

OD Surveys



A service for Internet-based organizational development surveys

THE CHALLENGE: IDENTIFYING ORGANIZATIONAL DEVELOPMENT PRIORITIES

The need for accurate and timely assessment of organizational development priorities has never been more important than in today's rapidly evolving workplace. Managers must continually be in touch with what their customers want, how to adjust services/products to meet customer expectations, how well the workforce is achieving organizational goals and where the organization needs realignment in order to succeed. However, all these areas are continually in flux and present management with moving targets. *OD Surveys*, provides an efficient alternative to the labor-intensive survey process. Now organizations can quickly identify the types of interventions required to grow.

OVERVIEW

OD Surveys consists of a *fast* and *efficient* service that quickly develops customized Internet-based surveys for your organization. After the surveys are completed, you can choose from a variety of *OD Surveys* reports to turn the results into valuable data for decision-making. Customized surveys can be ready to deploy within an amazingly short time frame. A planning session will provide all the parameters needed to

create a customized survey ready for use within a few days. You will also be assisted in interpreting the results and designing a strategy for implementation of required interventions to strengthen your organization.

SURVEY TYPES

Organizational Surveys

Organizations that succeed are organizations that attract and develop the most qualified, most talented and most highly motivated employees. Filling positions with these employees is a critical success factor. Every organization must seriously assess its operations, policies and practices regularly to assure they are providing the leadership, work environment, management practices and incentives to attract top-notch employees. Frequent organizational surveys, customized to gather the right information, help keep organizations and policies on target for attracting, developing and retaining the best employees.

360 Surveys

Personal effectiveness within each key position is crucial to the ongoing success of the organization. Multi-rater surveys, or 360 surveys, allow multiple team members, coworkers and/or managers to give valuable feedback regarding the effectiveness of an individual's performance. The results of 360

surveys are used in a number of ways to enhance and develop the interpersonal skills and effectiveness of key employees. Multi-rater surveys have become a standard in successful organizations.

T.E.A.M.S.™ Surveys

T.E.A.M.S. is a multi-rater survey that assesses the effectiveness of the team as a whole. Team skill development priorities can be easily assessed and accurately addressed with the survey results.

SURVEY CUSTOMIZATION SERVICES

Since each organizational and 360 survey can be customized to suit your needs, you are in control of the parameters. You choose the survey titles, content, respondent instructions, demographics, categories, questions, rating scales, free-form comment areas, and private login/password information. Survey results will appear in the reports(s) of your choice. Report types include demographic analysis, mean score analysis, favorable/unfavorable analysis, frequency distribution, written comments report - or a master report of all of the above.

(OVER)

BOTTOM LINE

Valuable customized surveys and reports to keep your organization on the road to success are now available to you in a fraction of the time it would take you to develop them yourself. Through the integrated services of *OD Surveys*, employees can easily complete corporate surveys anywhere, anytime, via secure Internet access. It has never been *easier* or *faster* to obtain *crucial decision-making information* to keep steering your organization in the right direction for continued success!

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