



**Name of your organization:** Solenis, LLC

**How do you use the People Insights Platform today?**

Currently, we use the platform for employee engagement surveys (including manager culture action planning and engagement report generation) and self-service pulse surveys.

**Please share your EX Impact story. Detail your challenge, solution, and impact.**

At Solenis, we prioritize fostering employee engagement and building a strong, efficient team as key parts of our company culture. Our Annual Culture Survey plays a vital role in assessing these factors. This past year, we were thrilled to collaborate with Perceptyx for our employee engagement survey, transitioning from a smaller provider we previously used. This switch not only maintained the anonymity and confidentiality of feedback but also significantly upgraded the experience for employees and managers, thanks to Perceptyx's advanced platform.

This year, following a major acquisition, we faced the challenge of extending the survey to over 9,000 additional employees amidst numerous changes. The Perceptyx team proved to be incredibly adaptable, assisting us in merging surveys from different companies, streamlining questions, and shifting to a 5-point rating scale. We also introduced new questions about the integration and open-ended feedback to better understand employee sentiments about the recent changes.

A crucial part of our ongoing effort to enhance our workplace culture and employee experience is the Culture Action planning process. This involves every manager at Solenis actively engaging with their teams to identify ways to improve the team culture. Managers then develop and submit specific action plans aimed at positively influencing the employee experience. This important process, now facilitated by the Perceptyx platform, is compulsory for all people managers at Solenis. The platform has introduced new features that enable managers to delve deeper into their team's results and compare them with industry benchmarks.

The reporting and action planning tools provided by Perceptyx, including helpful tips for conducting reviews, have streamlined the submission process, offering reminders for uploads and follow-ups, and contributing to overall improvements. I am eagerly anticipating next year's survey and the additional advancements that our partnership with Perceptyx will bring.

**Which business outcome measures did your organization use to determine the impact on employees?**

- Increased participation rates (surveys and listening events)

**Do you have any additional KPIs/Metrics to demonstrate your impact on EX?**

Using the platform, participation increased YOY from 87% to 89%, even with the new company acquisition.