

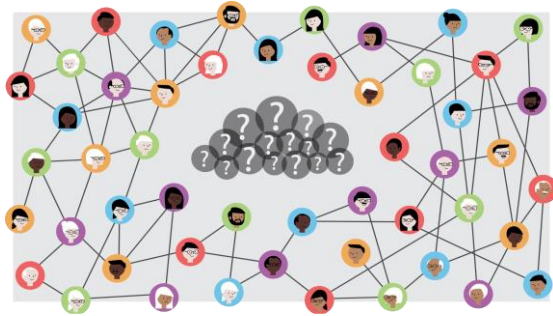


**INTRODUCING**

**FOWLAB**

# ACTIONABLE SOLUTIONS TO COMPLEX CHALLENGES

Your organisation faces challenges every day. Some of these challenges need to be solved rapidly and depend on a high level of knowledge and collaboration from your team across functions and geographies, which is a difficult undertaking in itself. So what if you could facilitate a thoughtful, extended dialogue during which



people build upon each other's ideas to reach a solution? Better still, imagine you could achieve all this rapidly, without having to fly anybody in avoiding the costs and time constraints of meetings. Jams delivers this experience, giving you access to the wisdom of the great people you have within your company, wherever they are, to produce a clear plan of action and address your challenge.

Whether it is opening up debate past the traditional boardroom barriers or to engage frontline staff on service offerings or looking for ways to reduce attrition and enhance performance, mass ideas collaboration, facilitated by Jams can and does add value to your

corporate strategy.

## WHAT JAMS CAN DO FOR YOU?

**End Result:** Address your challenge rapidly, inclusively and with a fully engaged workforce by identifying a team or company-wide solution.

**Broad Reach:** Create a shared space for your employees to collaborate in real-time with hundreds to thousands of colleagues, providing you with access to knowledge from every part of your business

**Deep Discussions:** Conduct meaningful, iterative conversations, with our expert facilitators who guide your employees toward deep discussions and encourage them to build on the ideas of others.

**Rapid Evolution:** Create a shared sense of urgency around a complex challenge, generating meaningful results with real-time sentiment analytics, quantitative, and qualitative analysis, within a timeframe that suits you.

**Unexpected Insights:** Enable employees to raise business-critical insights and explore aspirations that would not arise in traditional surveys or focus groups.

**Shared Purpose and Engagement:** Connect the people you need to solve your challenge so you can craft and implement the change effectively, while driving engagement

**Empowered Users:** Identify the natural leaders in the conversation who become champions for change when delivering the solution.

**Blueprint for Change:** We deliver a report tailored to your requirements. We can also run workshops and webinars facilitated by our Future of Work research team: we will ensure the insights captured during the Jam are not lost.



## WHAT OUR CLIENTS SAY

The PwC Next Gen Live Jam brought together some of their Millennial employees to discuss how they could improve retention of that cohort. From among the 4,000 comments generated were two key unexpected themes, the desire for global exposure and an emphasis on health and wellbeing which have since fed into recruitment and retention strategies so that efforts and investment could be carefully directed to initiatives that would have the most impact.



“Running a Jam allowed us to bring together 1,000 Millennials from across the firm. The global conversation that took place was not only inspiring in its sense of community, but was also rich with insights that we could take back into the organisation. Jam was great at delivering unexpected insights that a survey would never have touched on. At the same time, advanced analytics revealed common opinions based on how people talked about particular topics.

“The post-Jam report distilled this vast conversation into four emerging themes, each of which has helped us rethink our approach to attracting and retaining world-class talent. Overall, the Jam has allowed us to very quickly create deep insight into a complex issue, while creating engagement and a lasting sense of community among Jam participants.


Dennis Finn, (Former) Vice Chairman and Global Human Capital Leader, PwC

The Novartis Pharma HR Jam was a global conversation focused on strategy. Jammers co-created a range of solutions around the challenge of collaboration, many at low or no cost to the business.

“The function of Human Resources has never needed to be more connected as a global community than today. The intensity, energy and quality of the conversation was so contagious that I found myself being hooked to this instant and genuine "conversation" with no boundaries. And I was not alone. Many of my senior HR leaders ranked top as Jam contributors! With the professional advice and expertise of the Hot Spots Movements team, not only did we engage our HR function before and during the Jam session, but some of our top business leaders were also able to connect with HR associates over this exciting platform in order to gain immediate feedback on critical issues. It has really shown us a new way to build an inclusive and open community.



Laura McKeaveney, Head of Global Human Resources, Novartis Pharma



Lloyd's Register engaged its Energy Division population in a conversation around its change programme. Despite the number of remote locations and unconventional working patterns involved, engagement in the Jam was impressive, and the action points have gone on to form the basis for its award-winning organisational change programme.

“The Jam was an integral part our wider Global Energy Transformation (GET) change programme that reflects the increasingly global nature of our business. The Jam team worked with us to create a bespoke communication plan to engage our employees, both before and during the Jam, helping us design tailored messages that ensured the participation rate was absolutely fantastic.



“As conversations developed it was fascinating to watch the momentum build on specific topics and to see genuine collaboration and innovation of ideas across boundaries and in real-time. The Jam facilitators helped us keep the conversation threads flowing around the clock and also provided regular summaries to help people keep up with the different topics. Employees seem to have valued the opportunity to have their voice heard and the Jam has given real impetus to the whole GET change programme.

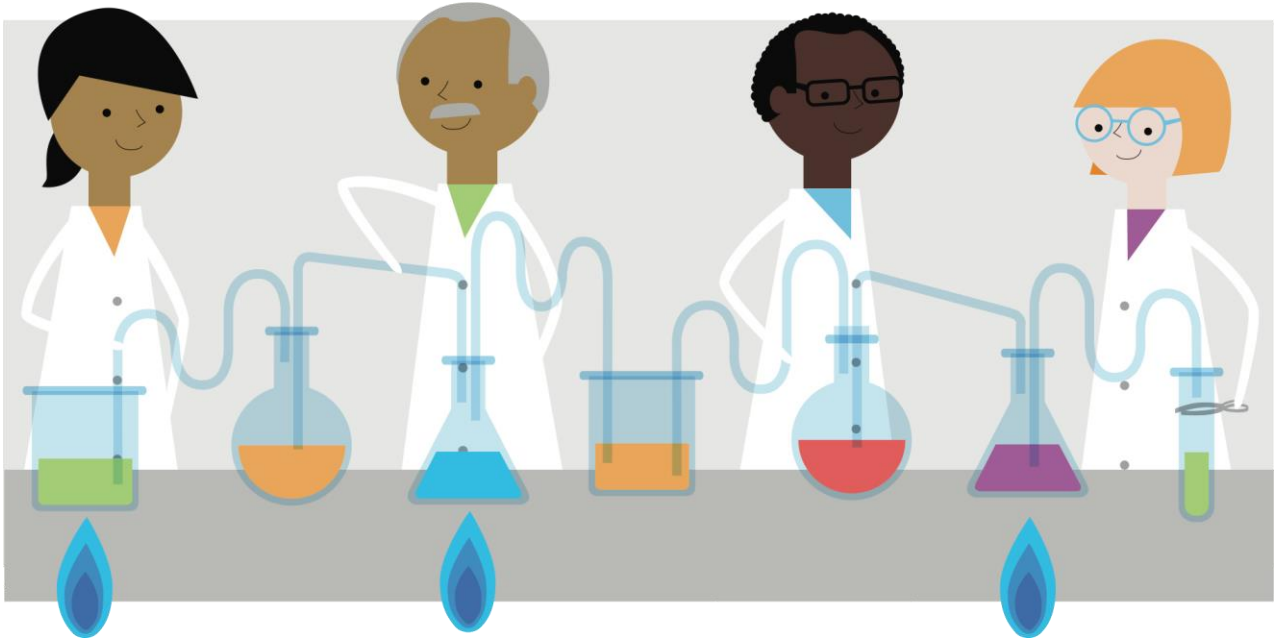
John Wishart, Energy Director, Lloyd's Register

## CONTACT US

A Jams can take just six weeks to develop, so tell us about your challenge and we can get started.

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To read more about the Future of Work Research Consortium and our Jam platform, visit our [website](#).