# Meet The Visier People Cloud

Healthcare organizations across the continuum of care are at a crossroads: They face a reckoning in how they manage their workforce while needing to deliver on both their financial bottom line and patients' health outcomes. Employees—clinical and non-clinical— are burned out and fed up. They want meaning from their work, flexibility, and autonomy. Industry leaders can continue to manage people the old way or find a new path forward.

Truly great patient experiences and business performances begin with truly great employee experiences. More than ever, managers and leaders must drive positive employee experiences. Yet, there are fewer HR business partners (HRBPs) and resources to provide the strong decision-making support that managers need to lead their people.

Instead, managers rely on instinct and gut feel, and even when they have access to data to guide decisions, it's often incomplete, unreliable, and misunderstood. This is why the third wave of people analytics—the **people cloud**—is critical to management and business success.

## The past and the future of people analytics

**First wave:
Pre-analytics (2000s)**

Mainly used isolated metrics to tell a story about HR activity

**Second wave:
Pre-analytics (2000s)**

HR data becomes more complex in order to answer business questions related to HR activities
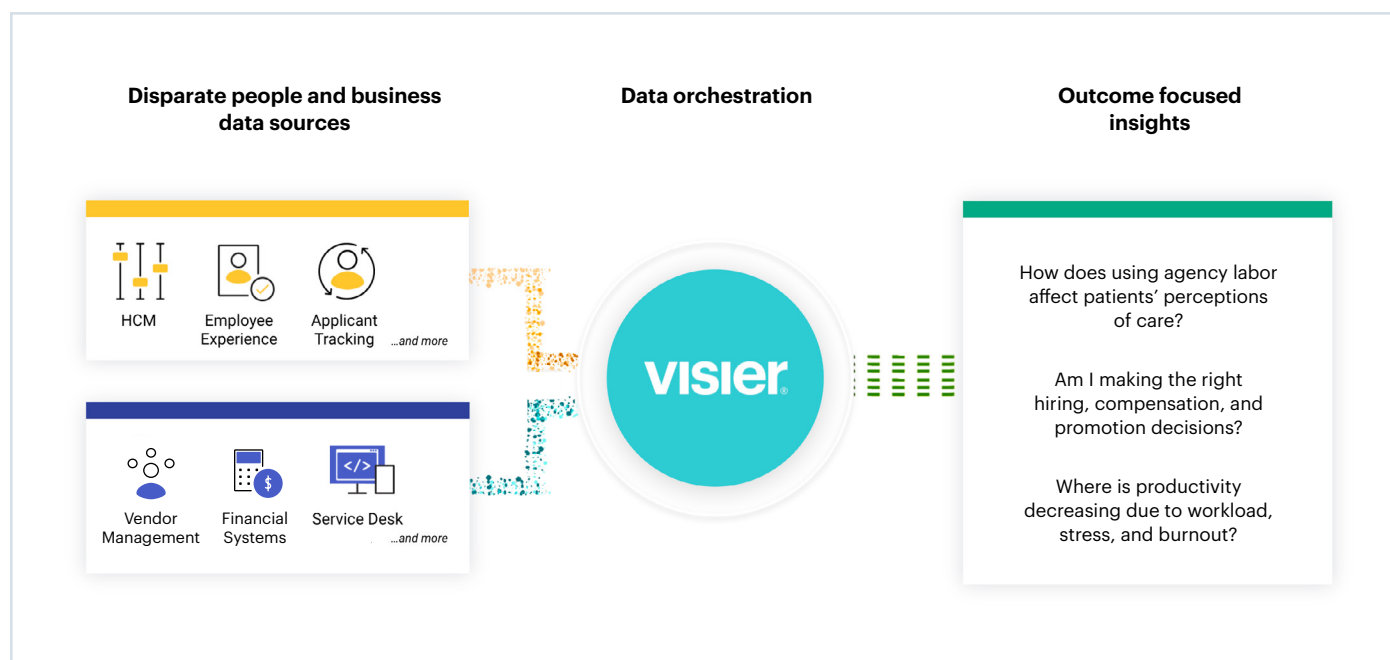
**Third wave:
People cloud
(Present and beyond)**

Organizations combine people and business data to unlock business growth and new opportunities

# How Visier People Cloud Works



## Visier People Cloud: The key to modern people management

The people cloud is about providing people managers with the insights needed to make the best decisions on behalf of both the employee and the business. This people analytics category takes people and business data sitting in disparate systems, processes it in the context of specific business problems, and puts outcome-focused insights directly in the hands of people leaders and managers.

Visier, the global leader in people analytics, is reinventing what's possible when business and people data are combined, unified, and shared alongside comparative benchmarks. This is the power of the people cloud.



[Visier] brings in business outcomes like patient safety, quality of care, and financial budgets, and marries them with workforce data so we can make better, evidence-based decisions that matter."

**Gary Russo,**
Executive Director, Workforce Intelligence at Providence

# Three essential components of Visier People Cloud

As the next wave of people analytics, the people cloud category shifts the focus from just answering questions associated with workforce activity to also managing business outcomes. Visier is uniquely built to enable organizations to:

- **Connects business outcomes to people:** Visier serves as the hub for your people and business data. This combined data helps people leaders see the impact employees have on the business, and the impact the business has on the employee.

- **Arm leaders with insights to lead:** Visier provides a fast time to value by delivering on-demand answers to HR and business leaders' most important people questions—even the ones they didn't think to ask.

- **Understand what good looks like:** Visier brings together third-party benchmarks and Visier Benchmarks—an anonymized and standardized database of over 12 million employee and organizational records—to illustrate and compare where your peers and competitors are.

# Join the people-powered future

Ten years after the introduction of the landmark Triple Aim[1], Thomas Bodenheimer and Christine Sinsky boldly questioned its feasibility[2]. They wondered, "...might there be a fourth aim—improving the work life of health care clinicians and staff—that, like the patient experience and cost reduction aims, must be achieved in order to succeed in improving population health?"

Visier wholeheartedly says, "Yes!" to Bodenheimer and Sinsky. The patient-centric aspects of the Trip Aim cannot reach their full potential without an improved health care employee experience; the future of the industry is people-powered, and dozens of Visier customers are already there.

> "We are able to predict somebody is thinking about leaving before they know that they're thinking about leaving."
>
> **Steve Rudolf,**
> System Vice President, Human Resources at Baptist Health

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1    Institute for Healthcare Improvement Triple Aim Initiative

2    From Triple to Quadruple Aim: Care of the Patient Requires Care of the Provider

## Empower your leaders with better answers:
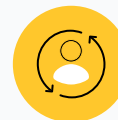
### Nursing

How could first year turnover impact our ability to meet quality-care targets next quarter?

### Patient Experience

How are the quietness scores for the hospital environment trending?

### Human Resources

What is the current state of the hiring funnel for critical positions?

### Want to learn more?

Request a personalized demo at **visier.com/demo**