

Multi-rater Competency Feedback Survey

Confidential Report for ABC Company



Report Date: 30th October, 2012

Survey Type: Peoplogica Organisational Pulse Survey

Respondent Groups:

Board	3
CEO	1
Executive	3
Management	3
Team	9



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INTRODUCTION

Any organisation, team or individual, who wishes to perform better and accomplish more, requires meaningful measurements by which to track ongoing improvement.

According to Dr. H.J. Harrington:

“Measurement is the first step that leads to control and eventually to improvement.
If you can't measure something, you can't understand it.
If you can't understand it, you can't control it.
If you can't control it, you can't improve it.”

To put it bluntly, what "gets measured gets done" and if you don't measure your performance, how will you know if there has been improvement? The very nature of knowing that something is being monitored encourages individuals and teams to work harder, perform better and achieve more.

The Peoplogica Pulse Survey provides executive management with an organisational measure concerning ten key areas:

- Customer Service
- Innovation & Creativity
- Leadership
- Communication
- Execution
- Employee Engagement
- Performance Management
- Individual Resilience
- Department/Team Resilience
- Organisational Resilience

In many cases the perception of how an organisation is performing can vary depending on who you ask. To ensure that all development areas are examined, the Peoplogica Pulse Survey separately reports the perceptions of the different organisational groups:

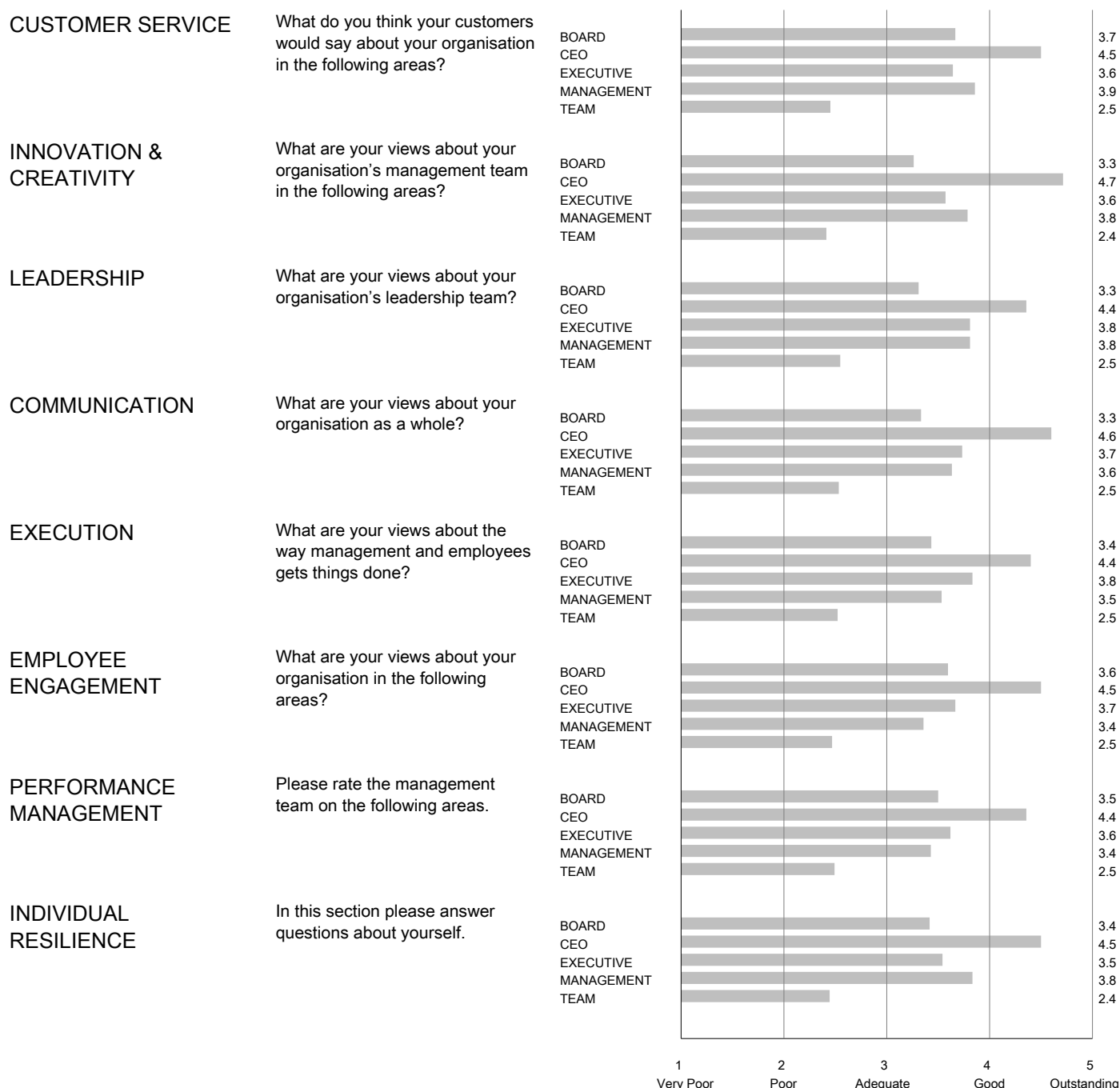
- Board
- Managing Director/CEO
- Executive Management
- Management
- Employees (Team)

The following report provides the leadership team with the information required to develop effective strategies for organisational improvement.

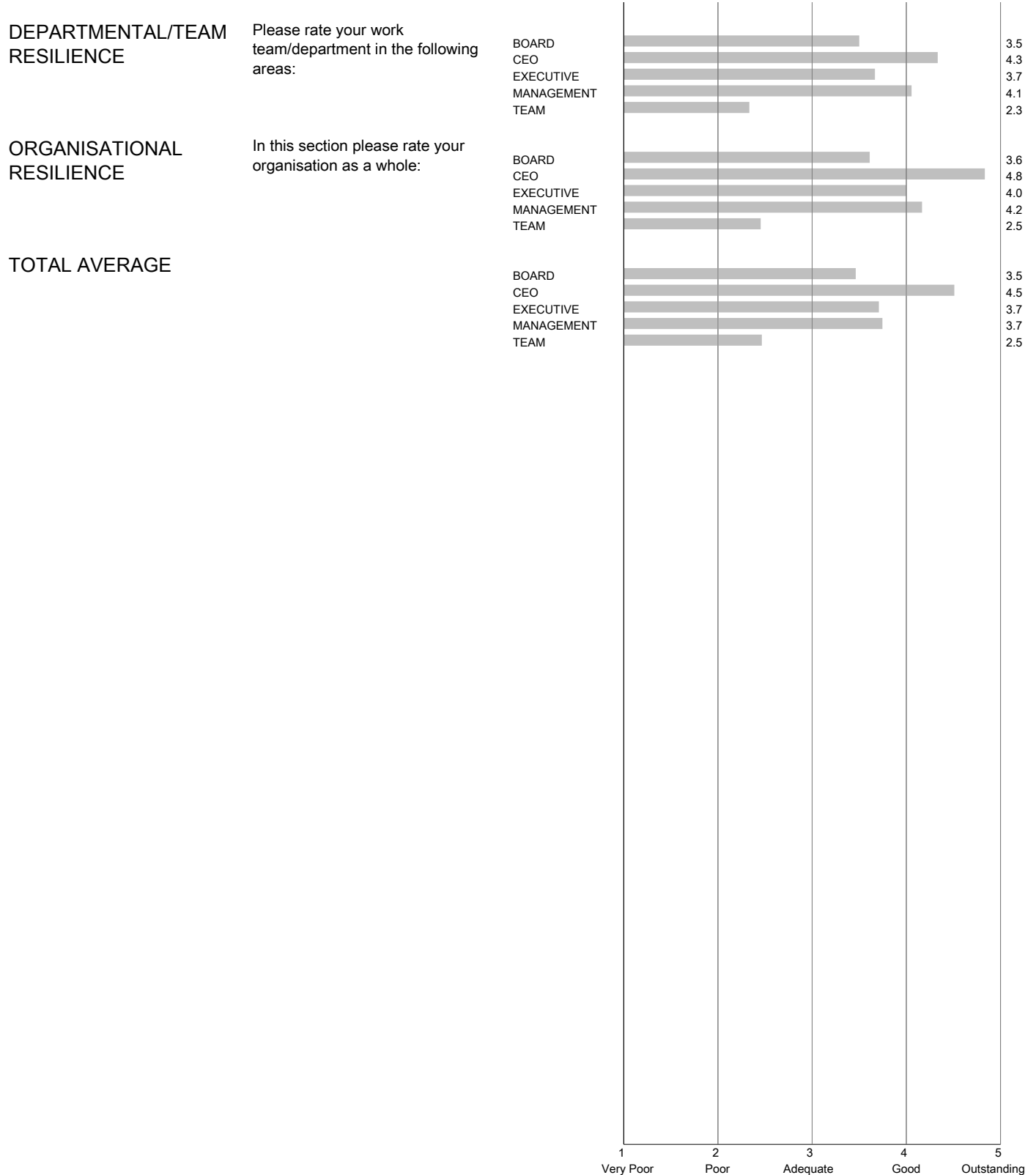
RESPONDENT GROUP ALIGNMENT (Summary)

In this section you will be able to compare the scores for all respondent groups (i.e. Board, MD/CEO, Executive Management, Mid-Management and Employees (Team)). By reviewing the average scores from each group you will be able to ascertain whether the views and perceptions are consistent across the organisation.

Pay particular attention to those areas where respondent groups have differing perceptions. In this situation, ask yourself whether it is appropriate for groups to have different views.



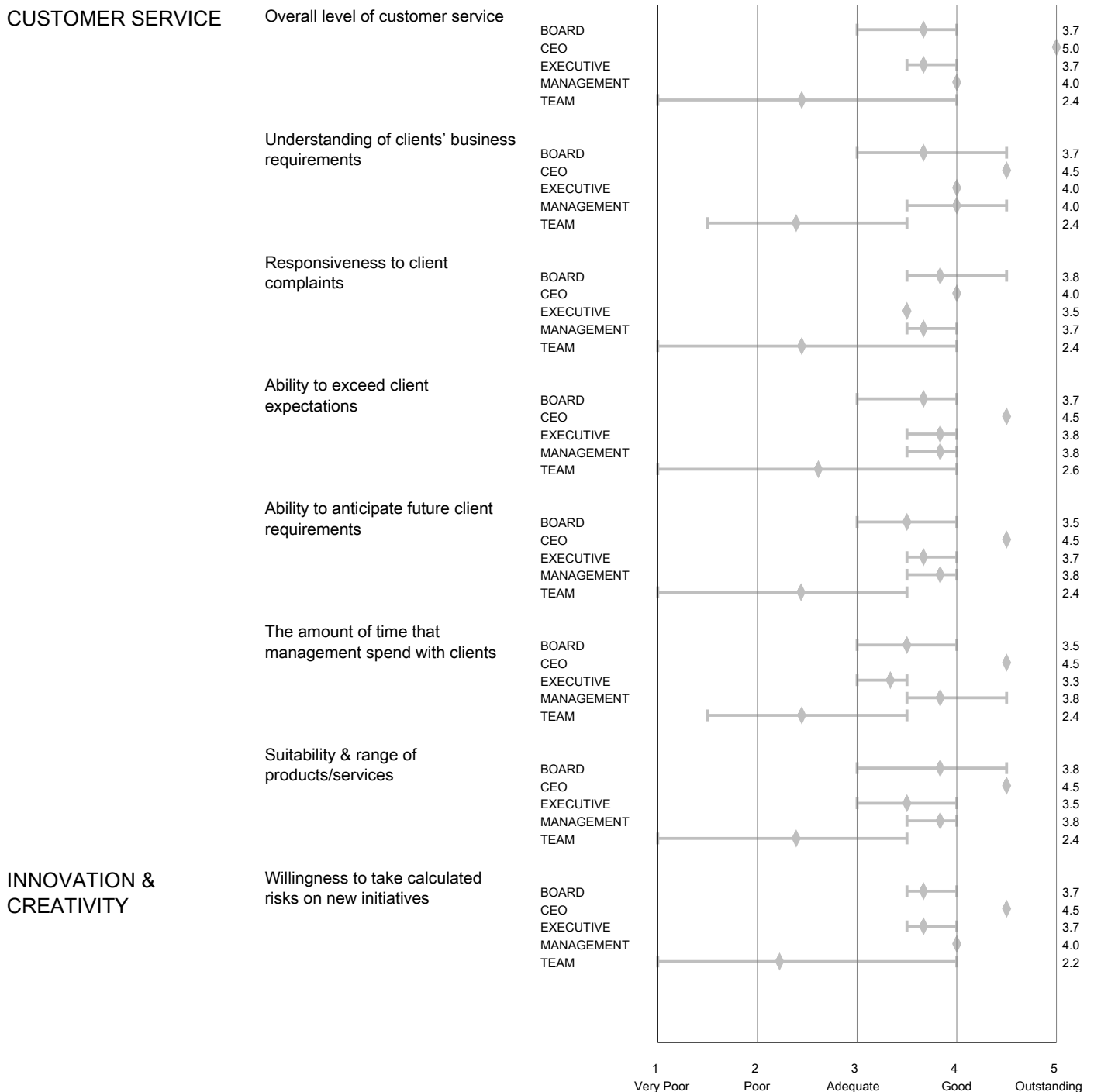
RESPONDENT GROUP ALIGNMENT (Summary)



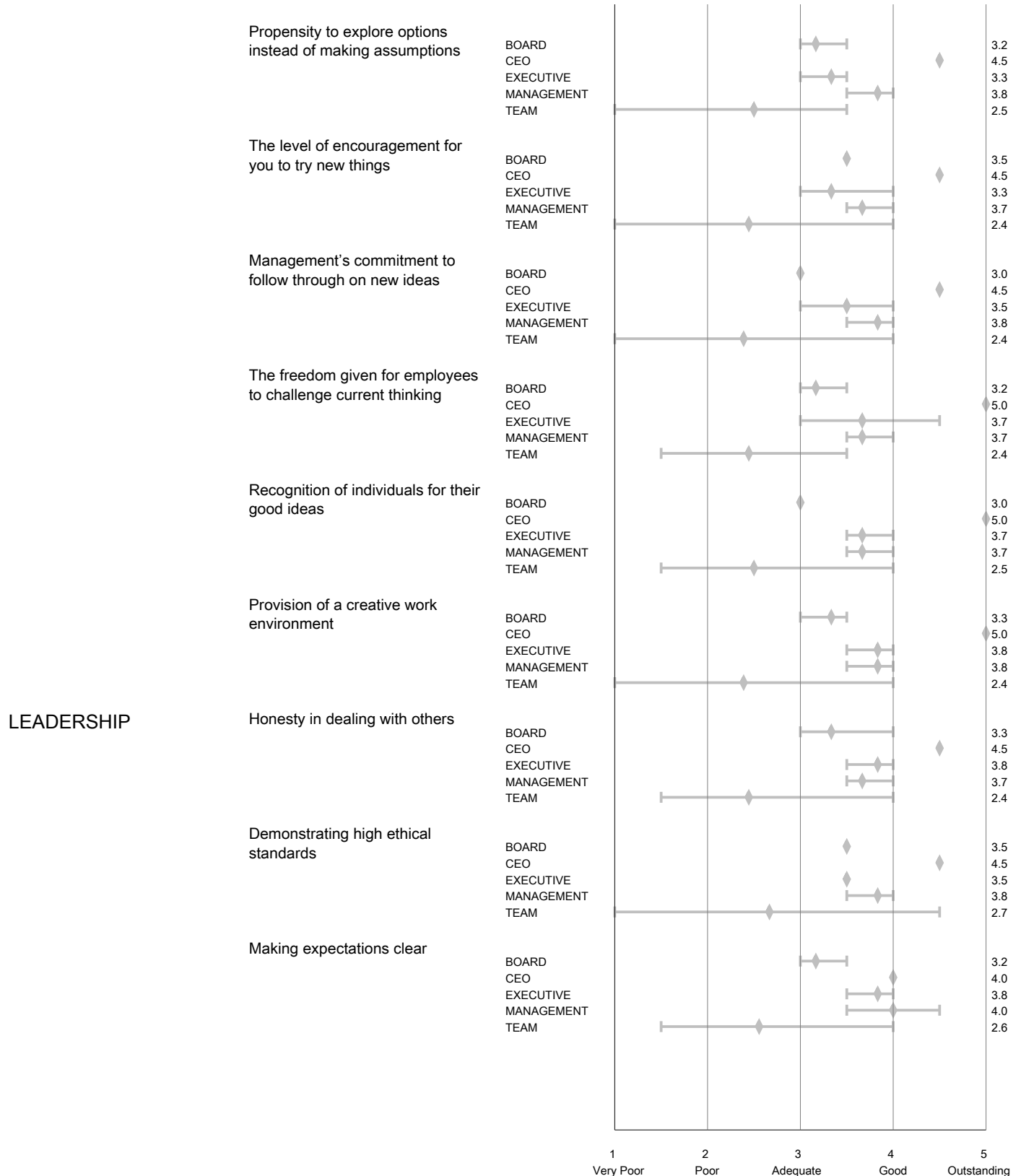
RESPONDENT GROUP ALIGNMENT (Detail)

This section examines the scores for each respondent group, compared to all other groups, at a very detailed level. The diamonds indicate the average score of each respective group, the horizontal lines indicate the range of scores from lowest to highest.

Pay particular attention to the range of scores as a wide range may indicate that there is a disconnect within a group and a potential communication and/or management issue.



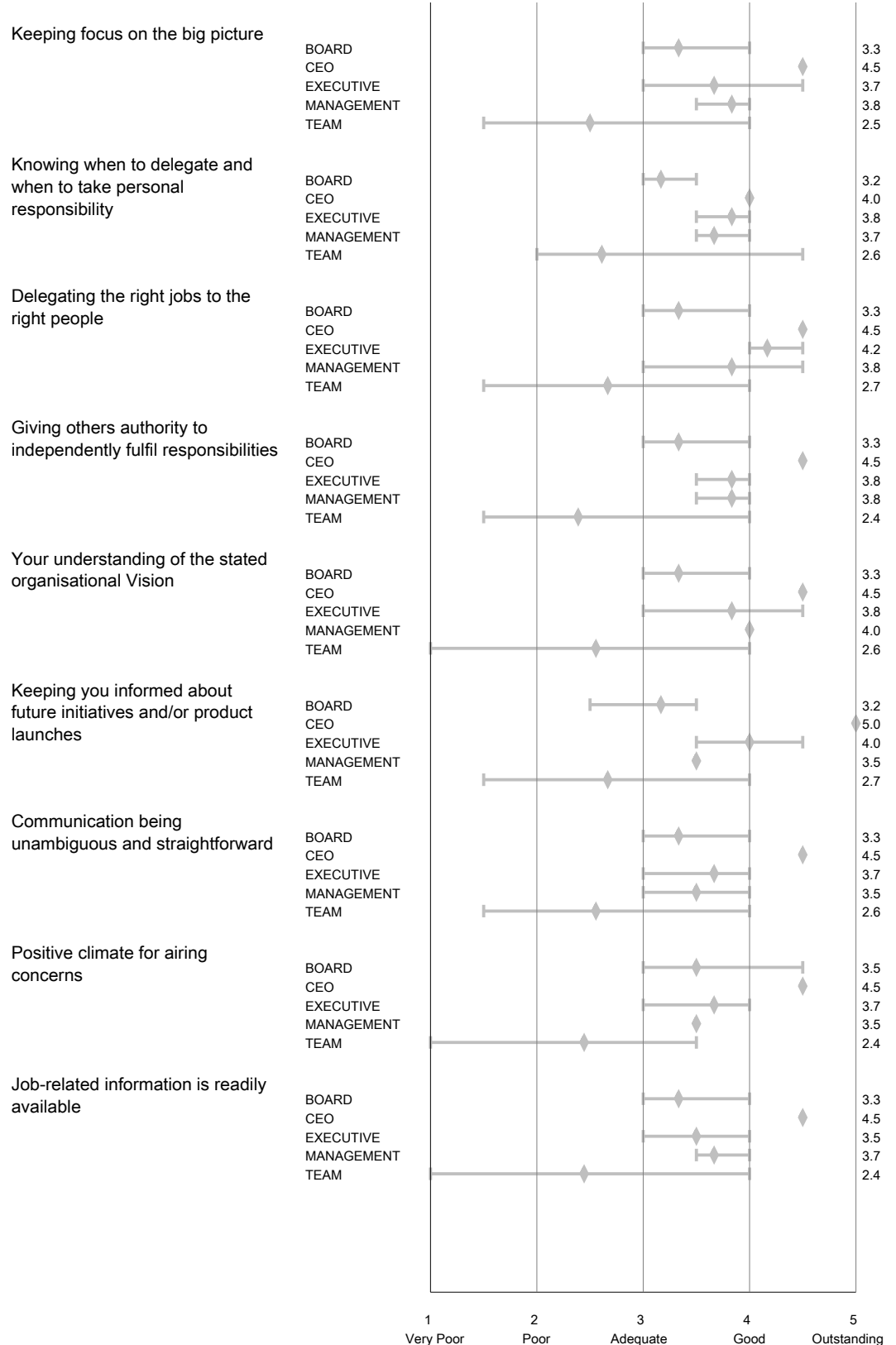
RESPONDENT GROUP ALIGNMENT (Detail)



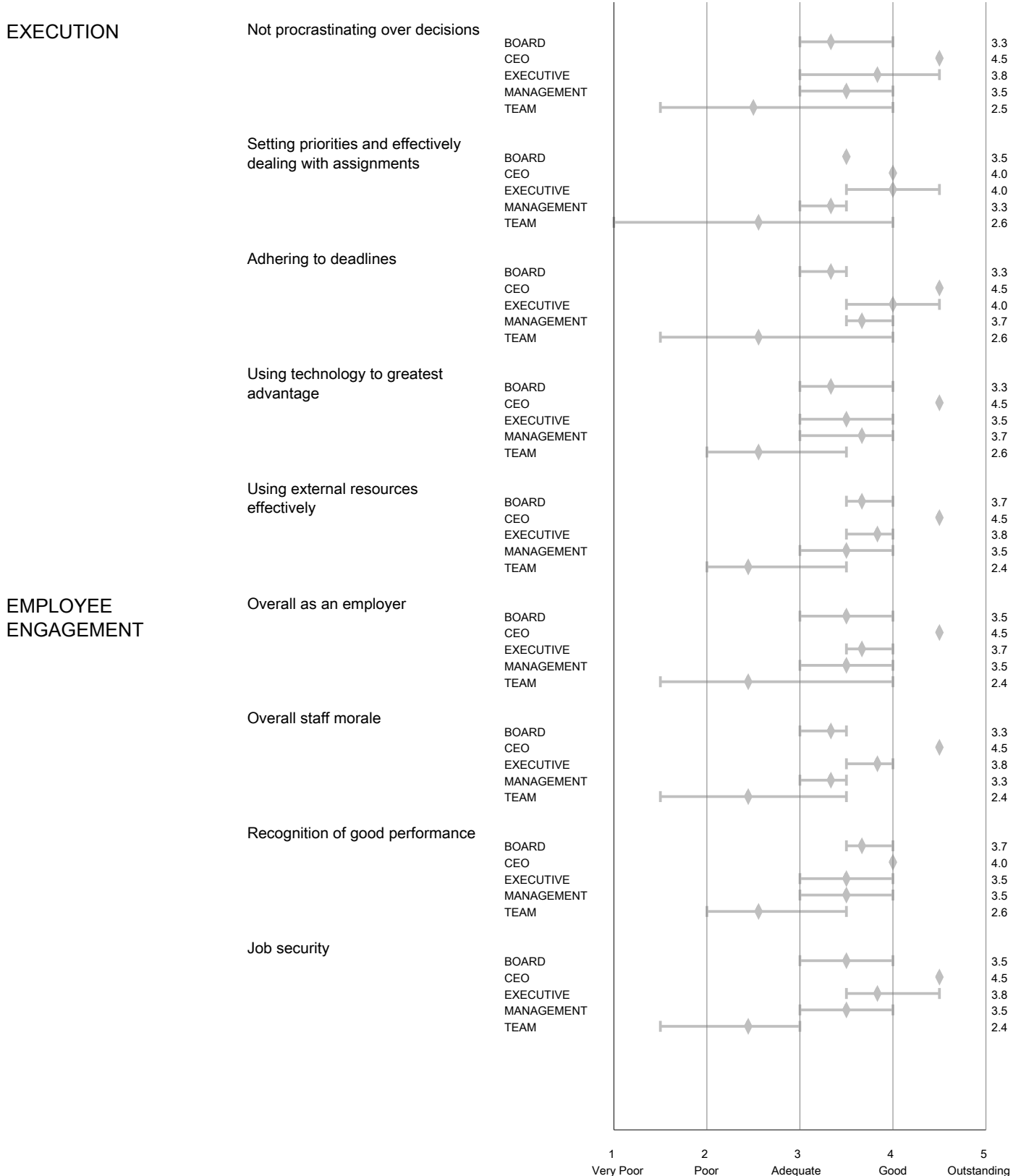
LEADERSHIP

RESPONDENT GROUP ALIGNMENT (Detail)

COMMUNICATION

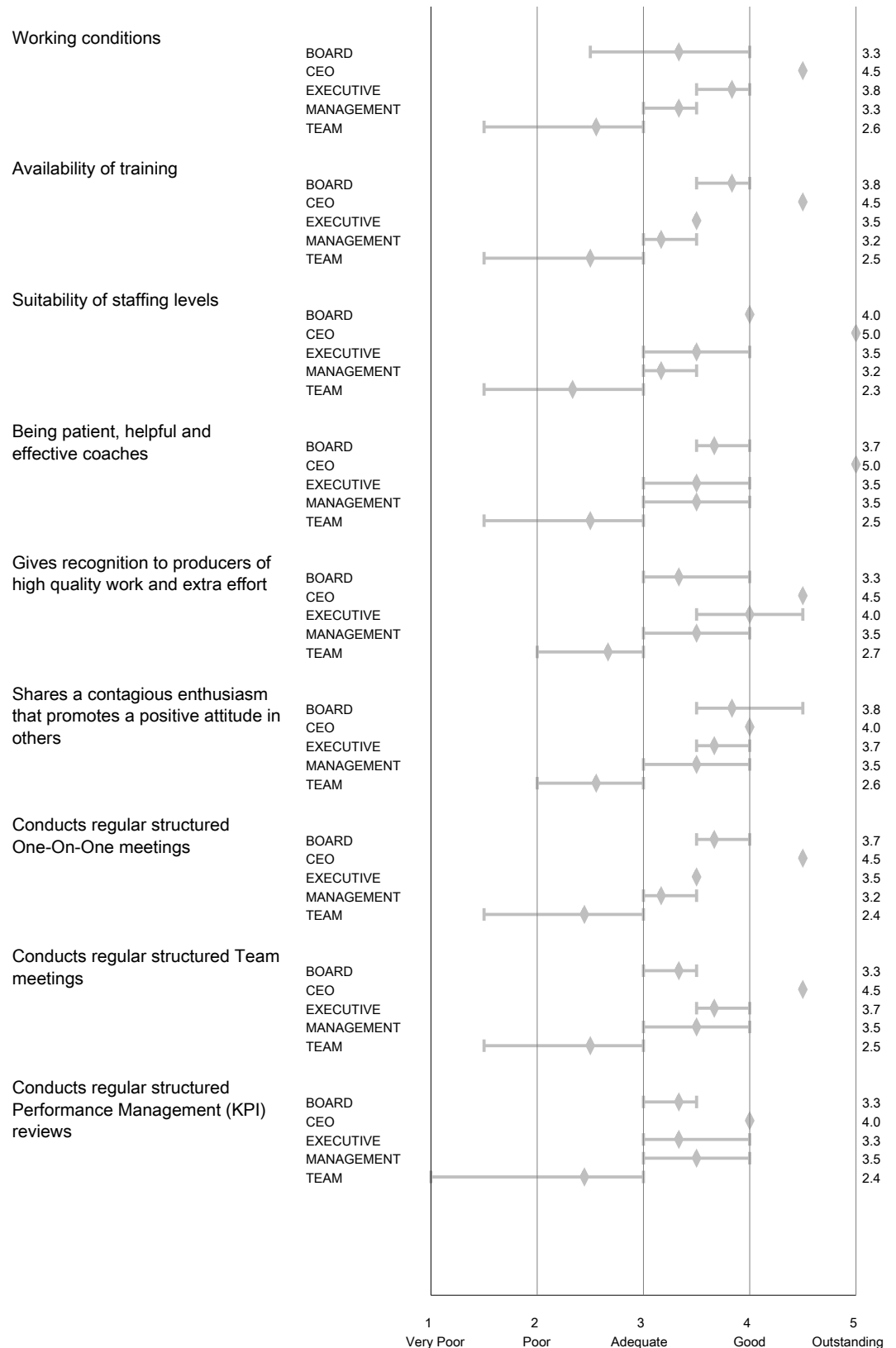


RESPONDENT GROUP ALIGNMENT (Detail)

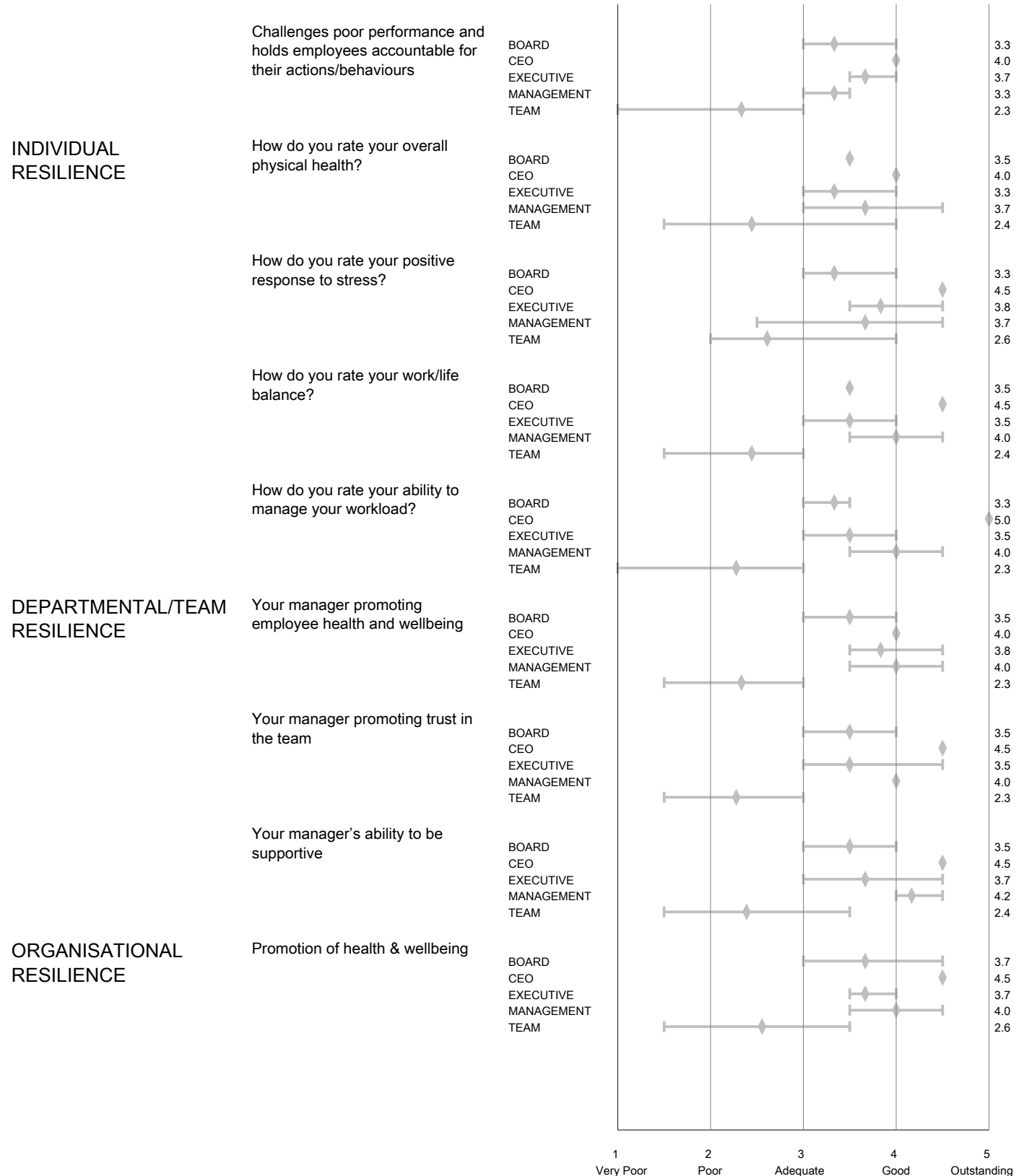


RESPONDENT GROUP ALIGNMENT (Detail)

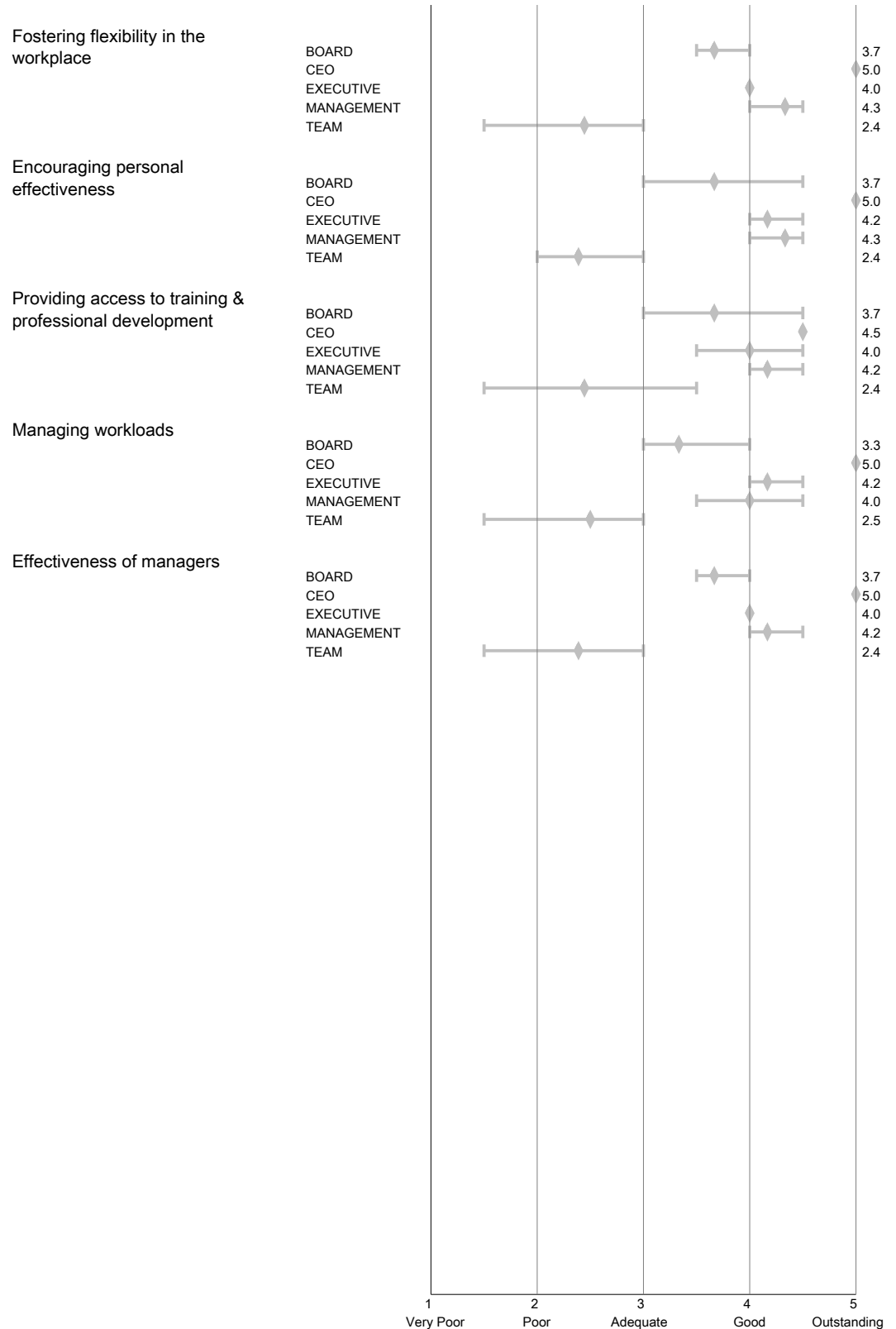
PERFORMANCE MANAGEMENT



RESPONDENT GROUP ALIGNMENT (Detail)



RESPONDENT GROUP ALIGNMENT (Detail)





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RESPONDENT COMMENTS

Pulse survey participants were given the opportunity to provide any suggestions/comments that they felt were relevant. These comments are optional and are presented exactly as they were provided by the individuals.

SELF Comments

BOARD Comments

CEO Comments

EXECUTIVE Comments

MANAGEMENT Comments

TEAM Comments



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SUMMARY

Thank you for conducting the Peoplogica Pulse Survey within your organisation.

Your management team now have a starting point from which positive change can be effected. To do this it is imperative that you implement change strategies as quickly as possible.

To improve organisational performance, consider the following steps:

1. ESTABLISH A STARTING POINT – this Pulse Survey report is your starting point
2. SET A GOAL – without a clear idea of what you wish to accomplish, how will you know if you ever get there?
3. DEVELOP ACHIEVABLE INITIATIVES – identify the critical areas that need to be attended to and then develop a maximum of four initiatives
4. COMMUNICATE – ensure that everyone in the organisation has a solid understanding of the survey results and what initiatives have been developed
5. MEASURE – measure how well the initiatives have worked by implementing the Peoplogica Pulse Survey every 6/12 months
6. CONTINUOUS IMPROVEMENT – continue to repeat steps 2 through to 6 every 6/12 months

If you would like further information about:

- Peoplogica Pulse Survey
- OP360 (360 Degree Leadership Development Survey)
- OP180 (180 Degree Performance Management Survey)
- Our consultancy services to assist you to achieve your objectives

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