



Voice of Employees (VoE)

the instrument for seamless communication of problems and suggestions in the workplace

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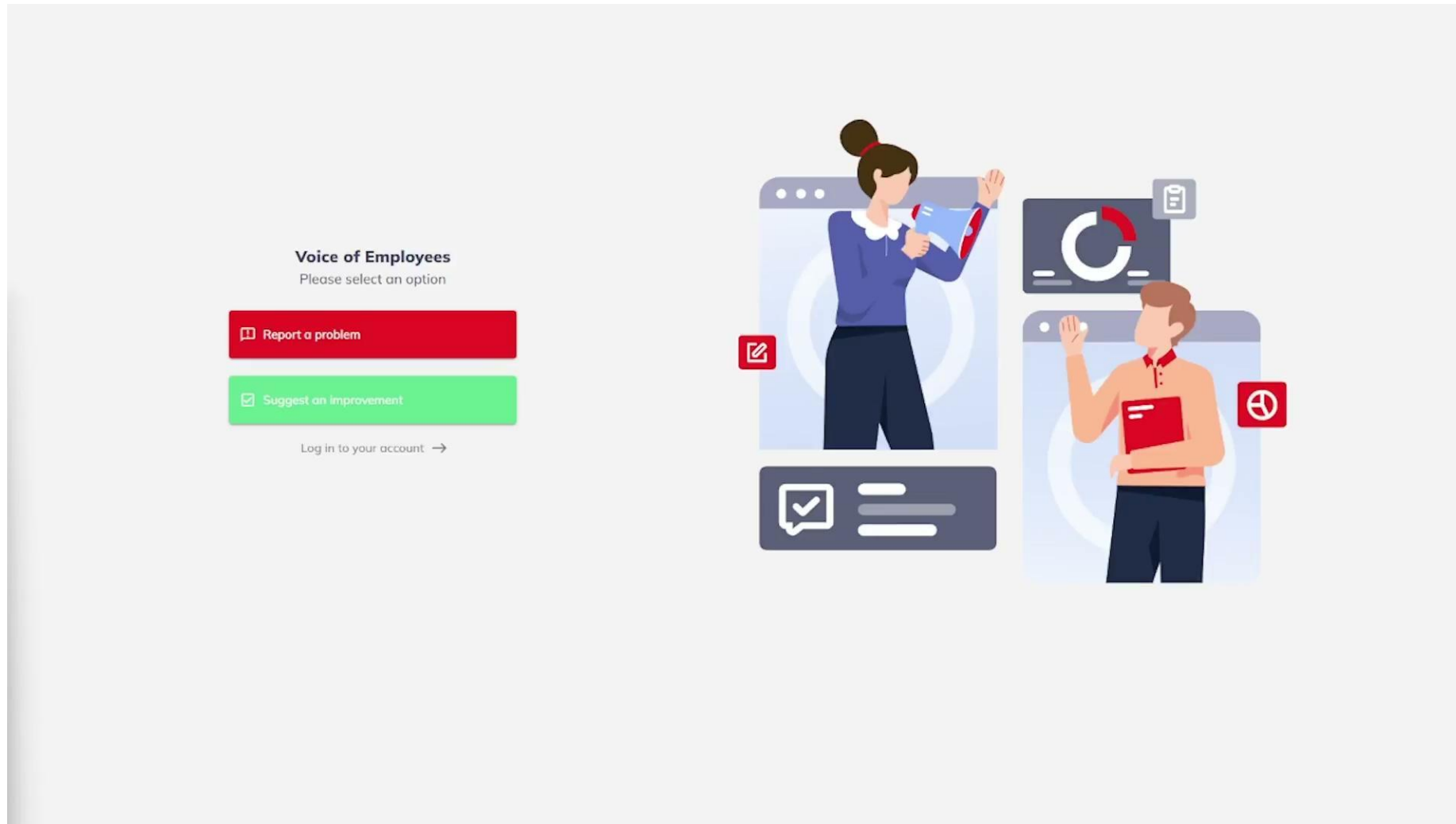


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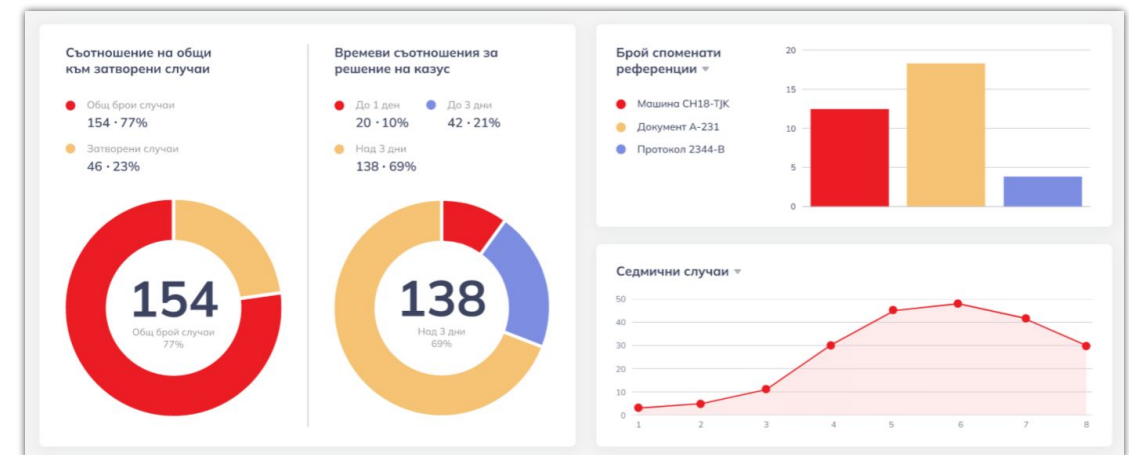
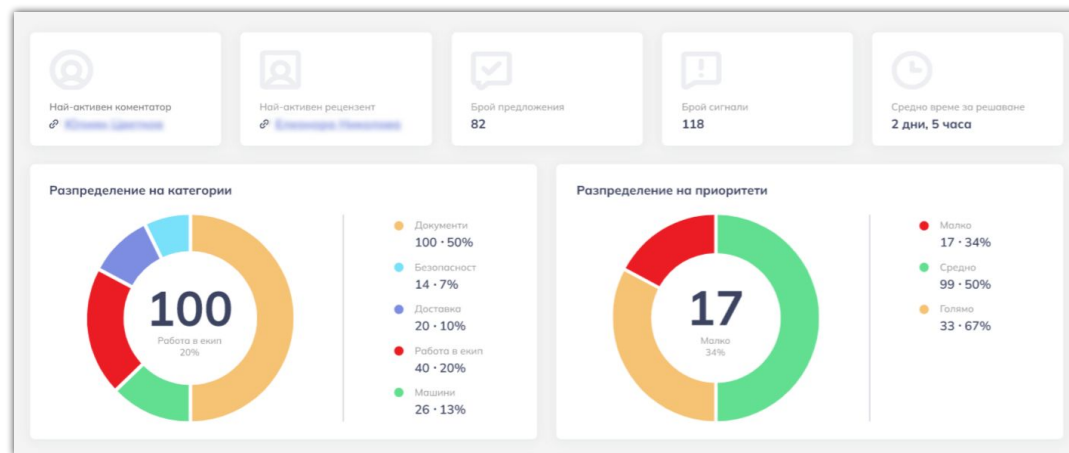
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What is VoE



Achieved Outcomes

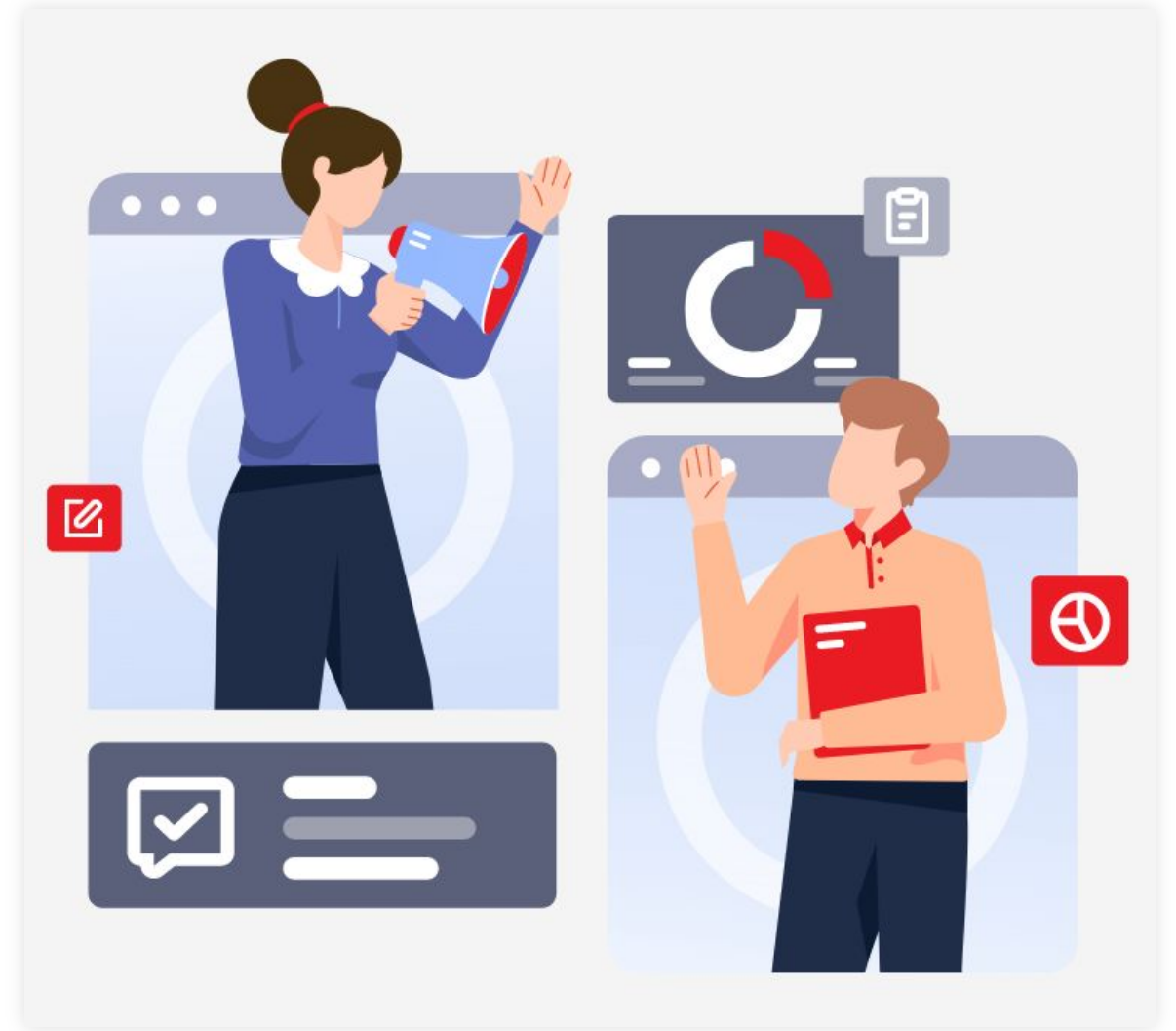
In the few months since its release, VoE has allowed many overshadowed or forgotten company matters to be brought to the attention of the responsible people. The previous pen and paper version of the system achieved a total of 44 signals by a total of 13 employees in a period of 7 months, while only 8 months since its release - VoE achieved over 250 signals by a total of 45 employees, which translates to **more than 30 signals per month**.



Impact on Culture

The openness of discussion between all different sectors of people in the company has drastically increased since the release of the system.

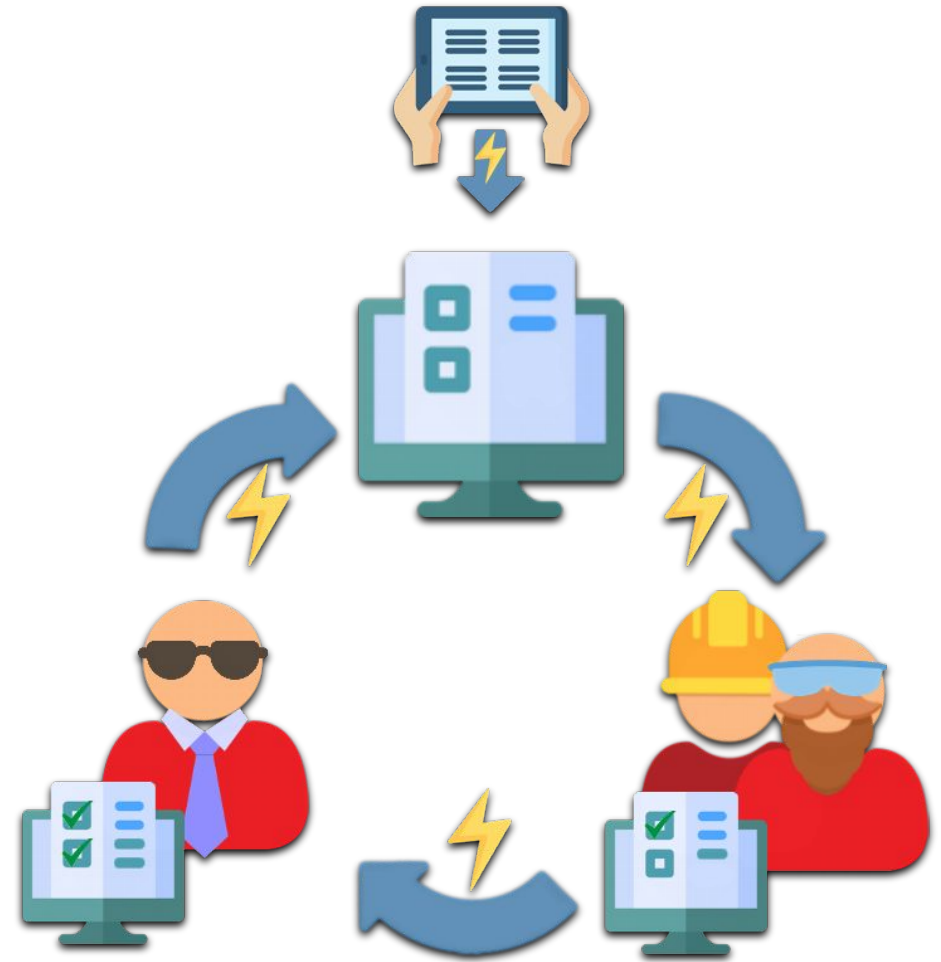
It has also allowed for people to voice opinions or suggestions with low priority which they otherwise would just leave out in order to not overwhelm others.



Impact on People

The work of the few people from the company who were previously responsible for sorting out all of the feedback has now been split from software directly towards team members with the best qualification to handle the various signals.

It has increased our employee trust and in turn their effort to voice their issues and suggestions since they actually can see the weight of their input towards the betterment of their work environment.

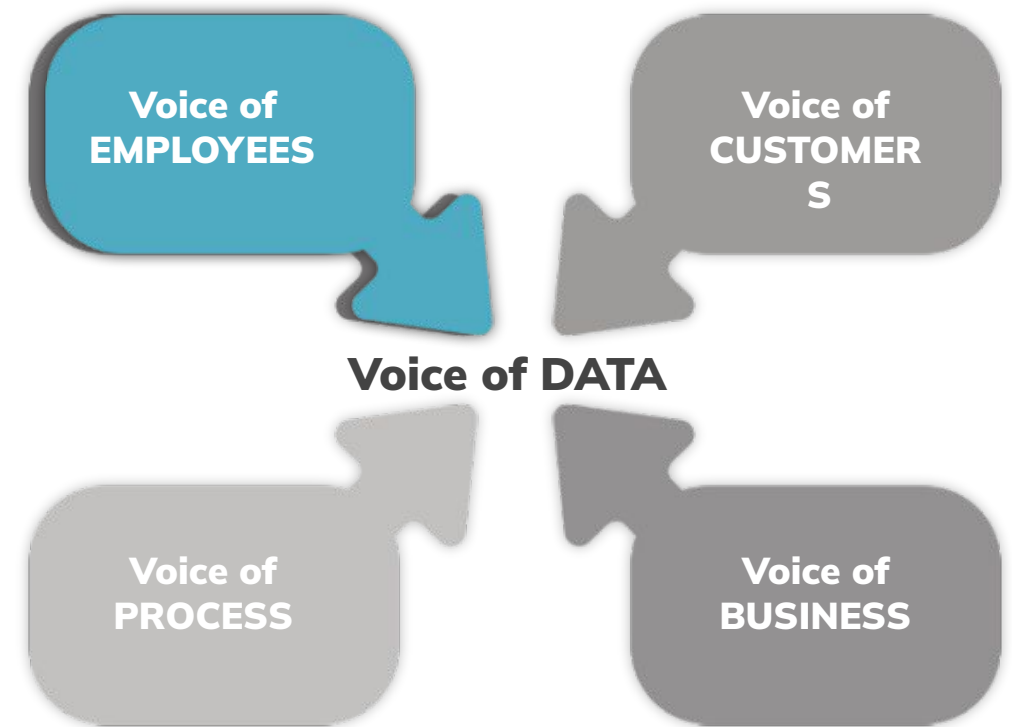


Future Direction

VoE, while being self-sufficient, is to be implemented as a part of an overarching software toolkit which we have named **Voice of Data**.

Split into 4 “voices” **Employees**, **Customer**, **Process**, and **Business** which all function as both separate software and together as boosters for each other.

The end-goal is to make a toolkit which any company can use to improve all the various voices that need to be managed and heard from every side of their work environment.

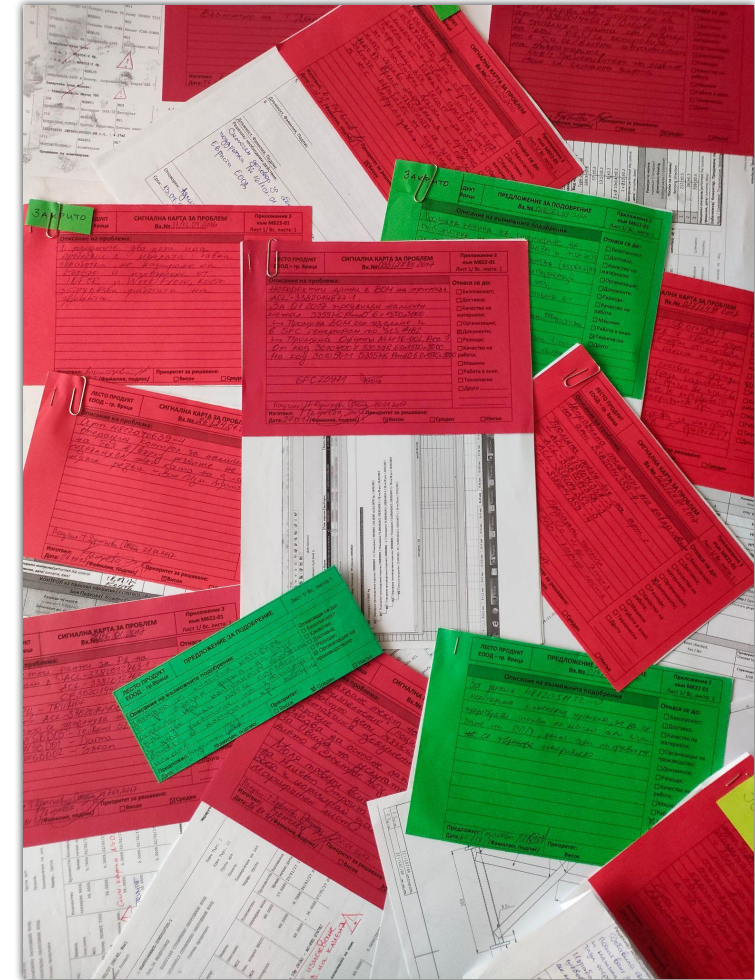


Change Management

The transition from the previous pen and paper variation to the digital was completely seamless, the people quickly learned how to utilize the system.

After the digitalization of the system - VoE has received several major updates and a lot of quality of life touch-ups inspired by the feedback received by our coworkers.

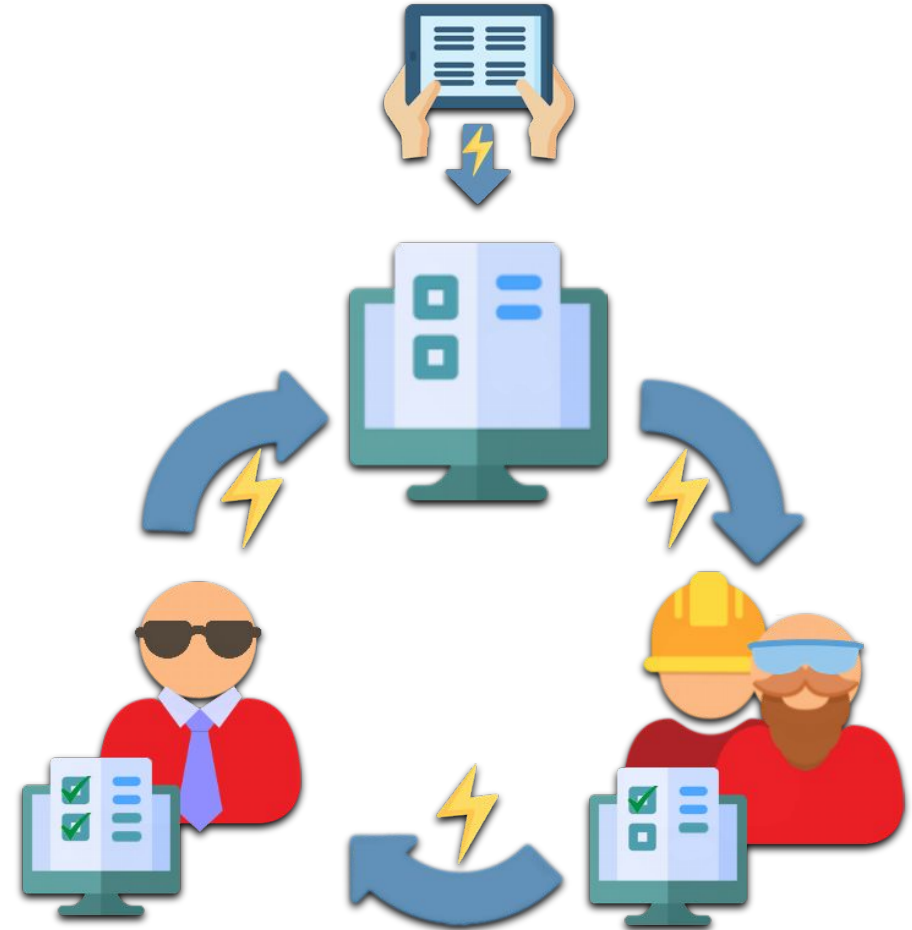
VoE turns every company in flat structure in matter of problem communication.



Execution

Signals can be sent both from mobile stations placed in the working areas and from desktop computers on the company's network.

After the signal has been sent, a discussion starts between the experts of the category it belongs to. This discussion concludes in a proposed solution to the case which then is either approved and closed or disapproved and sent back the line by a system administrator.



Management System

After an initial setup phase in which the system is filled with the various possible signal categories and all the users and their fields of expertise, the system is ready to process signals. The initial setup is the only phase requiring more difficult system management and after it is done the system is in the hands of all the previously added users.

Any further moderation of the system's signals and users is to be done by the assigned experts and administrators.

Thanks for the Attention!



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