

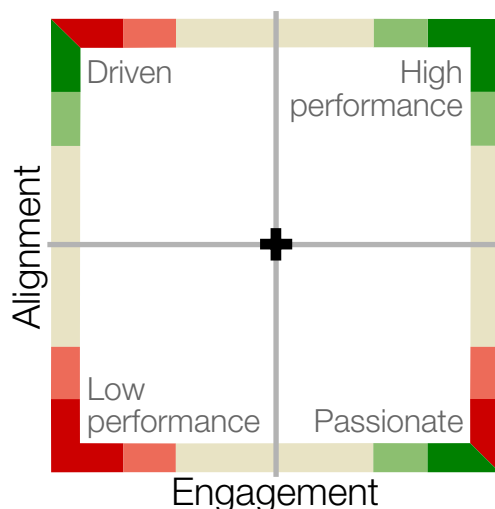
Alignment and Engagement Survey

Insync's Alignment and Engagement Survey can help improve your organisation's effectiveness. A wealth of academic evidence shows that the two greatest drivers of high performance are alignment and engagement. The survey helps you to focus on one or both of these concepts and choose the best levers to improve results.

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About the survey

The Alignment and Engagement Survey is founded on advanced academic and statistical research including Weiss and Molinaro's model of alignment and engagement. The survey measures eight alignment and engagement factors that fall under the headings Energise, Execute and Engage. These factors, proven by research to be ingredients for success, show you whether day-to-day operations are aligned with strategic goals and/or whether employees are engaged. High alignment and high engagement lead to sustainable high performance.



Eight ingredients for success

1. Long term direction
2. Senior leadership
3. Team leadership
4. Team effectiveness
5. Performance focus
6. Investment in people
7. Investment in systems
8. Employee engagement

The survey is completed by all employees and takes about 12 minutes. The results are benchmarked against Insync's extensive database.

Why use the survey

The Alignment and Engagement Survey reveals how to achieve sustainable high performance identifying:

- Whether engagement or alignment is a higher priority to effect change
- Pockets of best practice to be celebrated
- Specific areas for improvement, whether it be a particular department, location or role
- What to measure in the future
- Clear and concise information that empowers you to drive strategic change
- Benchmarked results that show whether problem areas are industry-wide or specific to your organisation

What you can expect

An experienced consultant will work with your organisation from start to finish, providing support and best practice knowledge to ensure your survey is a success. They will personally conduct debriefs and give insights based on their technical and industry experience.

Your organisation's results are presented in a clear and concise report with traffic light colours as one of the key features. This simple snapshot can move your executive team from blamestorming to brainstorming.

		May 2012	May 2013
Energise	Long term direction	51%	56%
	Senior leadership	50%	54%
Execute	Team leadership	66%	70%
	Team effectiveness	57%	60%
	Performance focus	53%	56%
	Investment in people	46%	49%
	Investment in systems	53%	57%
Alignment		54%	58%
Engage	Engagement	61%	64%

About Insync

Insync helps your organisation achieve sustainable high performance by improving your employee and customer engagement.

With over 25 years' experience, we're experts in employee engagement surveys, customer research, exit interviews, 360 feedback and leadership team and board evaluations. We also assist clients with focus groups, action planning, change management and developing and reviewing EVPs and CVPs.

We've conducted over 1,000 employee, customer and board research projects in the last five years for some of the largest organisations throughout Asia Pacific. These include ACCC, AFL, ASX, Cathay Pacific, Country Road, Chevron, CSIRO, Fairfax, GrainCorp, John Holland, Johnson & Johnson, KPMG, Metro, Mitsui, Nufarm, QBE, Salvation Army, Swire, Sydney Water, Toll, Visy, YMCA, federal and state government departments and agencies, many local councils and most universities.

We have delivered surveys, research and consulting projects in around 100 countries and 40 languages. We have made significant investments in our people, processes, culture and technology to ensure that we provide cost-effective and actionable insights to clients that make a real difference to their organisation.

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