

# Organisational Climate Survey

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## What is it?

The Organisational Climate Survey is a comprehensive online tool that poses questions to staff members from two perspectives: 'In My Own Area' and 'Across the Organisation'. If you want to take your organisation to new heights of productivity, you must look at the hard edges of systems and processes, which requires a survey with "bite". This survey is typically used in a climate where staff turnover is higher than normal, productivity is less than desired, and HR problems are greater than would be desired. The data presented is comprehensive and needs someone with organisational context to be able to decide the final meaning.

## Who is it for?

This is a comprehensive survey for the HR or OD Consultant, or an Internal HR Professional, who has the responsibility for analysing the views of staff over a wide range of organisational performance and motivational areas.

## What it does...

Areas of survey are:

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|--------------------------|-----------------------------|----------------------------|
| 1. Executive Leadership  | 8. Performance Management   | 14. Customer Relations     |
| 2. Values                | 9. Training and Development | 15. Customer Feedback      |
| 3. Management Leadership | 10. Employee Involvement    | 16. Customer Satisfaction  |
| 4. Planning              | 11. Employee Welfare        | 17. Design and Innovation  |
| 5. Communication         | 12. Employee Satisfaction   | 18. Suppliers              |
| 6. Measurement           | 13. Identifying Need        | 19. Quality Control        |
| 7. Review                |                             | 20. Continuous Improvement |

This will provide a very clear view of what issues are concerning staff and whether there is a "silo" effect happening within the organisation. Data can be dissected over a variety of demographics to see if particular sectors of the staff population are impacted more than others. Leadership is measured at two different levels - executive and management.

## Why it is unique?

- Different groups or departments can be directed only to the questions that are relevant to them
- This survey allows modifications to fit each unique organisation
- The two perspectives – 'In my Own Area' and 'Across the Organisation'
- It measures leadership at two different levels - executive and management
- Reports can be delivered by demographic breakdown across 11 categories