

Employee experience canvas

Hypothesis: we think <this experience> will have <this positive impact>

WHY?

EMPLOYEE NEED

What is the need we'll address - career consequences, status, certainty, relatedness?

EVIDENCE WE SHOULD IMPROVE

What does the data suggest we need to change?

OUR INTENT

What aspects of our culture, purpose, priorities does this serve?

BENEFIT

What is the positive impact – productivity, engagement, customer satisfaction?

IN WHAT CONTEXT?

EMPLOYEES

What types of employee will experience this?

IDEAS

What might work well for us?
What can we learn from leading practice?

HOW?

MVP

What is the smallest, easiest version of the experience we can launch?

FULL AMBITION

What could this look like when it's fully realised?

CHALLENGES AND DEPENDENCIES

What are the risks, challenges, dependencies?

SUCCESS

What evidence will tell us it's working / failing?

MAKING IT STICK

SYSTEM ADAPTATIONS

What does this mean for:

- Policies & work processes
- Tools & enablement
- Structure & space
- Development & career
- Communication & coordination