



Axis Foundation Alignment and Engagement Survey Manager Report

TAS compared to Axis Foundation overall

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Introduction

1.1 Purpose of this Report

This short form report (this “Report”) has been designed for the manager of Axus Foundation, Location: TAS (“TAS”). It provides a high level summary of the results of the Alignment and Engagement Survey (the “Survey”) for TAS and for Axus Foundation overall. See page 13 for considerations regarding the interpretation of this Report.

1.2 Respondent confidentiality

Data were collected in accordance with the Privacy Policy of Insync which is based on the principles of confidentiality and informed consent. This policy may have been augmented by agreements that were made between Axus Foundation and Insync regarding minimum sample sizes necessary for the production of either reports of this type, or Comprehensive reports, that also include verbatim comments and response distribution histograms.

1.3 Restricted use of this report

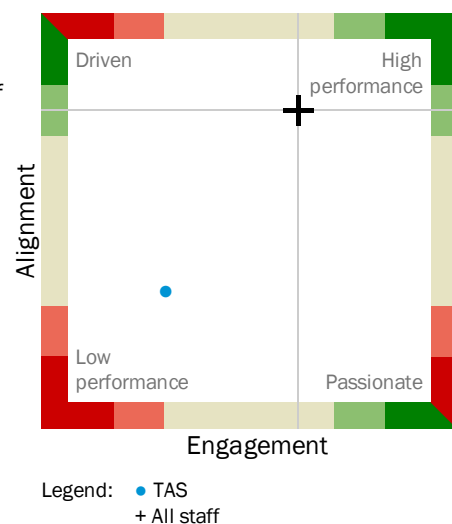
This Report has been prepared for the exclusive use of Axus Foundation for the purpose set out in Section 1.1. It may not be used for any other purpose, nor may it be provided to any third parties without our prior written consent. This Report has been prepared in accordance with Insync’s standard terms and conditions. Insync, its directors, shareholders, employees, agents and representatives, each expressly exclude all responsibility and liability arising in any way from reliance placed by any third party on this Report.

1.4 Alignment and Engagement framework

Insync’s framework is measured by 8 alignment and engagement factors that fall under the headings Energise, Execute and Engage. Each factor is important for the achievement of sustainable high performance and measures the extent to which employees perceive that the organisation is achieving best practice in the relevant area. All factors include an important alignment thread which measures the extent to which actions, behaviours and outcomes are linked to the organisation’s long term goals. The framework is supported by a detailed white paper and a list of literature and other references that can be obtained by contacting Insync.

Your Alignment and Engagement overview

The diagram below indicates where TAS and Axus Foundation overall are positioned on the Alignment and Engagement framework, relative to Insync’s benchmark database. Groups of employees with high engagement and low alignment are considered to be “passionate”, whereas those with low engagement and high alignment are considered to be “driven”.



Your Alignment and Engagement scan

The Alignment and Engagement scan below shows the alignment and engagement results of TAS compared to Axus Foundation overall. Results are displayed as the percentage of respondents who scored items either a six or a seven on the seven point rating scale. The colour coding indicates how the average raw score compares to organisations in Insync's benchmark database.

Number of TAS responses: 158

		TAS	All staff
Energise	Long term direction – whether strategies and changes are clearly articulated, communicated and accessible and it's clear how strategies will be achieved	34%	56%
	Senior leadership – whether senior leadership exemplify best practice, inspire, encourage innovation, and acknowledge and maximise talent	33%	54%
Execute	Team leadership – whether managers are trustworthy role models who build teamwork, communicate well, coach and mentor, and value their teams' opinions	57%	70%
	Team effectiveness – whether work groups use challenging goals, embrace change, celebrate achievements, focus on customer service and compare actions against plans	48%	60%
	Performance focus – whether the organisation is open to new ideas, putting customers at the centre of decision making and having systems that help staff meet their promises to customers. Organisations that are outwardly oriented outperform their peers on most productivity metrics. This applies to all sectors	35%	56%
	Investment in people – whether employees are supported with training and development, reward and recognition programs, work-life balance initiatives and performance appraisals	33%	49%
	Investment in systems – whether systems allow employees to do their job well, concerns are addressed and there's good internal customer service	26%	57%
Alignment – whether employees, teams, systems, processes and customer strategy are aligned to the organisation's long term goals		39%	58%
Engage	Engagement – whether employees are committed to and emotionally engaged with the organisation and its goals, and they promote and act in its best interests	49%	64%

Your average raw score compared to Insync's benchmark database.

Legend: # Bottom decile # Bottom quartile # 2nd and 3rd quartiles # Top quartile # Top decile

Alignment and Engagement tables by factor

1. Long term direction

This table shows the survey items that contribute to the *long term direction* score for TAS compared to Axis Foundation overall.

Results are displayed as the percentage of respondents who scored items either a six or a seven on the seven point rating scale. The colour coding indicates how your average raw score compares to Insync's benchmark database.

Survey item	TAS	All staff
1.1 Our senior leadership team has a vision for Axis Foundation that inspires me *	42%	52%
1.2 I can easily refer to our list of organisational goals when I need to	14%	42%
1.3 I understand how Axis Foundation expects to achieve its overall aims	28%	54%
1.4 I am kept updated on Axis Foundation's progress towards its overall goals	42%	59%
1.5 The reasons for significant organisational changes are explained to me	37%	50%
1.6 I am advised how changes that may affect me are to be introduced	28%	47%
1.7 There is a clear connection between what my work group does and what Axis Foundation wants to achieve	35%	60%
1.8 I understand how my role contributes to Axis Foundation's long term goals and strategies *	47%	67%
1.9 Our everyday actions and performance are clearly linked to Axis Foundation's goals *	46%	64%
1.10 Axis Foundation has a clear set of organisational values and behaviours that guide my everyday actions	18%	65%
Long term direction score	34%	56%

Your average raw score compared to Insync's benchmark database.

Legend: # Bottom decile # Bottom quartile # 2nd and 3rd quartiles # Top quartile # Top decile * Engagement driver

5. Performance Focus

This table shows the survey items that contribute to the *performance focus* score for TAS compared to Axus Foundation overall.

Results are displayed as the percentage of respondents who scored items either a six or a seven on the seven point rating scale. The colour coding indicates how your average raw score compares to Insync's benchmark database.

Survey item	TAS	All staff
5.1 Axus Foundation is committed to bringing innovative products and services to the market place	34%	54%
5.2 Our products and services successfully differentiate us from our competitors or peers	26%	48%
5.3 Axus Foundation is committed to best practice in our industry *	61%	74%
5.4 We get our message across to potential new customers	18%	43%
5.5 Customer needs feature prominently in decision making at all levels in Axus Foundation	30%	51%
5.6 We often ask our customers how we can serve them better	25%	47%
5.7 Axus Foundation consistently shows its commitment to achieving long term customer loyalty	30%	52%
5.8 Axus Foundation puts every effort into ensuring our systems perform well together	16%	49%
5.9 Our systems enable us to serve our customers well	22%	55%
5.10 Departments in this organisation provide good customer service to each other	41%	59%
5.11 Axus Foundation is committed to high standards of performance *	72%	77%
5.12 Axus Foundation contributes positively to the wider community	45%	59%
Performance Focus score	35%	56%

Your average raw score compared to Insync's benchmark database.

Legend: # Bottom decile # Bottom quartile # 2nd and 3rd quartiles # Top quartile # Top decile * Engagement driver

8. Engagement

This table shows the survey items that contribute to the *engagement* score for TAS compared to Axus Foundation overall.

Results are displayed as the percentage of respondents who scored items either a six or a seven on the seven point rating scale. The colour coding indicates how your average raw score compares to Insync's benchmark database.

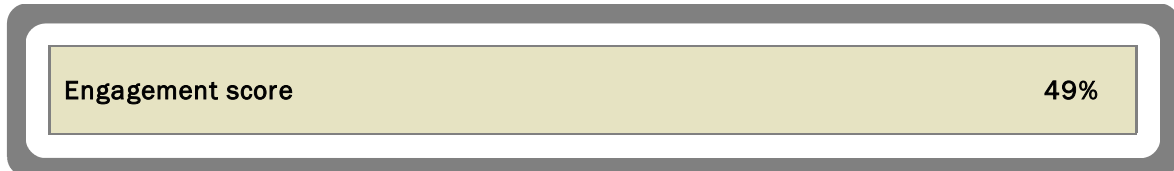
Survey item	TAS	All staff
8.1 I am proud to be working here	51%	70%
8.2 I would recommend Axus Foundation as a workplace to my family and friends	20%	45%
8.3 Overall, I am satisfied with my job	46%	62%
8.4 I have a strong sense of belonging to Axus Foundation	44%	59%
8.5 I believe that my own success is important to the success of Axus Foundation	46%	65%
8.6 Most challenges I face at work are good learning experiences	52%	63%
8.7 I volunteer to do extra work on special projects and initiatives	68%	70%
8.8 I happily do extra work to help Axus Foundation succeed	62%	75%
8.9 I can envisage a fulfilling future for myself at Axus Foundation	49%	62%
8.10 I look forward to coming to work each day	55%	67%
Engagement score	49%	64%

Your average raw score compared to Insync's benchmark database.

Legend: # Bottom decile # Bottom quartile # 2nd and 3rd quartiles # Top quartile # Top decile * Engagement driver

Your roadmap to increasing employee engagement

The engagement score for TAS is shown below.



The three drivers of your employees' engagement where TAS has the most room to improve are listed below. These are the drivers that received the highest percentage unfavourable responses, being a one, two or three on the seven point scale. Other things being equal, improving your performance in these three areas will drive an increase in employee engagement.

Results are displayed as the percentage of respondents who scored items either a six or a seven on the seven point rating scale. The colour coding indicates how the average raw score compares to organisations in Insync's benchmark database.

Note that these are NOT the engagement items, which are reported on the preceding page.

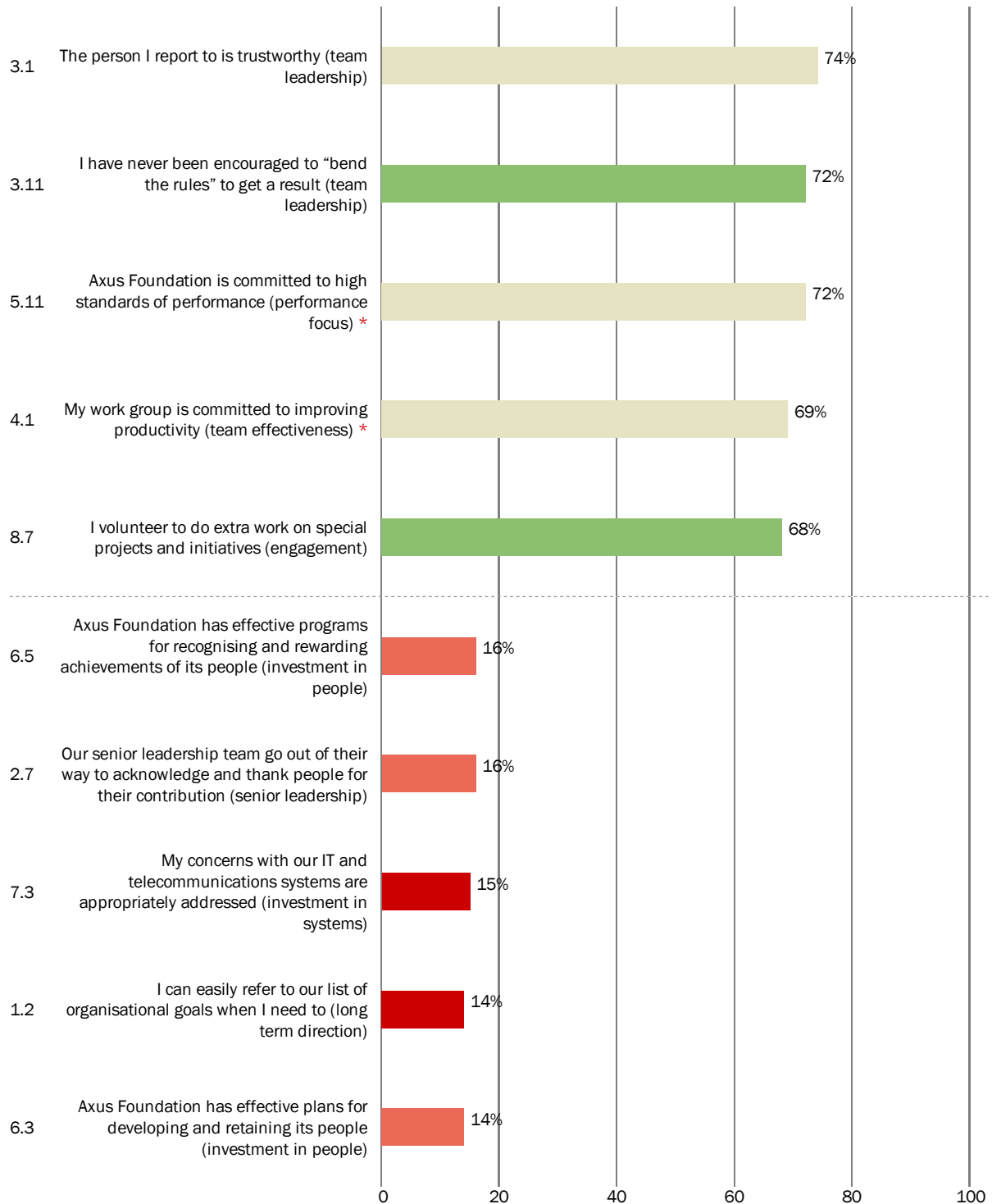
Survey item	% favourable
6.1 Axis Foundation cares about and is committed to me (investment in people)	32%
3.3 Axis Foundation's chosen values and behaviours are demonstrated every day in my work group (team leadership)	33%
3.9 The person I report to is interested in my job satisfaction (team leadership)	49%

Your average raw score compared to Insync's benchmark database.

Legend: # Bottom decile # Bottom quartile # 2nd and 3rd quartiles # Top quartile # Top decile

Highs and lows

Of the core survey items, these are the five with the most and five with the least favourable responses (percentage of respondents who scored either a six or a seven on the seven point rating scale). The colour coding indicates how the average raw score of TAS compares to organisations in Insync's benchmark database.



Your average raw score compared to Insync's benchmark database.

Legend: # Bottom decile # Bottom quartile # 2nd and 3rd quartiles # Top quartile # Top decile * Engagement driver