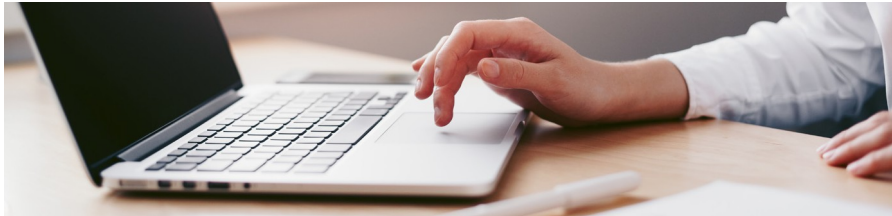




EMPLOYEE SURVEYS

Employee surveys can provide your organisation with valuable information to help to retain, motivate and manage your workforce. The results from employee surveys will clearly highlight your people and cultural priorities and possible solutions.



**EMPLOYEE
ENGAGEMENT
SURVEYS**



**360 LEADERSHIP
SURVEY**

EMPLOYEE ENGAGEMENT SURVEYS

What we love about employee surveys is that it cuts through the clutter of opinions and different agenda's and provides an organisation with real data and information to drive meaningful change at a point in time.

Employee surveys provide your people with the opportunity to express their thoughts, ideas and opinions in an anonymous way. We consider surveys to be a HR 'risk management tool' which can act as a lead indicator to broader issues. The employee survey report will highlight any risks and opportunities, while at the same time providing a 'culture check up.'

Radford HR can help you discover why your employees stay, perform, and consider leaving. If you are seeking specific information or insights regarding particular issues, we can easily customise our survey questionnaire to ensure we ask the right questions.

SURVEY PACKAGE INCLUSIONS:

- **Internal communications**
- **On-line survey administration**
- **Benchmark data if available**
- **Presentation of results**
- **Development of action plans**
- **Practical recommendations**
- **Optional action planning workshop**

Survey findings can provide meaningful data on a range of issues including:

- **Why people joined your organisation?**
- **What would make people consider leaving?**
- **What makes people stay?**
- **Provide a forum for employees to provide ideas to improve your business**
- **Provide feedback on 'relationship with manager'**
- **Perceived career opportunities or limitations**
- **Feedback on effectiveness of internal communication**
- **Highlight workplace bullying hotspots and risks**

Our on-line survey platform makes it easy for staff to complete the survey on their device or phone, and provides for complete anonymity. We are proud to boast a response rate of over 85%.

360 DEGREE LEADERSHIP SURVEY

The 360-degree leadership survey is an on-line tool which:

- **Provides leaders with feedback at a given point in time**
- **Provides anonymity for respondents (direct reports, peers, and supervisors)**
- **Assists leaders to develop a self awareness of their leadership style**
- **Provides the catalyst for improvement**

Our 360 leadership survey can be customised to incorporate and measure the leader's behaviour and performance in relation to your own organisational values and desired leadership behaviours.

Not every organisation or leader is ready or willing to receive feedback in this way, it can be quite confronting.

From our experience, there needs to be a degree of maturity and a level of trust within the organisation for the 360 process to be truly effective and to deliver successful outcomes.

Contact Radford HR to discuss if a survey would help improve your business performance or culture.