

A large iceberg floating in the ocean. The tip of the iceberg is visible above the water surface, while the much larger, jagged base is submerged underwater. The water is a deep blue, and the sky is a lighter blue. The iceberg's surface is highly textured with various ridges and crevasses.

# Employee Engagement Survey

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“What you cannot see, you cannot measure. And what you do not measure, you cannot manage.”



*Nurture wellbeing. Drive engagement. Inspire growth.*



# 1. The challenge

**Gallup found that only 35% of employees believe that their organisation's survey will result in change.**

Surveys are a chance to empower employees to feel heard. But if organisations let this feedback collect virtual dust, it can harm a trusted relationship and disrupt employee engagement. Employee surveys must move from a check-the-box exercise to a true opportunity for change.

Getting the right tools in place and collecting accurate data is the first step. What organisations do with the insights and how they are shared and implemented is just as, if not more, important.

By bringing together the strengths of Free To Grow as employee engagement specialist, and Mindset Management, OD Survey specialist, we will help you to progress from insight into your organisation's engagement gaps to meaningful action to address these gaps.



“A good employee engagement survey prevents leaders being blind to the true pulse of their people and sailing towards potential disaster.”

## 2. Key differentiators

The Free To Grow Mindset Management partnership enables you to bridge the gap between insight and action.

### 1. The option of two plans:

- Foundation plan includes a once-off baseline survey or annual 'health check'.
- Premium plan includes a baseline survey as well as unlimited pulse surveys to regularly track change on specific focus areas over 12 months.

2. **Scientific validation** brings you the benefit of benchmarking. Access your survey results and data-driven insights in the analytics dashboard the moment you close the survey.

3. **Flexibility to customise** as required, this includes the selection of demographics to align to your specific needs.

4. **Expand the scope:** You have the option of including validated questions on diversity and inclusion or employee wellbeing.

5. **Multiple delivery options** to ensure you reach all employees: email (pc and mobile), shared kiosks, paper-based, or upload unique survey links to apps.

6. **Drive engagement holistically** through our range of Employee Engagement programmes that support you in shaping leadership behaviour as well as bringing employees on board:

- **LeadQ®** to equip leaders with skills and tools to significantly improve the weak drivers of engagement in a short space of time.
- **WorkQ®** to enhance and strengthen the emotional connection employees have with the organisation, create a shared vision and significantly increase their willingness to contribute to the success of the organisation.



**LINK: More on our Engagement offering**

“ You don't fatten a pig by continuously weighing it. ”



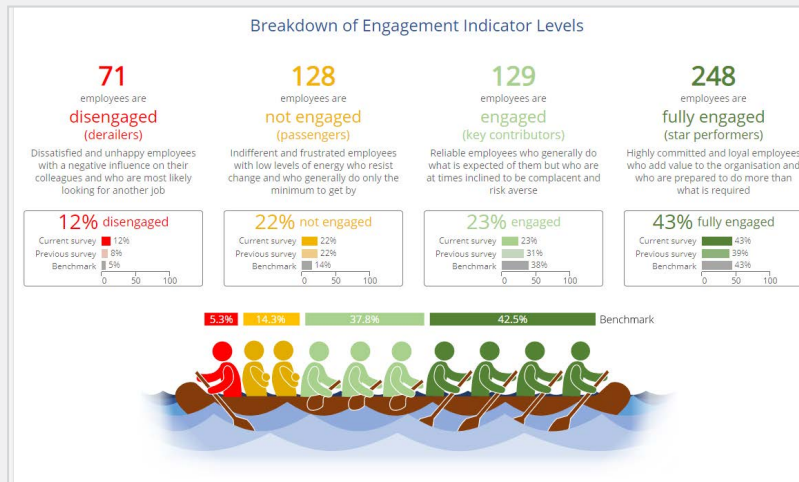
### Optional value-adding services

- Branded video communicating the need and details with your employees in a fresh and engaging way.
- Briefing and survey completion sessions to create buy-in and assist staff with low literacy levels to complete the survey.
- Objective, in-depth analysis and interpretation of key trends.
- Feedback to senior management to help identify quick wins and appropriate actions.
- Feedback to staff, ensuring objective, constructive and clear communication.
- Individual or group coaching to support leaders with action plans and progress reviews.



## 1. The level of engagement

To what extent are your people on board? Our survey will show exactly how many people are fully engaged, engaged and not engaged, and how they are distributed across demographics in the organisation that are important to you.



## 2. The Indicators of Engagement

We use two indicators of engagement:

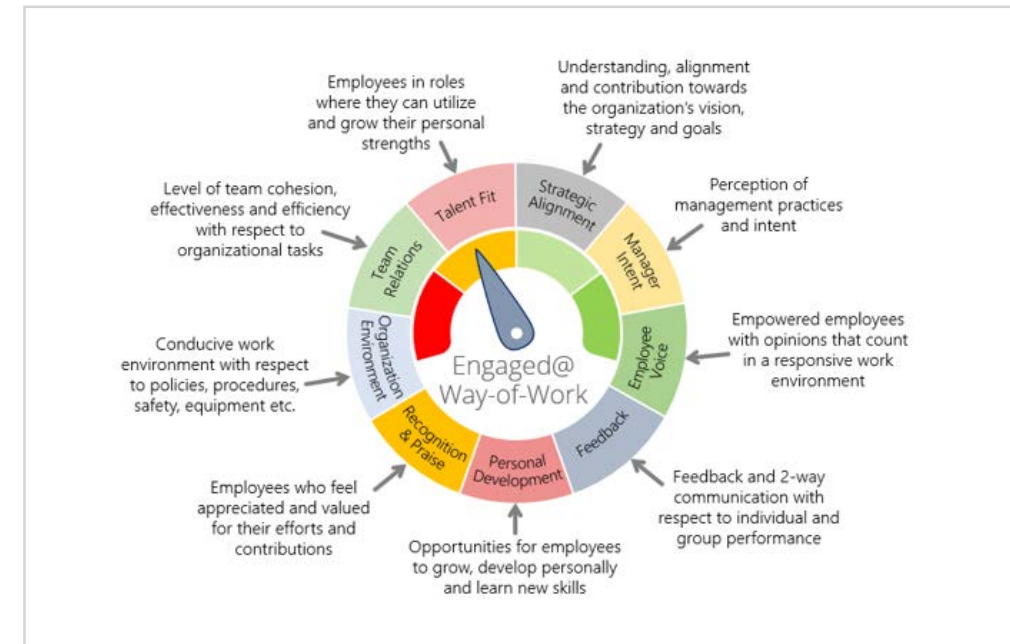
**Indicator #1 Commitment:** the employees' commitment to the organisation, its leadership and its values; and

**Indicator #2 Willingness:** their willingness to go above and beyond what is expected of them (discretionary effort) to help the organisation meet its objective.



## 3. The Drivers of Engagement

Employee feedback is measured in nine scientifically researched dimensions or drivers – covering from strategic-level insights to management practices and talent fit on an individual employee level.

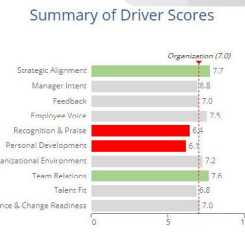
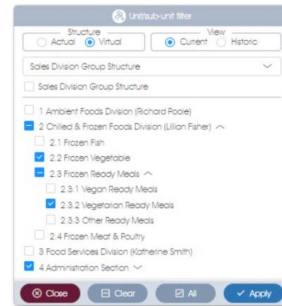
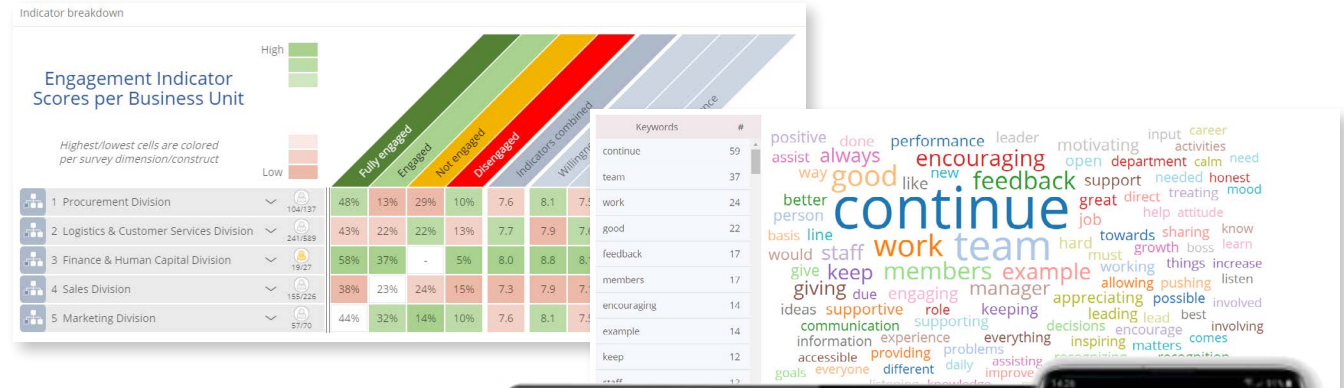


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# 4. Advanced, real-time analytics

## Understand the trends in employee engagement from the biggest picture to the smallest detail:

- Track survey responses and participation in real-time.
- Provide managers with access to view their survey results at business unit/team level, or create as many PDF reports as required.
- Use the advanced analytics dashboard to segment, filter, and analyze employee feedback across business units and demographics.
- Deep-dive into the survey results by setting filters for any combination of demographics, business units and engagement levels, e.g. all Male respondents in the 21 - 26 age group (demographics) who work in either the Finance or Marketing departments (business units) and who fall in the Disengaged group (engagement level).
- Compare and track progress against benchmark data and over time against previous surveys.
- Provide all participants who have completed the survey online with personalised engagement reports based on their confidential survey responses.



[LINK: Demo report](#)

Nurture wellbeing. Drive engagement. Inspire growth.

# 5. Our client experience



*Annelie Govender*

HR Director,  
Vector Logistics

“The survey gave shopfloor employees a voice. It helped us uncover engagement levels and provided valuable insights. Using the feedback, we were able to capitalize on opportunities for improvement, identify where our strengths lay, as well as areas of weakness that required intervention. It helped us turn the data into actionable items that employees could recognise as response to their feedback.”



*Bartley Joseph*

Managing Director, EOH Abantu t/a Highveld PFS

“As a result of the survey and subsequent work done, we have already seen significant shifts in workplace engagement and an uptick in business results. We look forward to reaping the obvious benefits of having embarked on this journey.”



*Cornel Burrows*

Talent Manager,  
Rainbow

“Would we work with the Free To Grow team again? Yes. The high level of professional service was seen from the briefing sessions to the reports and feedback sessions.”

*(Rainbow used our survey for close to 3000 employees across South Africa in various Business Units and at multiple sites.)*



*Hannes Meades*

Group Human Resources Manager,  
Pan African Resources

“In our experience, Free To Grow’s culture and engagement survey was essential for measuring the impact of our culture initiatives. I highly recommend implementing it early in your journey.”

# 6. Why trust Free To Grow to partner with you

**31 YEARS** **36 COUNTRIES** **1 532 ORGANISATIONS**



## Clients who have benefited from our survey

RCL FOODS CONSUMER (PTY) LTD, TRADING AS  
**RAINBOW**

**KINGPIE**

**SK** GREAT MOMENTS AT THEIR GREATEST

**r rotolabel**

**Bidvest** Tank Terminals

**Vital** HEALTH FOODS

**BOTC** Botswana Trade Commission

**EOH**

**permoseal**

**Highveld**

**RCL** FOODS

**DELI** SPICES

**vector**

**VESUVIUS**

**APL** CARTONS

**SOMERSET** PIETAS COLLEGE

**CRESTA** Hotels

**pdcc**

**PEPKOR**

**PPECB** Your passport to international trade

**ACTOM**

**John Thompson** Boiler and Environmental Solutions

**IMPERIAL** CARGO

**WesBank**

**SOUTH32**

**pragma**

**AVACTIVE**

**Pierre Fabre**