visier®

WHY CHOOSE VISIER FOR HEALTHCARE

Visier People® for Healthcare is your end-to-end people analytics solution for building a people-powered enterprise. Here's how we help you see the human truth in your health system.

Visier makes hard things radically simple

Rather than embarking on a lengthy, risk-filled project to build analyses from scratch, Visier's pre-built solution requires only data onboarding and security configuration. It's designed to easily plug into your existing data and analytics fabric. When that is complete, your health system is ready to take advantage of the ready-to-use questions and analytics to improve decisions related to talent acquisition, diversity, employee attrition and retention, patient experience, and more.
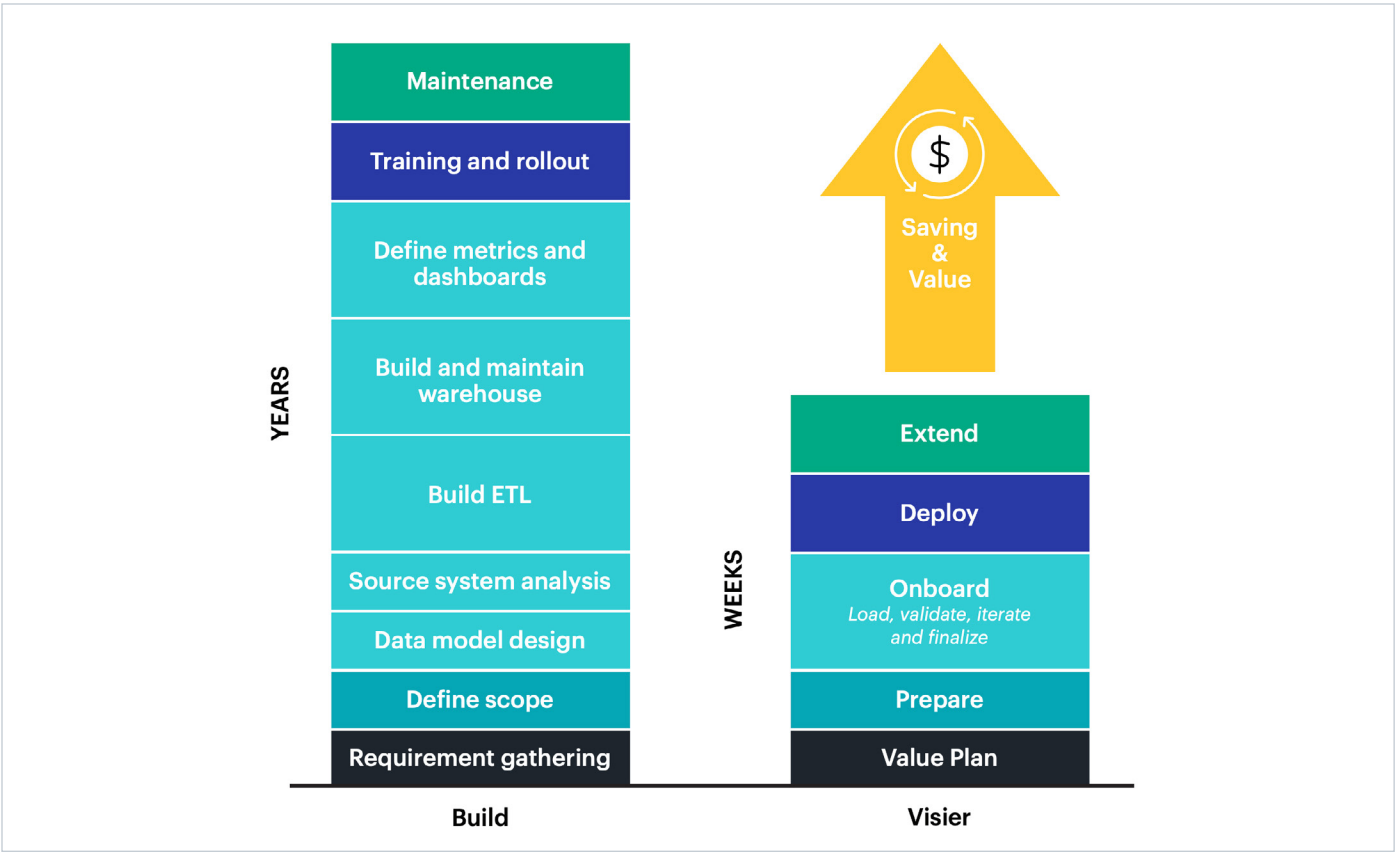
Visier's Proven ROI

Average Payback

7.5
months

—

Five-year ROI

295%
months

Source: IDC

Simplify and automate the most time consuming parts of the people analytics process

YEARS

| Maintenance |
| Training and rollout |
| Define metrics and dashboards |
| Build and maintain warehouse |
| Build ETL |
| Source system analysis |
| Data model design |
| Define scope |
| Requirement gathering |

Build

Saving & Value

WEEKS

| Extend |
| Deploy |
| Onboard *Load, validate, iterate and finalize* |
| Prepare |
| Value Plan |

Visier

Visier connects business outcomes to people

Visier is an open and extensible platform that unifies people and business data from across your organization into a single analytical model. This combined data helps people leaders see and act on the impact employees have on the business, and the impact the business has on the employee.
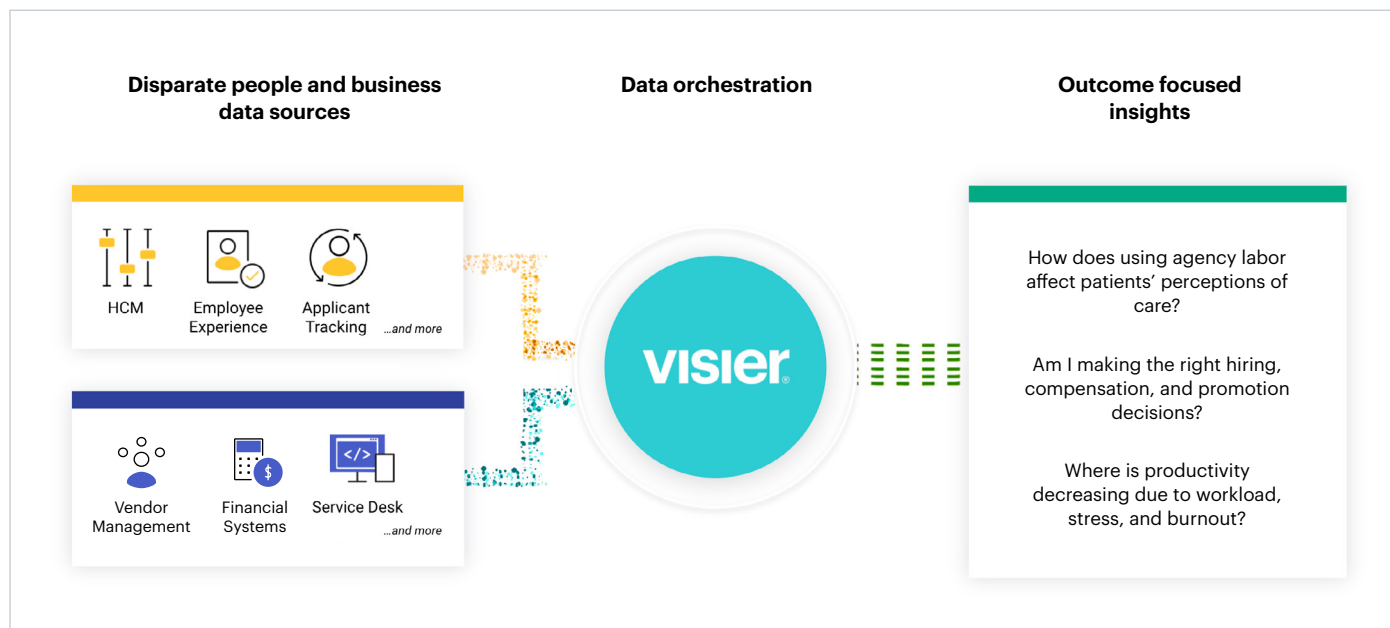
For example, clinical leaders need to keep their eyes on two things: 1) hitting quality care targets and, 2) the risks of not hitting these targets. Your people—both clinical and non-clinical—play a big part in this. Top performers and facilities help drive the team toward incentive payments for high quality care delivery, while low performers and facilities drive the team toward penalties due to readmissions, infections, and more. By bringing together data about your people and your organization from the individual level to the facility level, and across the continuum of care—you can identify the top areas where you need to take action on risk.

> "The role that Visier plays is bringing together a complete picture of workforce data in one place. There is a WOW factor for leaders when they see that whole big picture."

Not-for-profit health system with over 100,000 employees

How Visier Works

Disparate people and business data sources

HCM   Employee Experience   Applicant Tracking   ...and more

Vendor Management   Financial Systems   Service Desk   ...and more

Data orchestration

visier®

Outcome focused insights

How does using agency labor affect patients' perceptions of care?

Am I making the right hiring, compensation, and promotion decisions?

Where is productivity decreasing due to workload, stress, and burnout?

Visier arms leaders with insights to lead

One of the reasons people data initiatives fail to reach their full potential is the lack of adoption, particularly among executives and people managers. Visier's intuitive user experience plus personalized AI, metrics, and benchmarks guide users to the right questions— and the right context—so they make better, more responsible decisions.
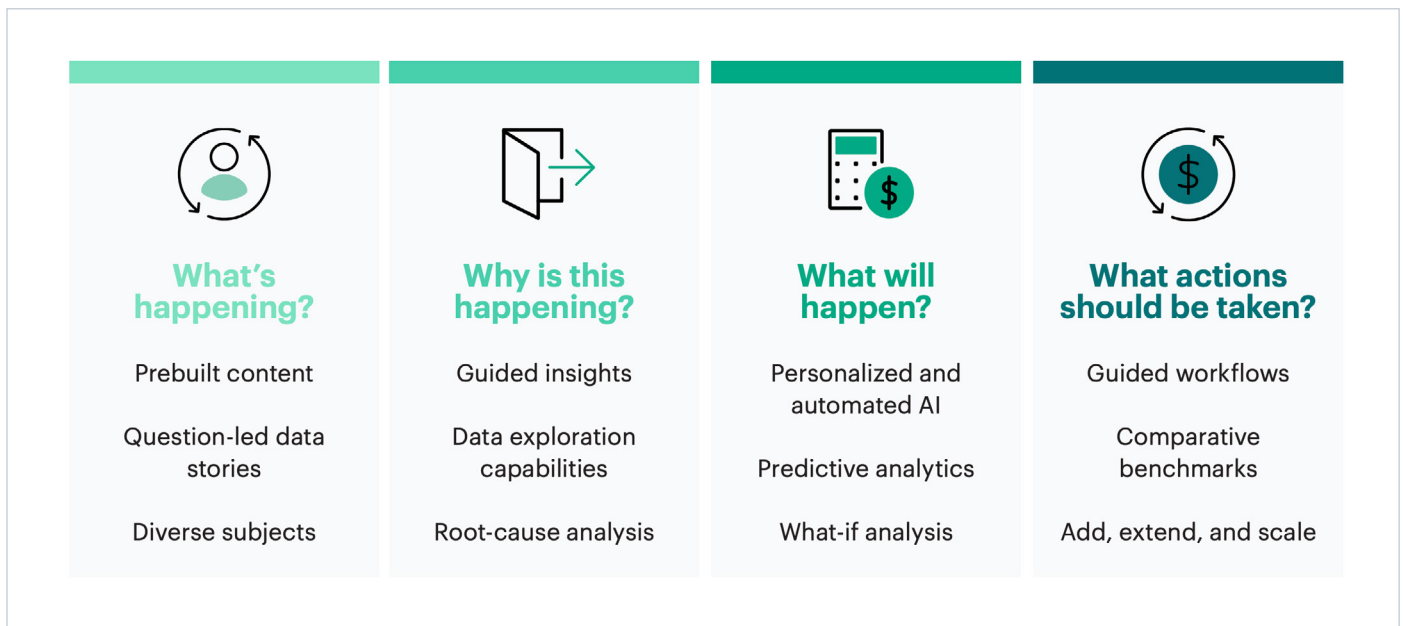
With the COVID-19 curve predominantly flattened across the U.S., many leading health systems are now pivoting back to their pre-pandemic pledges to improve workforce diversity, equity, inclusion, and belonging. For example, an organization facing a lack of representation of women in leadership roles can use Visier to identify bias in promotion and hiring activities as well as the drivers of voluntary turnover for female executives. Using that insight, managers can better understand where their units and facilities stand in terms of DEI&B, so they can make intelligent, data-informed decisions to accelerate progress.

"We are able to predict somebody is thinking about leaving before they know that they're thinking about leaving."

Baptist Health

Make better decisions with insight and foresight

What's happening?	Why is this happening?	What will happen?	What actions should be taken?
Prebuilt content	Guided insights	Personalized and automated AI	Guided workflows
Question-led data stories	Data exploration capabilities	Predictive analytics	Comparative benchmarks
Diverse subjects	Root-cause analysis	What-if analysis	Add, extend, and scale

What you get with Visier

Healthcare clients of all sizes—including 3 of the top 5 IDNs—use Visier to unify and turn data from anywhere into answers.

"Visier is a market leader when looking beyond the HR picture to business outcomes. Its people analytics platform 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."

Providence

Compare Visier to other people analytics and BI solutions:

Time, Technology, and Customization Required

● Less
◔
◑
◕
○ More

	Requirement	Visier	HCM Analytics	BI Analytic Tools
Data	Access to multiple sources	●	◑	●
	Data cleansing, standardization, and normalization	●	◔	◔
	Predefined and extensible analytic model	●	○	○
	Single, unified, historical view of people	●	◑	◑
Analytics	Guided and question-based user experience	●	◑	○
	Data visualization and reports	●	◑	●
	Ad hoc data exploration	●	◔	◔
	Internal and external benchmarking	●	○	○
	AI and predictive analytics	●	◔	◑
	Planning and analytics in one application	●	◔	○
Administration	Role-based, detailed, and aggregate security	●	◔	◔
	Open and scalable infrastructure	●	◔	◑
	Full Application lifecycle management	●	◑	◔
	Expertise and best practices to ensure rapid time to value	●	◑	○

Now is the time for Visier

As health systems rebound from pre- and post-pandemic workforce disruptions, they're faced with uncertainty about the future of people management. Forward thinking CHROs and their teams are using the Visier people cloud to combine people and business to eliminate some of the guesswork. This type of decision-making allows them to see the best their people and business can achieve together.

Want to learn more? Request a personalized demo at
visier.com/demo

After adopting Visier, interviewed companies saw a gain of the equivalent of approximately 15 full time positions, a 20% improvement. This resulted in an annual productivity based business value of $1.09M per organization.

Source: IDC

Visier is the globally recognized leader in people analytics:

2,000+
Built-in Metrics

15+ Million
Employee Records

15,000+
Customers

Organizations making trusted decisions with Visier.

CommonSpirit   Bayhealth   City of Hope   BAPTIST HEALTH   FRESENIUS MEDICAL CARE