

The value of an adaptive digital workplace for HR



 **Workspace365**

Everything simplified

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The value of an adaptive digital workplace for HR

An adaptive digital workplace has a lot of added value for HR. Not only due to the fact that as an HR department you can work faster and more easily and effectively, but also - and especially - because you can support other employees through, for example, flexible and mobile working, digital onboarding and more appropriate communication.

The benefits of an adaptive digital workplace for HR

A modern digital workplace naturally brings all applications, data, documents and information together in one environment, but it also allows employees to perform tasks within this environment. And that has a lot of advantages for HR. In the first instance, because the department itself and other departments and employees can work more productively and more easily.

A digital workplace also creates more satisfaction among employees with the tools they use and the technology they work with. As a result, HR increases the digital employee experience, which is becoming an increasingly important objective for HR managers.

Employee satisfaction

Also, not of insignificance, by providing employees with the right tools and digital resources, a digital workplace can greatly reduce stress and frustration. If designed properly, the digital workplace can optimise the user experience and well-being of employees.

One way to achieve this is by integrating tools and functionalities (discussed below) that promote social interactions, improve both the physical and mental wellbeing of your staff and encourage more social activity.



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The ideal digital workplace from an HR perspective

So, what does the ideal digital workplace look like from an HR manager's perspective? Here are the most important features and functionalities:

Simplify and unify IT

A fragmented digital workplace wastes time, effort and thought. In a well-designed digital workplace, employees find everything in one overview and with just one click. They no longer have to deal with different platforms or portals for IT, Communications and HR.

Thanks to Single Sign-On, they only have to log in once. They can also perform tasks within the workplace, such as approving expense claims and processing time and mileage records.

Workspace 365 has Micro Apps for this, but organisations can also develop or commission micro-apps themselves with Microsoft Power Apps.

Simplify processes

With a digital workplace, you can simplify work processes, for example by organising Microsoft 365 more efficiently or by extracting tasks from key processes from external systems and bringing them directly into one dashboard.

An adaptive digital workplace only shows personal and relevant content so that employees do not get lost in a forest of applications, documents and information. The workplace automatically adapts itself based on someone's role, location, device and browser.

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Supporting digital onboarding

In the 'war on talent', the importance of good onboarding is growing. A digital workplace ensures that employees are up and running quickly by making all onboarding information easily and clearly available in one environment, for example via a how-to tile with short explanatory videos.

Automatically safer working

An adaptive digital workplace automatically creates safer ways of working. Including by:

- Restricting access based on Conditional Access, which can automatically change the range of apps and information based on device type, browser or network, among other things.
- Setting up Multi-Factor Authentication, where access to apps, or the workplace itself, can be additionally secured by setting up an extra verification step, for example via a code sent to your mobile phone.

Communicate and inform

Quick and adequate communication and information is key to the Digital Employee Experience. In a digital workplace, you can integrate tools such as Microsoft Teams and Yammer, making communication even more efficient and faster.

Within Workspace 365, you can use the Announcements Centre and the Announcements tile to communicate important information directly from HR to employees.

Social functionalities

In an adaptive digital workplace, you can integrate social tools that, for example, stimulate employee engagement and optimise relationships between colleagues.

The result? More well-being among employees - and thus less staff turnover and absenteeism.





Who helps design the digital workplace?

The best approach to designing and implementing a digital workplace, as we explain in this article, is to appoint a cross-functional digital workplace team. This consists of employees who differ in terms of skills, experience, department and hierarchical position. HR obviously has an important role within this team and may eventually also take ownership of certain app groups and tools.

The communication department, which has traditionally been in charge of the intranet and can advise on the use of communication tools within the digital workplace, must also be represented. Finally, IT is of course indispensable.





About Workspace 365

At Workspace 365, we believe in simplifying the digital environment to help employees achieve their ultimate work focus. Our personalised digital workplace provides centralised access to all your necessary applications, company information, and personal documents. We integrate everything into one interface, seamlessly connecting legacy and cloud applications to enhance collaboration and create a unified digital experience. With Workspace 365, you can access your workspace from anywhere, at any time, and on any device.





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