

# Organizational Effectiveness Survey™

## Equip Yourself with the Knowledge of Your Employee 's Feedback

Knowing what your employees think about working in the organization allows leadership to respond more quickly with accuracy to retain key people and boost productivity. The Organizational Effectiveness Survey™ (OES) reveals, through the eyes of the employees, how the organization is performing.

It measures areas including:

- The emotional competency of leadership.
- Clear role expectations
- Employee motivation and career growth
- Rewards and recognition
- Conflict Management
- Strategic planning and tracking progress

## Empower Yourself with Actionable

### Results

Results from the OES helps you detect potential obstacles to the growth and performance of your organization while those obstacles still are relatively easy and inexpensive to address.

The results are comprehensive, yet easy to understand by:

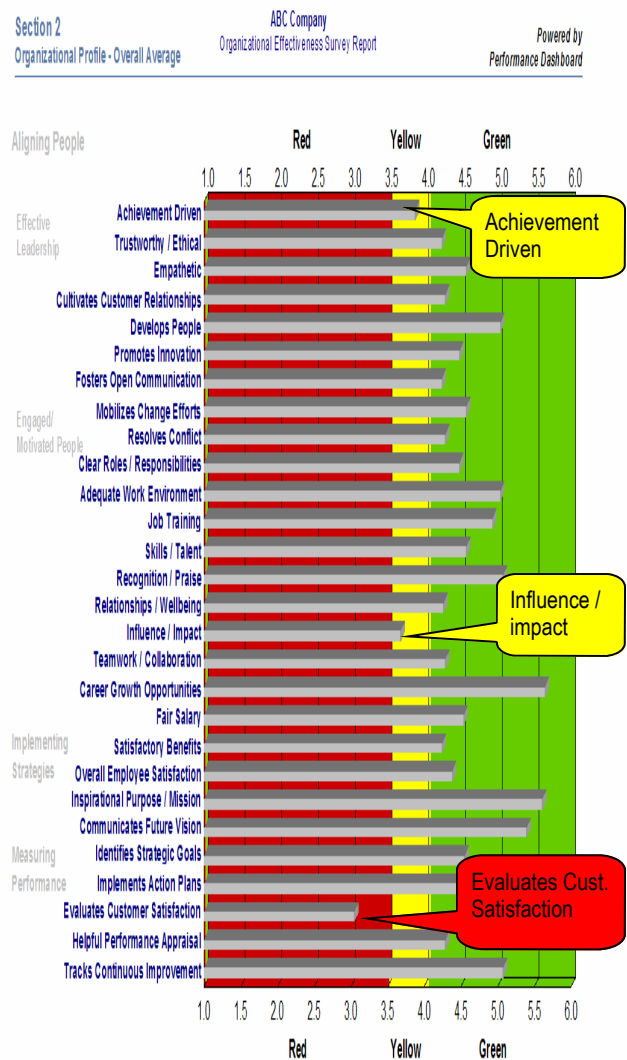
- Providing easy-to-read color coded (**Green, Yellow, Red**) charts
- Breaking out the results by location, by department, by position
- Identifying Leadership's' readiness to change
- Listing action plans to improve targeted areas
- Bi-annual and annual surveys for tracking progress

## Elevate Your Organization with More

### Engaged and Productive Employees

The OES report gives leadership and management the knowledge and action plans needed to develop a more effective and productive work environment. Knowing what your employees know and taking action on that knowledge can result in:

- Increase productivity
- Improve morale and employee commitment
- Less unwanted turnover
- Greater earnings



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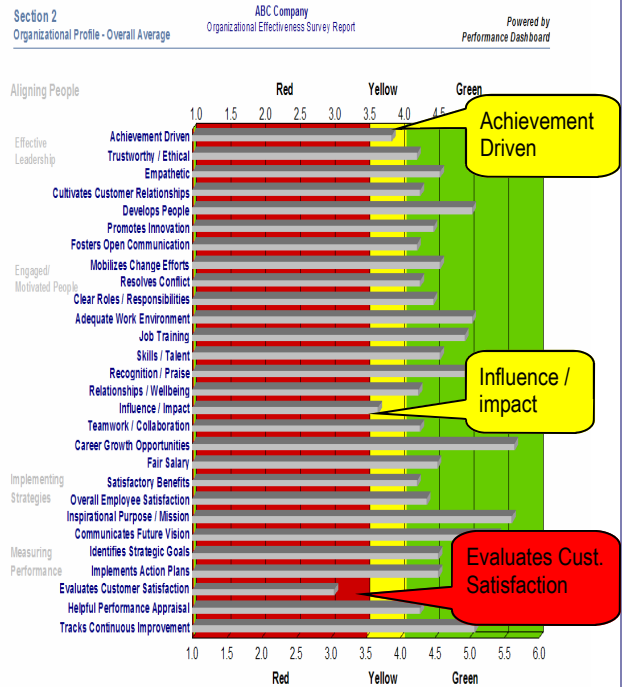
Most top executives want to know what their people think of the company and how well the company is doing. The web-based Organizational Effectiveness Survey is a tool that provides, from the eyes of the employees, a **diagnosis, prognosis and treatment action plan** for the organization.

## Empower Yourself with Actionable Results

A comprehensive, easy to understand report provides both warning lights and metrics that gives management a variety of critical information for improving employee and organizational performance.

This includes:

- The organization's **change readiness** —Is management willing to take action on the results and are the core values congruent?
- Organizing **results by department's** as well as **company wide**
- Pinpointing areas **going well and areas needing improvement**
- Providing an **initial baseline** and **Action plans** to improve targeted areas



Two **unique features** of the Organizational Effectiveness Survey Report are **performance metrics** and an **Treatment action plan**. Your first survey provides baseline measurements and the action plan gives managers what needs to be improved as well as what part of the company needs it the most. For example, one report indicated that employees were not satisfied with pay and benefits. A breakdown of results by organizational levels showed that only mid-level managers were unhappy with current pay and benefits. By providing the client with this level of detailed feedback, executives were able to focus on the specific area of the company that needed their attention, and consequently saved a considerable amount of time, energy, and money.

### Aggregate by Location

	Aligning People															Implementing Strategies/ Measuring Performance					Total Average								
	Effective Leadership					Engaged and Motivated People																							
	Achievement Driven	Trustworthy / Ethical	Empathetic	Cultivates Customer Relationships	Develops People	Promotes Innovation	Fosters Open Communication	Mobilizes Change Efforts	Resolves Conflict	Clear Roles / Responsibilities	Adequate Work Environment	Job Training	Skills / Talent	Recognition / Praise	Relationships / Wellbeing	Influence / Impact	Teamwork / Collaboration	Career Growth Opportunities	Fair Salary	Satisfactory Benefits	Overall Employee Satisfaction	Inspirational Purpose / Mission	Communicates Future Vision	Identifies Strategic Goals	Implements Action Plans	Evaluates Customer Satisfaction	Helpful Performance Appraisal	Tracks Continuous Improvement	
Overall:	3.9	4.2	4.6	4.3	5.0	4.5	4.2	4.6	4.3	4.5	5.0	4.9	4.6	5.1	4.3	3.7	4.3	5.6	4.5	4.2	4.3	5.6	5.4	4.3	4.5	3.0	4.3	5.1	4.5
Rochester, MN:	4.0	4.0	5.0	4.0	5.5	4.7	4.0	5.0	4.0	4.7	5.5	5.0	4.7	4.0	5.0	3.5	4.0	6.0	5.0	4.0	4.0	6.0	6.0	4.0	4.0	3.5	4.0	4.0	4.6
St. Charles, MN:	3.5	4.3	3.0	5.0	5.0	4.0	4.3	3.0	5.0	4.0	5.0	5.0	5.0	4.7	3.5	5.0	4.0	5.0	4.3	5.0	4.5	4.5	4.3	4.3	3.3	5.0	5.0	4.4	
Winona, MN:	3.0	3.3	4.0	4.0	3.5	3.7	3.3	4.0	4.0	3.7	3.5	4.0	3.0	4.3	4.3	4.0	3.0	6.0	3.0	3.3	3.0	5.3	4.5	4.0	4.0	3.0	3.0	4.3	3.8

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