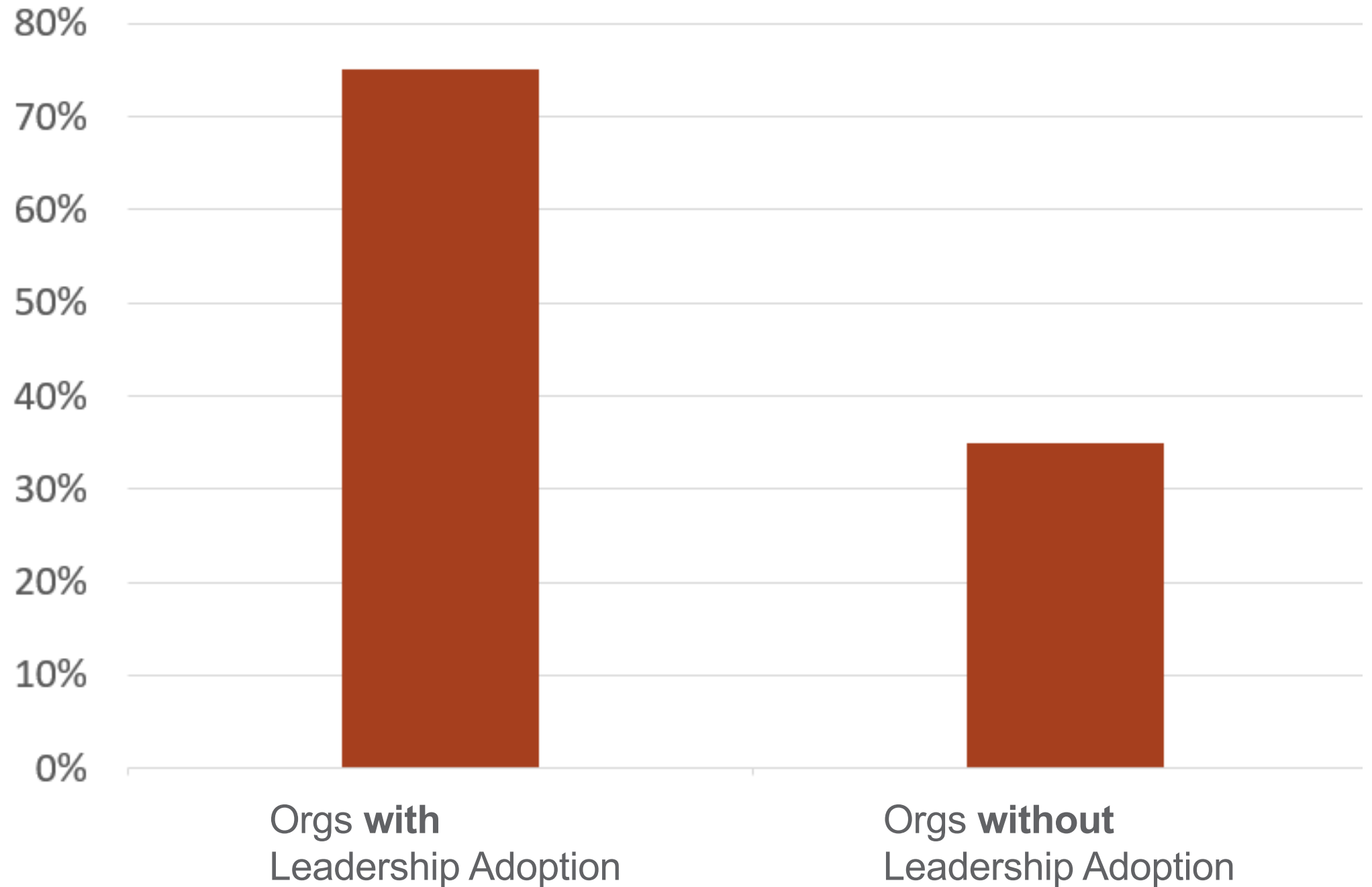
I feel I belong here

I feel connected to my colleagues

The organizations that scored the highest in these categories were organizations where the leader was using a private Viva Engage community to engage their team (2022 results)

Leadership Participation Drives Adoption

Percent of employees in organizations that are active on Viva Engage



Demonstrated Results of Leadership Engagement

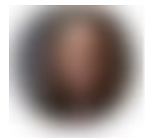


██████████ Aug 10

Hi ██████████! It's great to hear about your experience at PNNL and how Prism has helped you find community and belonging. ██████████ I believe in the power of inclusivity and diversity. I encourage all ██████████ staff members to embrace different perspectives and ideas, and I work hard to create a safe space where everyone feels valued and respected. This includes promoting allyship and providing resources for employees to educate themselves on various topics related to diversity and inclusion. ██████████



Demonstrated Results of Leadership Engagement



[Name]
Aug 28

Seen by 52 ...

The last two weekends I was able to breathe in some special sites. I experienced the sunrise at Mt. Ranier's Sunrise Point. Those views and beauty are worth waking up at 4:30 am to see the sun peak at 5:09 am.

Demonstrated Results of Leadership Engagement




Kevin [redacted] Sep 8

[redacted] thanks for sharing your story. Just goes to show there are no bad decision in life. Just different paths we follow that take us in journeys to discover our passions and have an impact. And IMPACT is definitely what you have [redacted]. Whether deployed, working at PNNL, it at home, you have impact. Thank you for your service AND the support you provide to our Veterans here at PNNL.



KEYS TO SUCCESS

A top-down view of numerous antique keys of various shapes and sizes, including skeleton keys and warded keys, scattered across a dark, textured wooden surface. The keys are made of different metals, some showing signs of rust and age. The lighting is dramatic, highlighting the textures of the wood and the metal.

Use campaigns with mass appeal to drive engagement

Make it a safe place for staff to speak freely

Get your leaders on the platform

Questions

