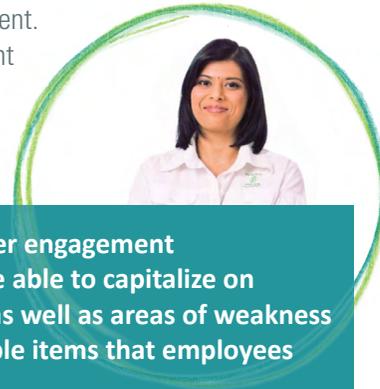




"What you cannot see, you cannot measure. And what you do not measure, you cannot manage."

Despite the importance of engagement surveys in surfacing key employee perceptions, Gallup found that only 35% of employees believe their organisation's survey will result in change.

As specialists in the field of culture and employee engagement, our methodology, approach and solutions have been tested and fine-tuned over 28 years, across 35 countries and 1 400 organisations. Based on local and international research and best practice, our **Culture & Engagement Survey** is a comprehensive tool that provides critical insights into the levels, indicators, and drivers of engagement. Geared for action, it does not only provide an in-depth picture of the engagement landscape, but ensures that change takes place through targeted improvement.



"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 recognize as response to their feedback."

Annelie Govender

HR Executive Vector Logistics, RCL Foods

Key differentiators

1. **A comprehensive journey** that transforms employee feedback into critical business insights by providing a fully customisable survey, staff briefing sessions, advanced analytics, in-depth data analysis and actionable feedback on trends
2. **The option of two plans:**
 - The Foundation plan includes a baseline survey that can be performed as a once-off or annual 'health check'
 - The Premium plan includes a baseline survey and a follow up survey 12 months thereafter to assess progress as well as unlimited pulse surveys to regularly track change on specific focus areas
3. **Scientific validation** brings you the benefit of benchmarking on the majority of questions
4. **Flexibility to customise** as required, this includes the selection of demographics
5. **Personal Engagement Reports** motivate employees to participate and provides them with useful feedback regarding their engagement levels. Only available to employees who complete the online survey
6. **Action orientated** linked to our **Drivers of Engagement Model[®]**, it guides leaders to easily target and address engagement issues in their teams
7. **Seamless integration between survey and action** with tried and tested, high-impact programmes from our Culture and Engagement Suite:
 - Equip leaders with the skills and tools to significantly improve the weak drivers, identified in the survey, in a short space of time
 - Enhance engagement levels of non-managerial staff through our **WorkQ[®]** Programme that can be customised to align with the challenges identified in the survey

Reporting platform and tools

We use the cutting-edge survey capability of Mindset Management, a credible engagement survey consultancy, to offer our clients world-class technology in this area.

The quality and user-friendliness of the reports are exceptional. You will receive access to advanced, drill-down analytics dashboards that will allow you to filter, compare and analyse employee feedback and survey results across time, sites, regions and demographics.

[Click here for a demo of the analytics dashboards](#)



Optional value-adding services

- Branded video communicating the need for and details around the survey 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



“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.”

Bartley Joseph

Managing Director, EOH Abantu t/a Highveld PFS

