

9 ways to improve your employee experience with People First

To some, “employee experience” might sound like a vague buzzword, but it’s a very real concept with a direct impact on your organization’s success.

Employee experience encompasses several key factors, including:

- Levels of autonomy
- Recognition
- Opportunities for growth and career advancement
- Work environment
- Work-life balance
- Sense of community and belonging
- How employees are treated by the organization (and the wider community)
- The ability to be authentic at work – often referred to as “psychological safety”

So, how important is employee experience?

Today’s employees expect more from their workplaces; they need to feel more engaged than they did previously. Many companies have evolved into communities where employees care deeply about their employers’ ethics, values, and social responsibility.

Simply put, engaged employees are happy employees, and happy employees are more productive. Research backs this up: Deloitte found that nearly 80% of executives worldwide consider employee experience “very important” or “important.” Meanwhile, Gartner reported that only 13% of employees feel their work “fully meets” their expectations, with 46% saying their expectations aren’t being met at all.

Improving employee experience doesn’t happen overnight, but with the right tools and strategies, it’s achievable. Here are 10 ways People First can help your organization create a better employee experience:

people first

Sign in with your

ORGANISATION ACCOUNT

[Change environment](#)

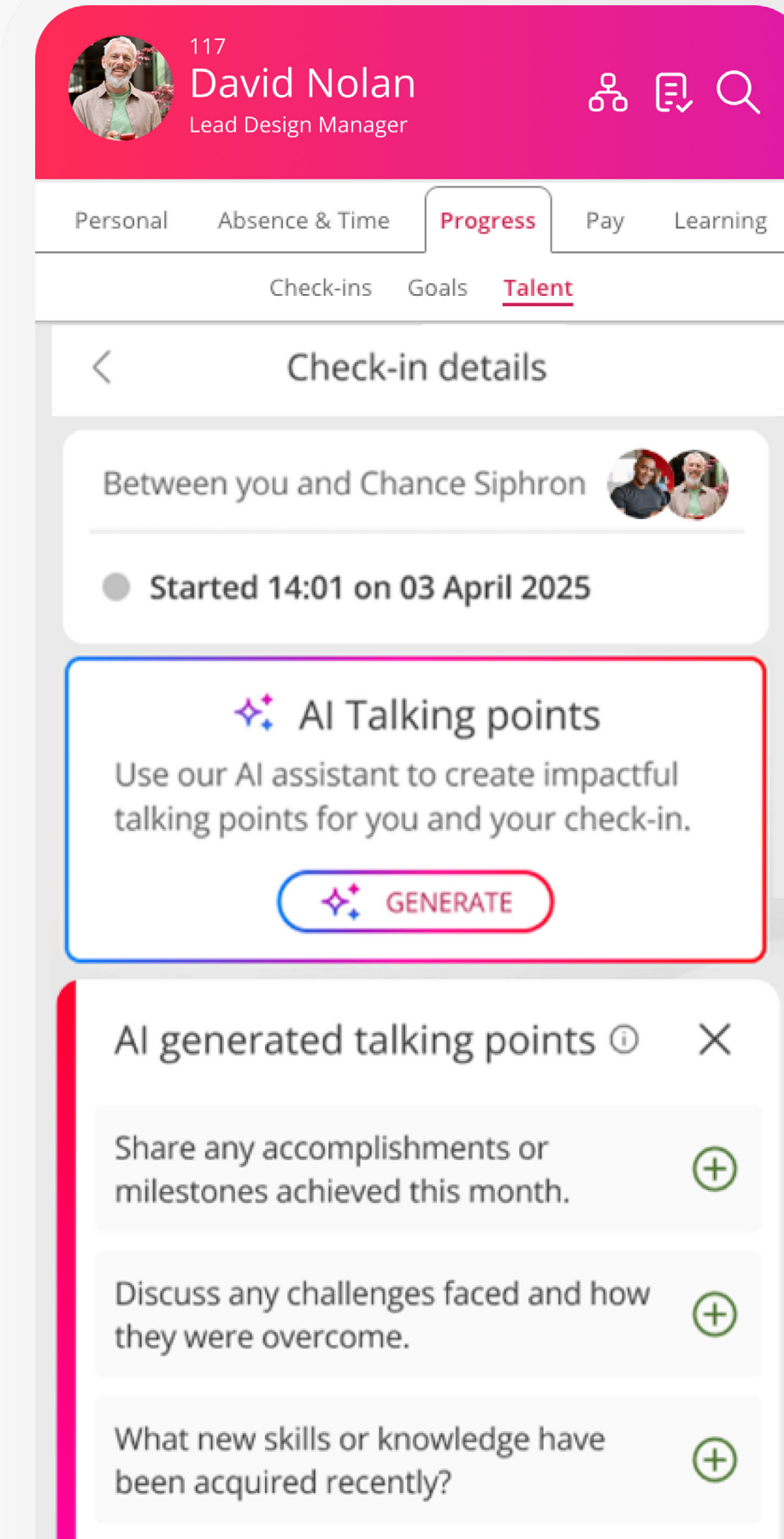


1 Hold regular check-ins

The days of annual performance reviews are over. Instead, companies are embracing shorter, more frequent check-ins to support performance management. These meetings are perfect for discussing project progress, development opportunities, and offering encouragement.

Check-ins provide employees with a platform to share concerns, discuss workloads, and collaborate on solutions. They're not "check-ups" – they're two-way conversations that foster trust and engagement.

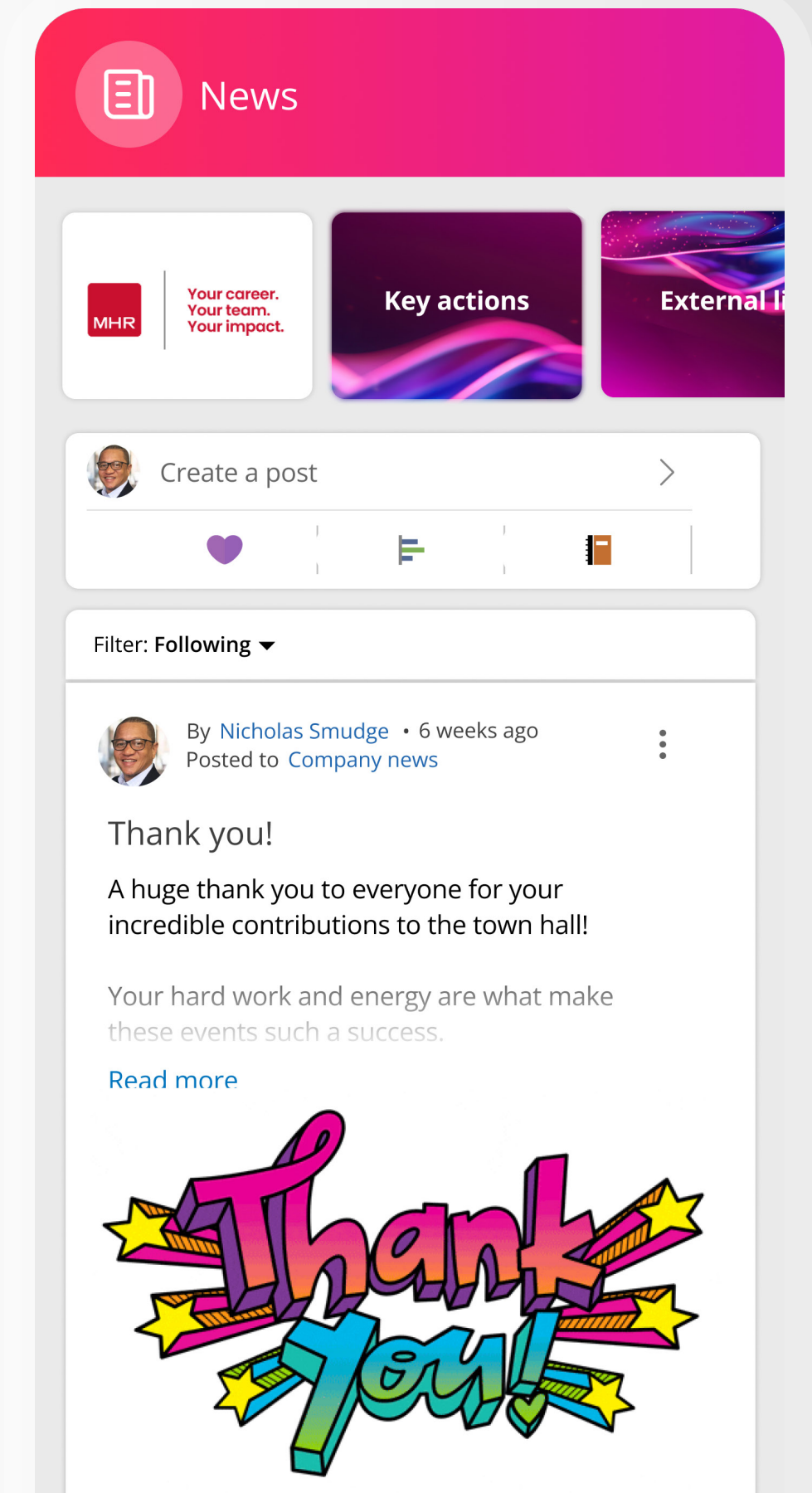
With hybrid work models becoming the norm, regular check-ins are more valuable than ever. People First makes it easy to schedule and document these interactions, while sentiment analysis provides insights into how the organization as a whole is feeling.



2 Recognize and celebrate achievements

Recognition is a powerful motivator. Beyond pay and status, employees want to feel valued for their contributions.

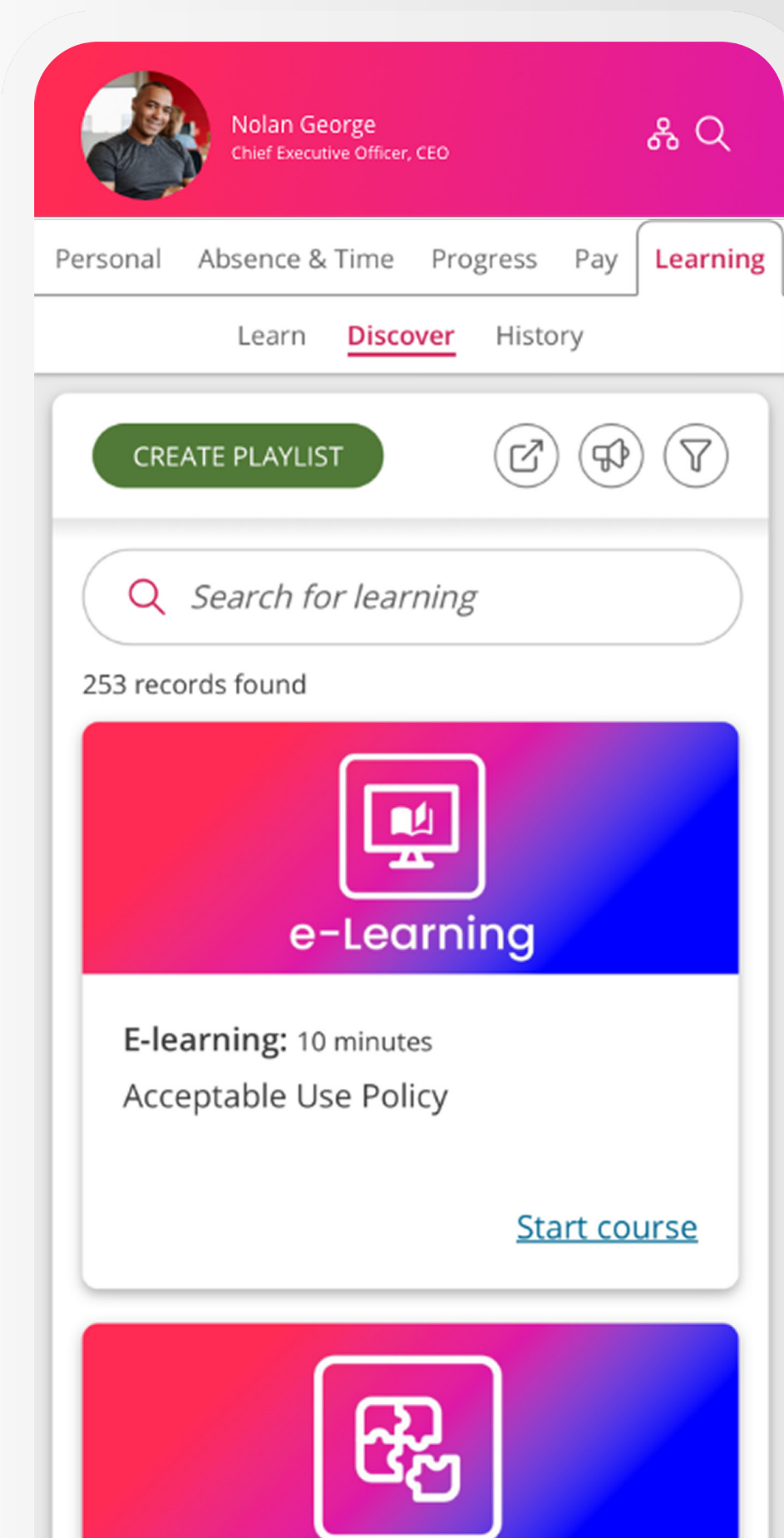
People First enables managers and colleagues to give public recognition aligned with company values. Whether it's celebrating exceptional performance or fostering a sense of togetherness across hybrid teams, recognition builds morale and encourages excellence.



3 Foster a culture of lifelong learning

Empowering employees to take charge of their own development is critical. With People First, employees can explore, register for, and even suggest training courses.

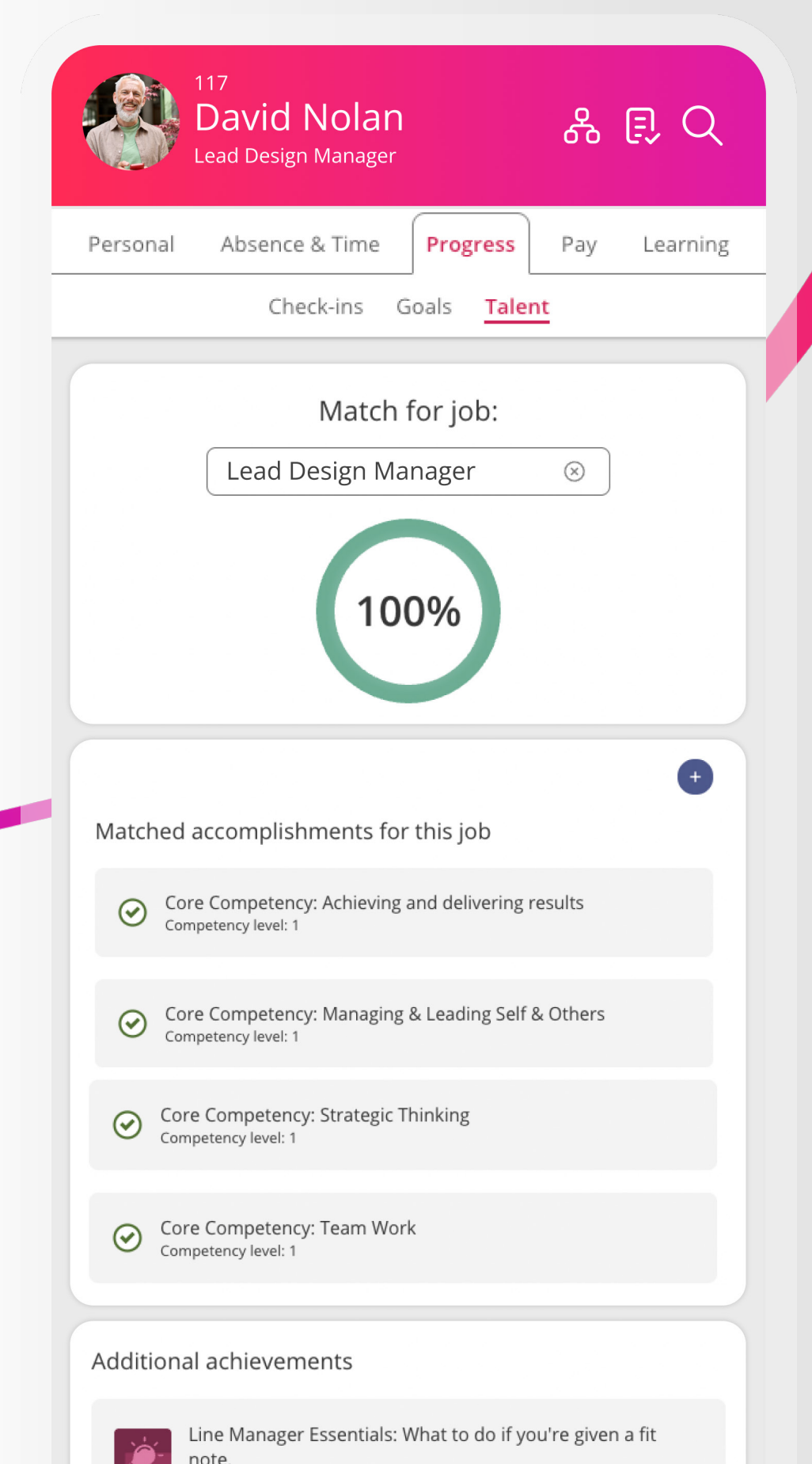
The optional People First Learning add-on integrates seamlessly, offering tools to host, manage, and track training. From pre-built content to custom eLearning modules, it's a flexible solution tailored to your organization's needs.



4 Take a cohesive approach to talent management

Effective talent management is essential for building, nurturing, and retaining top talent. People First's Match and Gap tool helps identify skills gaps, support succession planning, and promote internal growth.

Employees can set transparent goals aligned with company objectives, while managers can track progress through check-ins. This transparency fosters trust and drives performance.

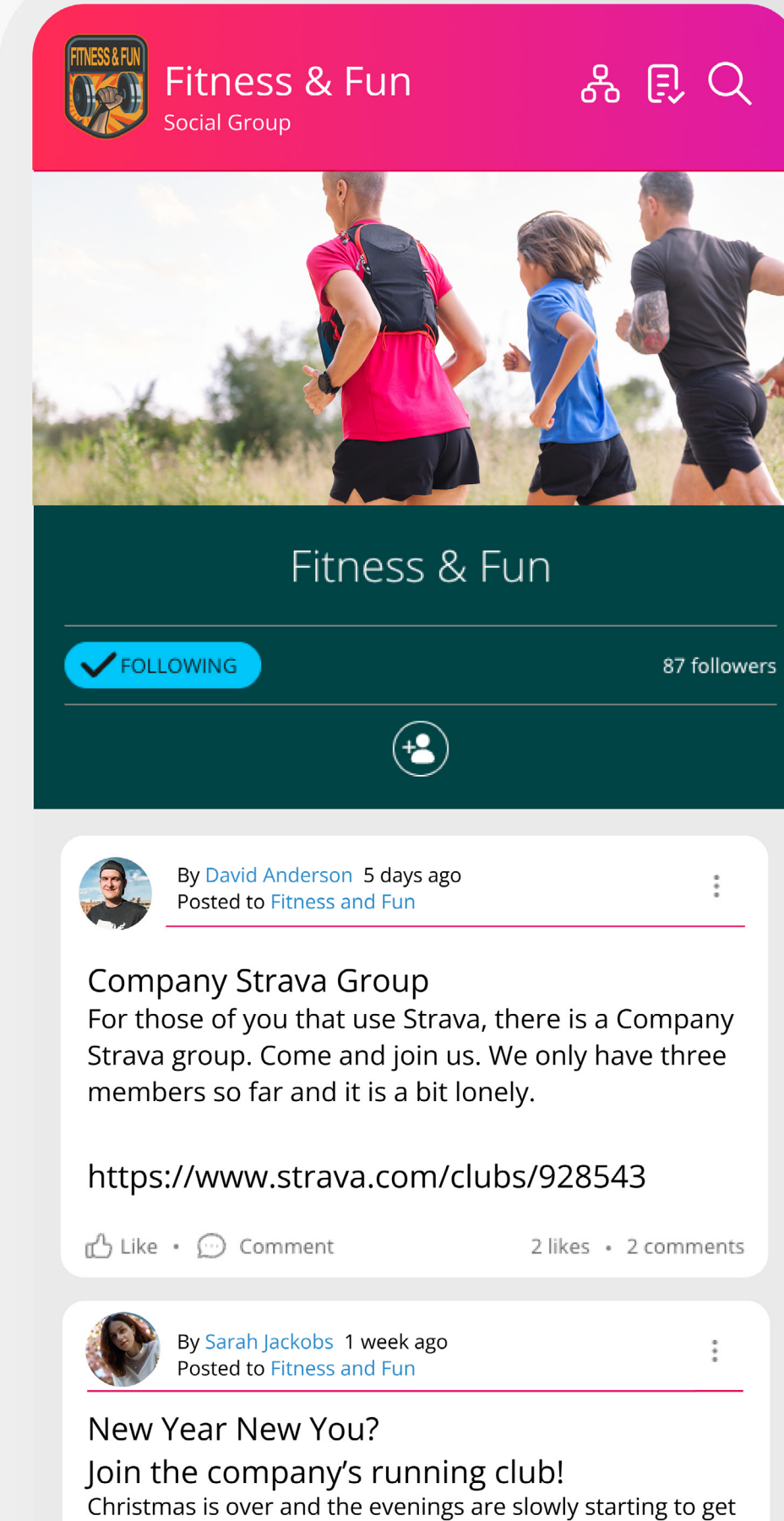


5 Streamline communication across the organization

Clear communication is the backbone of any successful business. People First offers tools to keep everyone informed and connected, including:

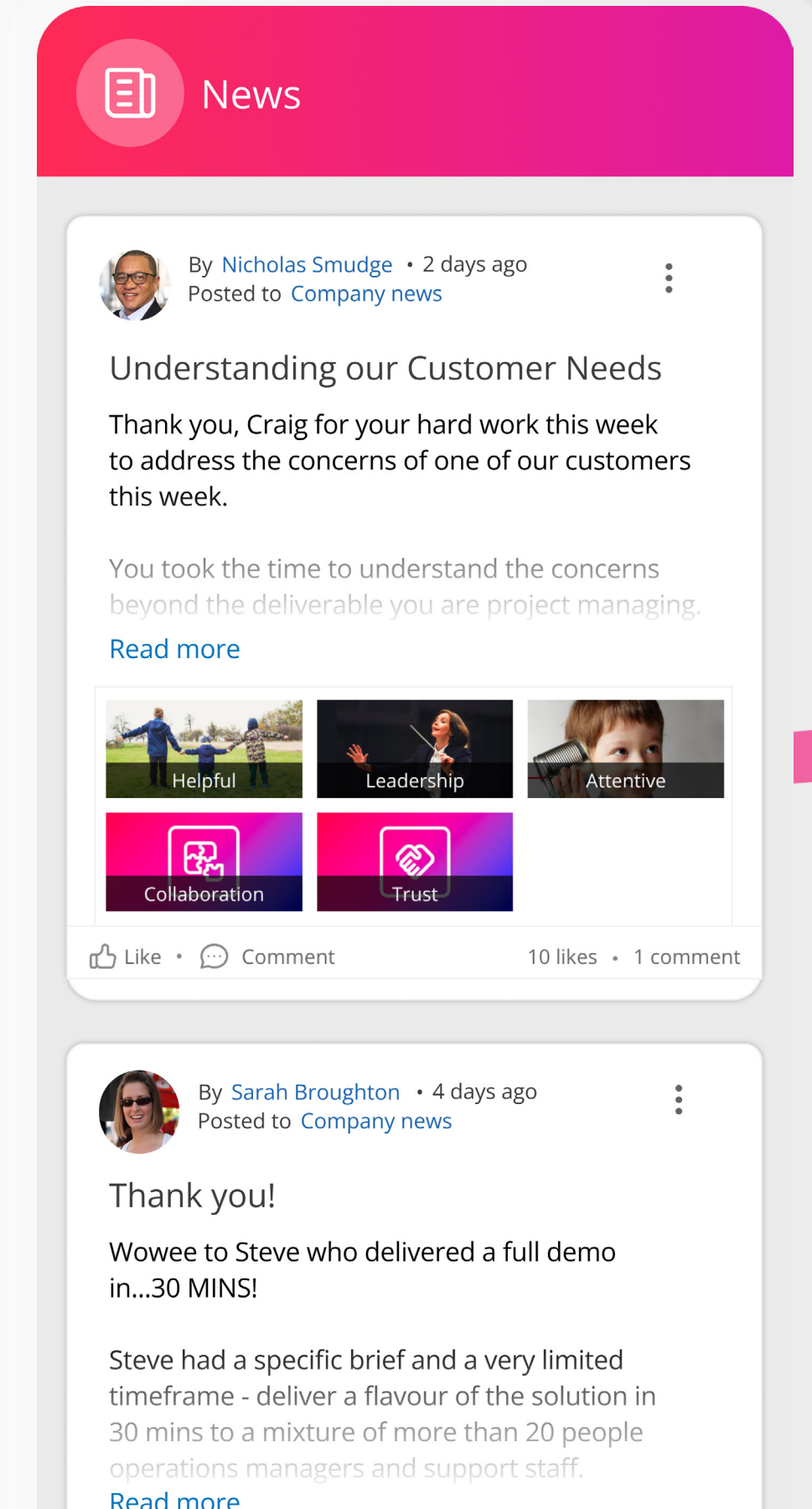
- An interactive organizational chart
- A company newsfeed
- Policy tracking and acknowledgment
- Weekly digest newsletters
- Event calendars
- Spaces for employee communities (like book clubs or interest groups)

By consolidating communication tools, People First eliminates the need for separate intranets or mass emails, saving time and resources.



6 Drive collaboration and teamwork

Collaboration sparks innovation. People First's engagement features – like social feeds, project groups, polls, and GIFs – make it easy for employees to connect and collaborate, no matter where they're located.



7 Personalize the employee experience

People want to feel seen as individuals. People First allows employees to share personal details, like hobbies or favorite movies, to build connections with colleagues.

On a practical level, employees can update their own information – from bank details to emergency contacts – saving HR teams time and effort. Customizable features, like travel info or uniform sizes, add even more personalization.

982
Marley Westervelt
Sales Manager

Personal information

Title
Miss

First name
Marley

Last name
Westervelt

Known as
Marlz

Personal reference
004391

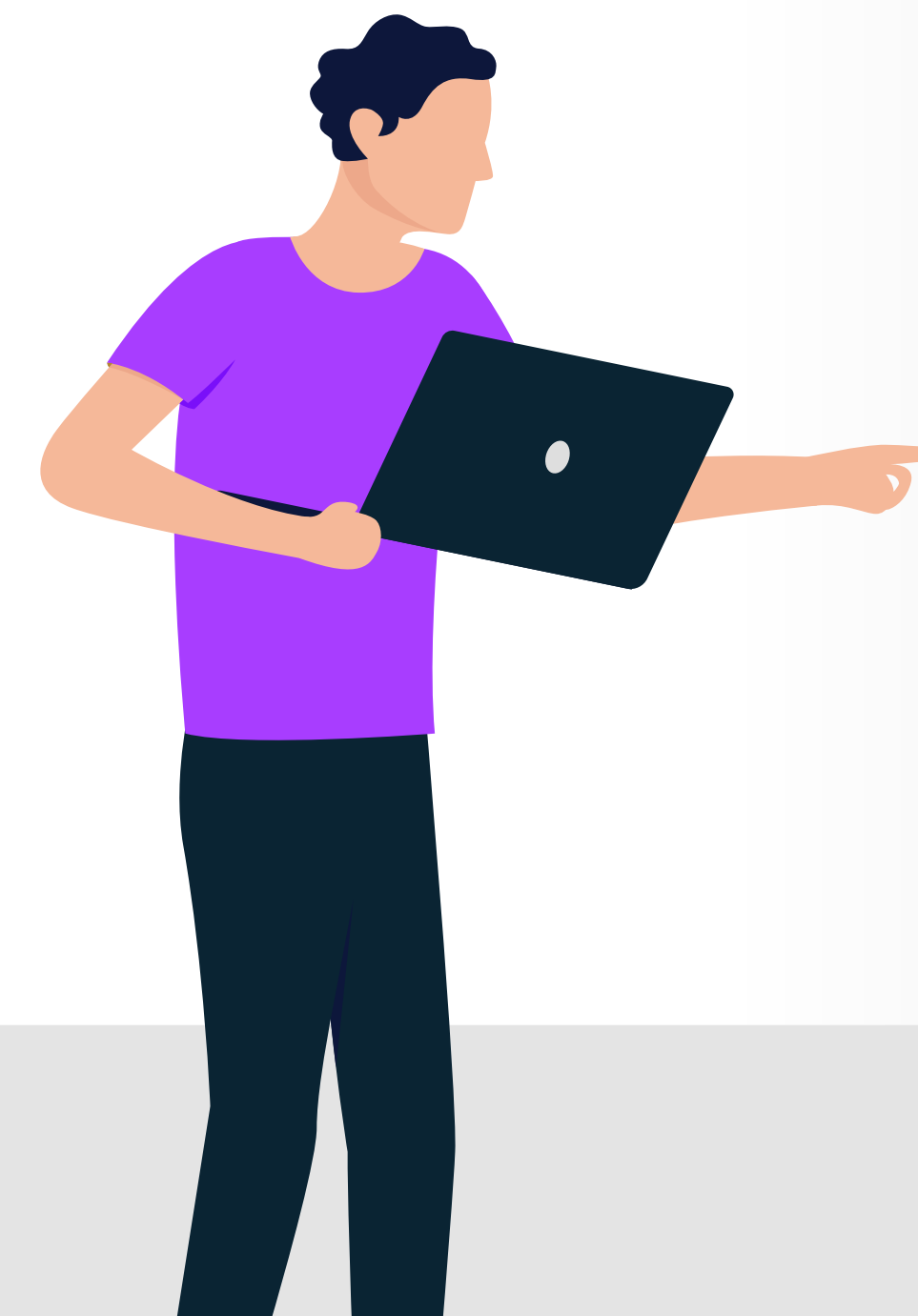
Address details

35 St Wellingborough Drive,
Nottingham,
Nottinghamshire,
NG1 1NG,
United Kingdom

Map showing Nottingham City Centre and surrounding areas.

8 Simplify workforce management

People First's Workforce Management tool aligns business needs with employee preferences. From scheduling to time tracking, it ensures accuracy and compliance while empowering employees to manage their schedules.



Nottingham Store

Overview Profile **Schedule** Calendar

July 2026

Mon	Tue	Wed	Thu	Fri	Sat	Sun
	27	28	29	30	01	02
03	04	05	06	07	08	09
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	02	03	04	05	06	

+ NEW SHIFT

11 Tuesday

> **Open shifts** 2

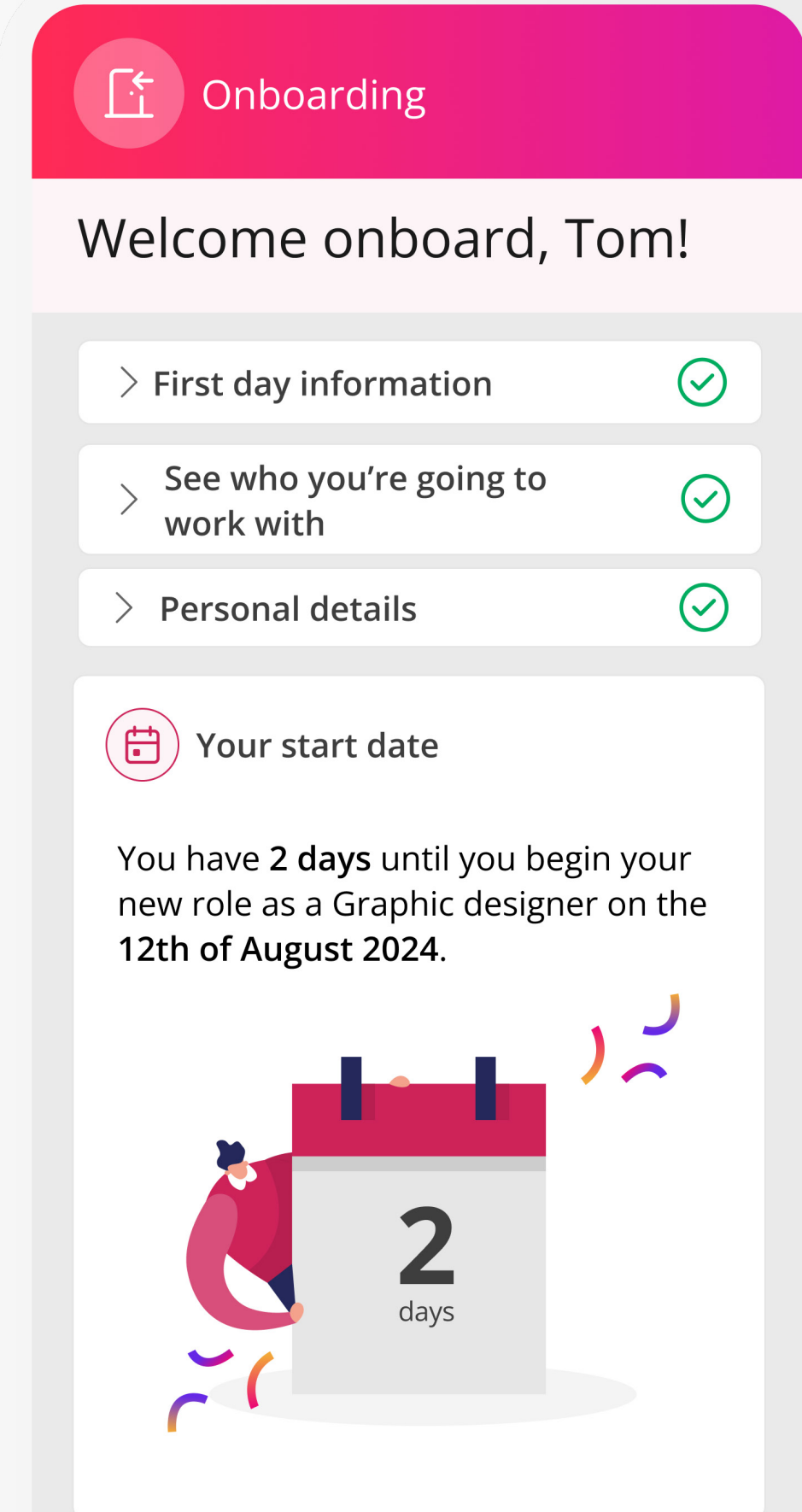
- Alice Robinson
Deputy Manager
09:30 - 17:30
8h 30 min
Customer Service Desk
- Aspen Press
Sales Assistant
09:30 - 17:30
7h 30m 30 min
Restock

9 Enhance recruitment and onboarding

First impressions matter. People First's recruitment tools streamline the hiring process, from job postings to onboarding. Features include:

- Automated scheduling for interviews
- Configurable shortlisting questions
- Candidate portals for tracking application progress

The mobile-first design ensures a seamless experience for both candidates and hiring managers.



Why employee experience matters

Investing in your people isn't just the right thing to do – it's smart business. Engaged, empowered employees are more productive, innovative, and loyal.

Ask yourself:

- 1 Are your employees motivated and engaged?
- 2 Are their achievements recognized?
- 3 Do they have opportunities to grow?
- 4 Are you communicating effectively across your organization?

Managing all these elements can be challenging, but the rewards are worth it. With People First, you'll have the tools to create a workplace where employees thrive.

Book a People First demo today and see how MHR can support your organization.

Book your demo now →