



# ORGANIZATIONAL SURVEYS

## OVERVIEW

Organizational surveys are used to gather the collective feedback from a particular group on a specific topic such as culture, employee engagement or a team's readiness for change. It can address a broad range of issues in one survey or may be specific to the type of culture change being focused upon, such as safety, customer centricity, innovation, teamwork or accountability. The assessment will help identify barriers and enablers to change the issues that can support or hinder achieving business objectives. They are the issues that, if addressed or leveraged, can greatly improve the effectiveness and sustainability of an organization's development efforts.

The baseline survey is completely customizable and can reflect your corporate language and areas of focus. Surveys typically consist of 20-30 questions and are deployed online, with responses kept completely confidential. Once survey data is compiled, a Senior Measurement Consultant will review the results and make specific recommendations surrounding issues to address and next steps to improve future results. This baseline survey provides a clear picture of your starting point in the culture transformation process and allows you to track progress and measure the impact of your development initiatives on the organization's culture, when repeated at the end of the process.

## ORGANIZATIONAL ASSESSMENT FOLLOW-UP SERVICES

### FOCUS GROUPS

To gain clarity, it is often beneficial to probe more deeply into specific areas that are identified during the survey process. Our measurement consultants can facilitate focus groups on selected topics from the survey results, in order to help your organization gain a better understanding of the issues surrounding the areas of concern.

### TRAINING AND DEVELOPMENT

Organizational surveys uncover a wide range of issues that need to be addressed by the organization. One of the ways of dealing with these issues is through training and development. Eagle's Flight has engaging, experiential training programs that can be used to tackle a broad array of topics. Our consultants can help determine the appropriate type of training that will focus on needs uncovered in your survey.

