

# Org-inspire

People development



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*"I felt that Andrew's approach to the whole project was extremely professional and bespoke to our organisation"*

*Livina L Perry  
Communications Director  
Innovex Pharmaceuticals*

## Gaining the true value from Employee Surveys

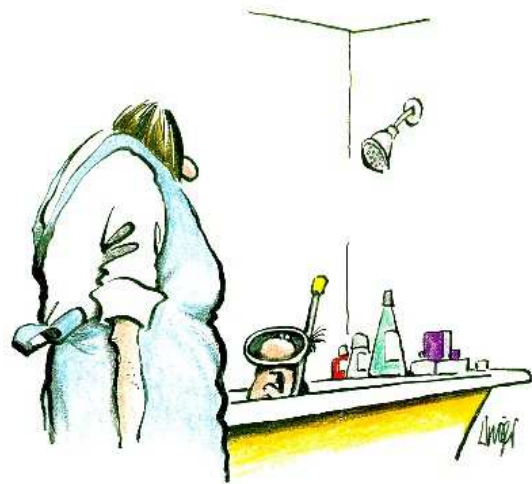
*Research reports that over 60% of companies regularly conduct employee surveys however 45% of these companies make no changes as a result. This could be because their results are great however could it be that they don't know where to focus?*

Many organisations now use surveys as a way of measuring their employee's engagement with their business. This information if used correctly can act as a valuable tool in defining an effective people management strategy and increasing both organisational effectiveness and individual productivity.

For many companies however they never move beyond the headline results and fail to make the distinction between management data and management information.

Smart companies know that this is where the value really lies as it enables leaders to focus on the right things that add the most value.

could benefit from a company with over 5 years experience in survey interpretation and consultancy with companies as diverse as the BBC/Huntsman PU and the Hammerson Group.



"It's a whole different world down there!"

## Are we really listening?

At Orginspire we encourage our clients to ask themselves three simple questions

- Do you really know what lies behind your survey results?
- Do you have real examples of behaviours that illustrate employee's feelings and experiences?
- Have you generated an impartial feedback set to back up the data?

Considering these questions with your management team may lead you to identify that you are not getting the best value for your survey investment and that's where you

## Our Approach

Org-inspire provide information based on employee surveys for those companies who wish to better understand their employee culture. Our services can help to;

- Guide HR policy
- Focus leadership behaviour
- Build employee trust
- Inform senior management thinking

Our process is simple yet effective

- We provide an initial overview of results linked to current management thinking
- We agree areas of focus based on the priorities of the business
- We run audio taped investigatory sessions with employee groups (not available to the company)
- We reflect your data with real cultural examples in a management report
- We present your information back to your leadership team

- We facilitate cultural change

## The Benefits are clear

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- Real examples from the employee experience
- Absolute anonymity for your employees
- Quality feedback and recommendations
- A signal you take your employees views seriously
- An impartial view that will truly reflect your organisation
- Lessons from other organisations seeking to improve.
- A one month project time line for relevant information

## Our Guarantee

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Org-inspire and its associates produce work of the highest standards and offer an unconditional money back guarantee for the consultancy we provide. Our consultants will only undertake work in which they are qualified to excel. Our style is direct and honest. We aim to add value at every interaction.

## For more information contact

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[orginspire@btinternet.com](mailto:orginspire@btinternet.com)

and visit

[orginspire.com](http://orginspire.com)

to download a free crib sheet to improve your employee survey results

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*“Andrew’s style and approach was great from the very beginning - he listened to our issues, made sure he understood our business model and its challenges, and provided ideas and suggestions throughout our discussions, always seeking to find the best solution that would meet our specific needs.”*

**Helen Gopsill**  
**HR Director**  
**Aircelle Ltd**



