

Sunrise People Analytics

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People Attraction, Retention & Analytics

19.09.2024



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Sunrise

The largest private telecommunications provider in Switzerland



Residential
Customers

Mobile, landline,
Internet and TV



Business
Customers

End-to-end services
and solutions

6 M Subscribers served
across Switzerland

Geographical Reach:



HQ in Zurich



Network connectivity
covers all Switzerland

Multi-brand:

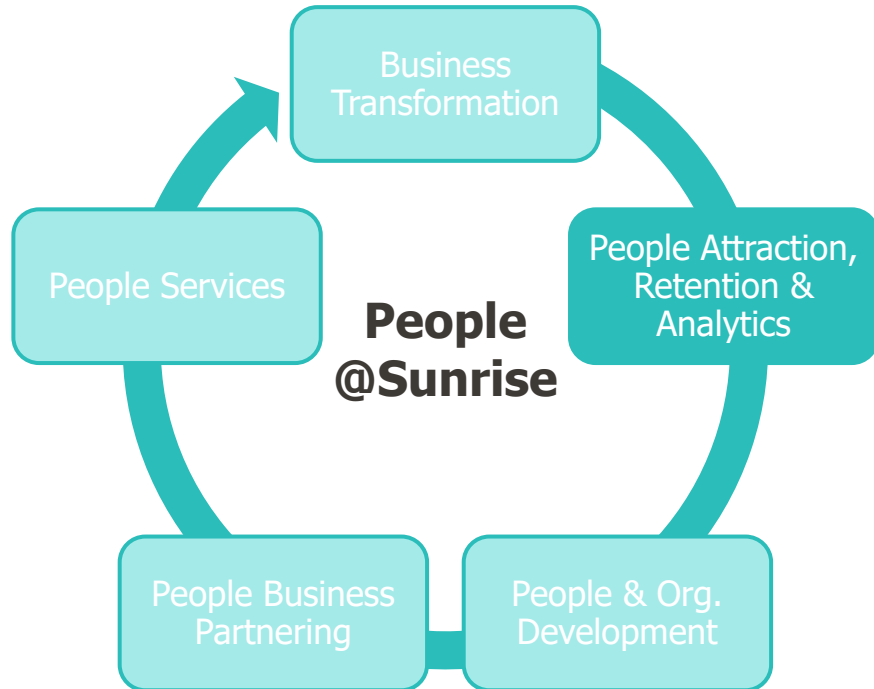


Workforce:

2,800 Employees

200 Apprentices

80 Nationalities



Seit August 2019 bei Sunrise und verantwortlich für die Kandidaten- und Mitarbeiterreise in den Bereichen

- Talent Attraction & Employer Branding,
- Compensation & Benefits,
- Employee Relations & Health Management sowie
- **People Analytics**





Identifikation von Verhaltensmustern - von 30 Millionen Datenpunkten zu Massnahmen, um die Zusammenarbeit, unsere Arbeitsweise und das Wohlbefinden zu verbessern



Context



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Employee
Survey

Innovative
Products

Leaders
Development



Cross-Company Initiative to improve **Collaboration**

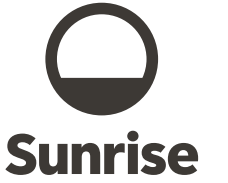
Identify behavioral patterns that can help shape actions to improve collaboration, way of working, wellbeing



Microsoft Viva



30 Million Data Points



Employee



846 employees

Data sources



Timeframe



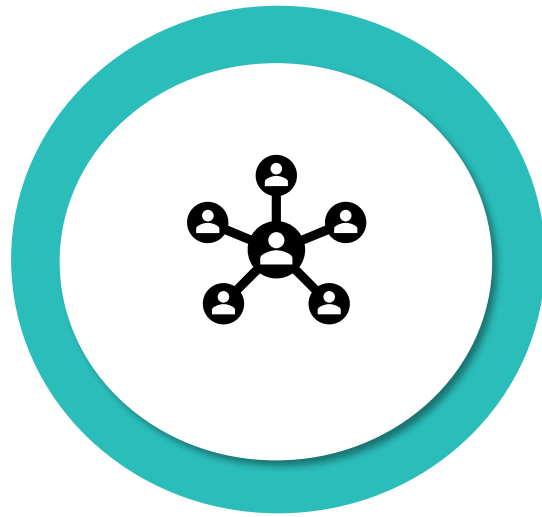
Data from **Last 12 months**

Methodology

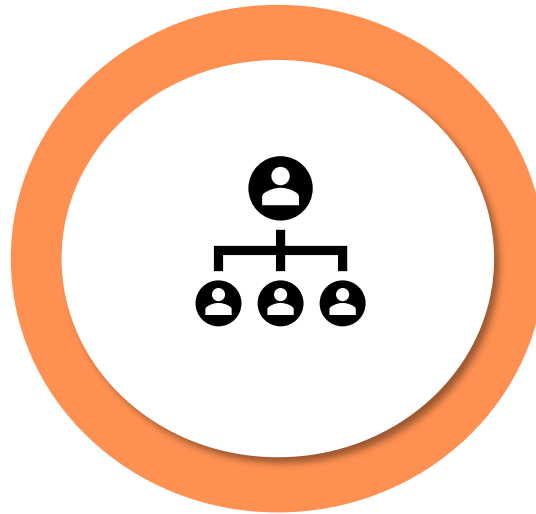


More than **50** hypothesis tested

Data Privacy due diligence



Network Size/
Collaboration



Manager – Employee
Relationship



Meeting Overload &
Effectiveness

Collaboration Network Analysis

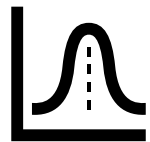
Work more on cross-units initiatives and projects



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4%

Low number of connections across different business units vs high number within the unit



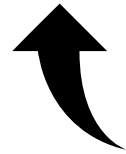
The few that have higher number of connection outside their unit, they also feel in the survey less strategic alignment

Manager – Employee Relationship

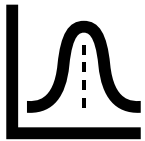
Develop Leadership in the direction of more empowerment



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High and increasing time of the 1:1 manager-team members



The more time is spent with the managers the higher the perceived workload in the survey and the lower the engagement



Meeting Overload

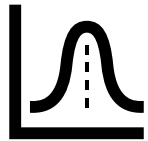
Change meeting culture to reduce the perceived workload



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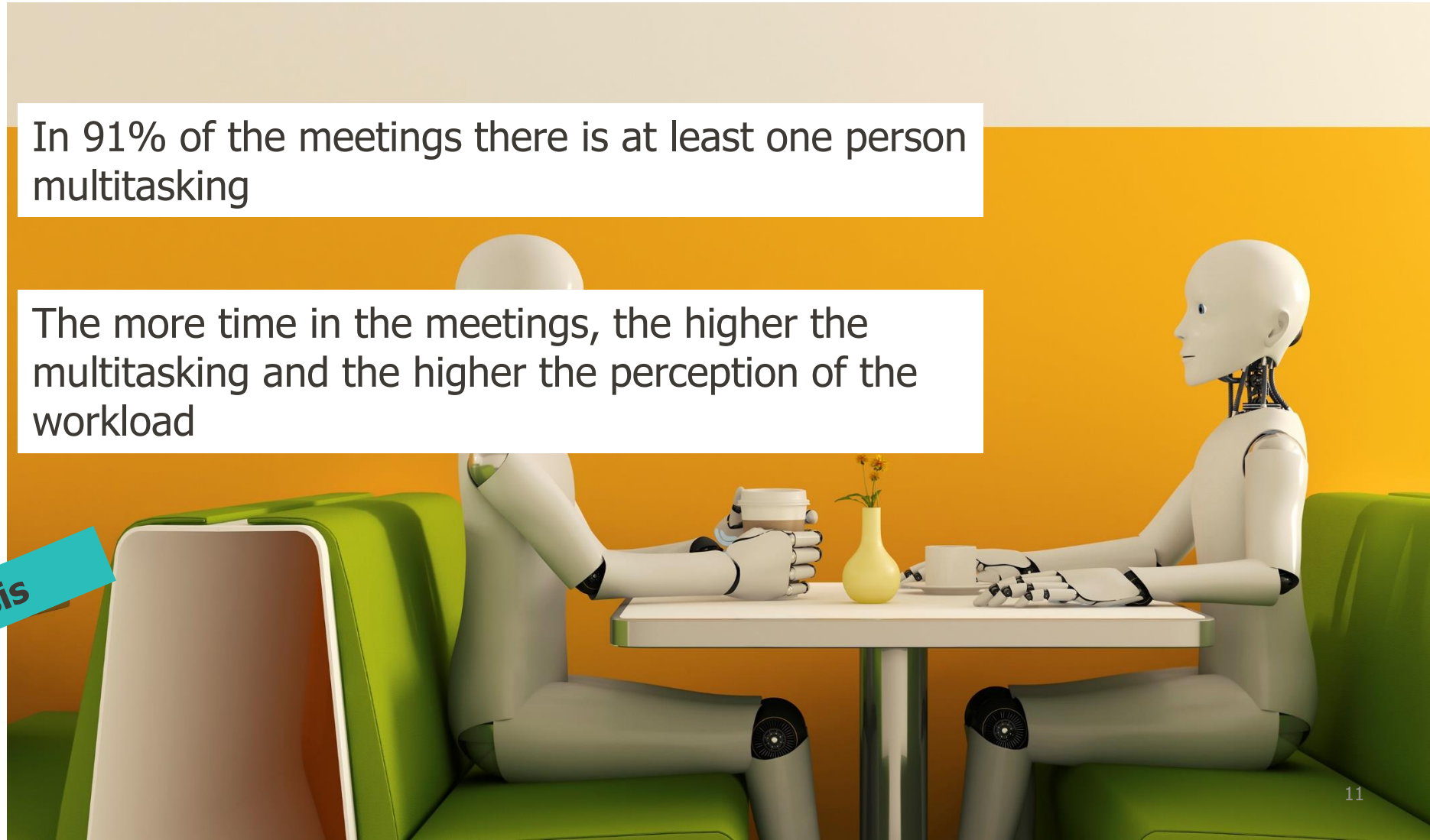
91%

In 91% of the meetings there is at least one person multitasking

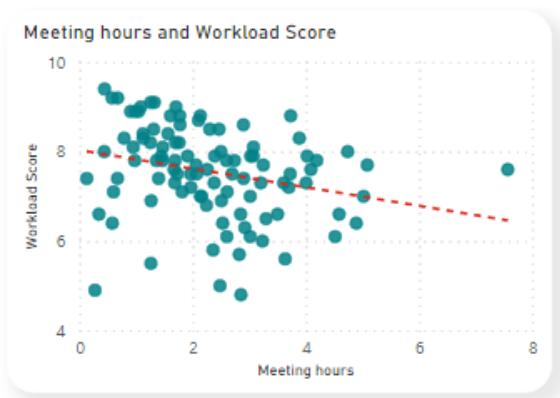
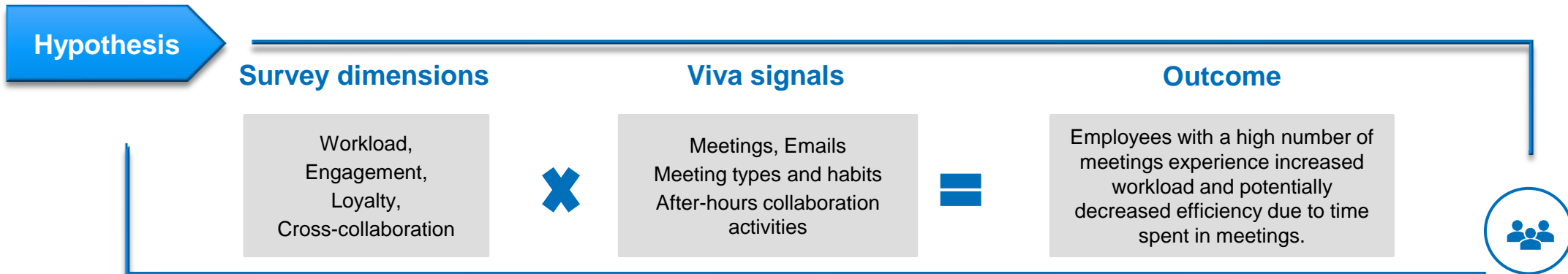


The more time in the meetings, the higher the multitasking and the higher the perception of the workload

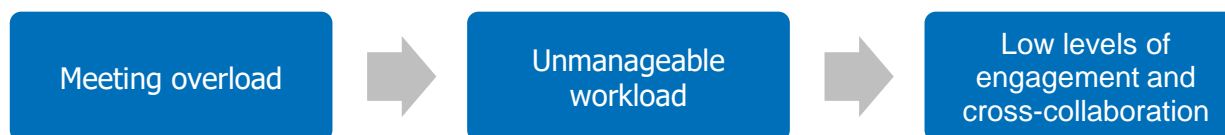
Deep dive on analysis



Meeting overload and its' impact on workload manageability



- **Meeting overload has a negative impact on the ability to handle work effectively***. When employees feel overwhelmed by too many meetings, it becomes much harder to manage their overall workload. This overload doesn't just make them less productive—it also affects how they feel about their jobs.
- When employees are swamped with too many tasks and meetings, their **engagement drops***. They become less enthusiastic and involved in their work. This overwhelming workload also **affects loyalty** levels*. Employees feeling consistently stressed and unable to manage their workload are less likely to feel committed to Sunrise.
- Cutting down on excessive meetings and finding a better balance can help improve the manageable workload perception. This, in turn, can boost their engagement, loyalty and cross collaboration across business units, creating a healthier and more productive work environment.



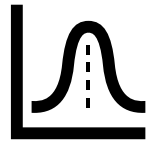
* The correlation is statistically significant.

The most powerful insight

Lead by Example is statistically proved



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It is statistically significant that all behaviors of leaders are copied by the team members.



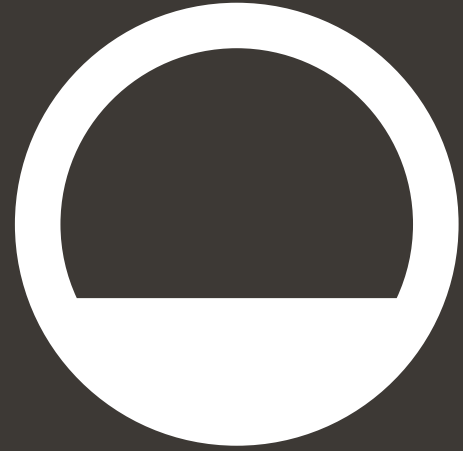




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Thank you!





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