

EMPLOYEE OPINION SURVEYS (EOS)

That actually drive bottom up, team based continuous improvement

Most surveys fail to drive improvement; our EOS software offers a better approach

OEP

The worlds leading organisational and multi team effectiveness improvement process.

TEP

Leading effectiveness improvement process for leaders and their team.

LEP

Leadership effectiveness improvement software – the missing link for truly effective leadership programs.

SEP

Build and maintain the highest levels of sales team effectiveness – attract and retain the very best sales people.

Plus:

Employee opinion surveys (that actually drive change), sales effectiveness improvement, employee retention optimisation, change readiness, organisational effectiveness metrics and diagnostics – bespoke and off the shelf, post merger integration, leadership effectiveness improvement ...

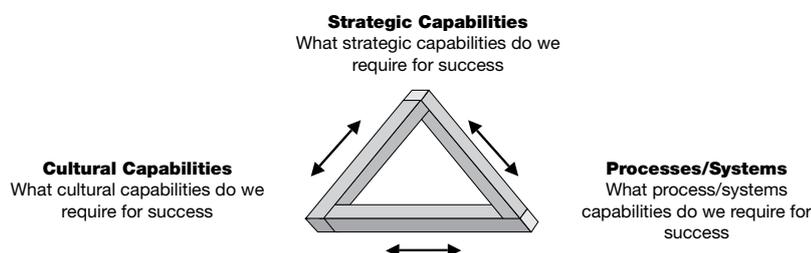
The employee opinion survey is often one of the biggest, and certainly the most encompassing HR initiative undertaken by most organisations each year.

And yet, it often fails to drive change and business improvement.

In fact many employees are widely cynical about this initiative – a cynicism that can impact all HR other initiatives.

There are of course many reasons why employee surveys fail to drive change:

1. The survey does not provide the deep insights into the specific day to day issues concerning each leader and their team.
2. The survey results for each team and their leader are not fed back to leaders for action or if they are, this feedback process is way too slow.
3. There is no organisational wide, easy to use and consistent process for results analysis, planning and action.



Our internet based survey software provides each leader with direct and immediate access to their team results, action planning wizards to guide leaders through the development of team based action plans, team reports, online analysis and program management software to oversee the development of each team's plans and the ability to identify and address implementation barriers as you go along.

Our Survey Software Application Drives Organisational Improvement

Information collection

Survey – this can be your existing survey, or one of ours, tailored to meet your needs

Team analysis and planning

Results dissemination, team based data analysis, issue identification and planning software

Implementation and improvement

Program management of the implementation of team and organisational improvement plans

Our end to end approach will ensure that your survey does indeed drive bottom up organisational improvement, employee commitment, improved retention and alignment.

For more information on this and other ways in which The COI Group can help your organisation, please visit our web site at www.coigroup.com or call us on 1300 364 705.

Maximising organisational, team and individual effectiveness.