

Organisation Alignment Survey

Understanding your degree of alignment reveals if the actions and behaviours of your employees position your organisation to fulfill its strategy and performance expectations.

Insync Surveys' Organisation Alignment Survey is a staff survey designed to improve your organisation's awareness around its current alignment. This will help your leadership team develop improvement initiatives.

Methodology

Our C³ Organisation Alignment Framework™ underpins the Organisation Alignment Survey. This methodology combines aspects of leadership, such as values, behaviours and support, along with aspects of management, including strategy, operations and delivery.

It measures:

Clarity – how your organisation's statements around long term direction and culture are publicly supported and reinforced.

Consistency – how your “clarity” statements are linked into strategies, projects, systems and measurable outcomes.

Commitment – how your organisation understands and supports your “clarity” and “consistency”.

This framework is based on extensive research and practical development over ten years.

When employees are aligned to your organisation's aspirations the following benefits are achieved:

- Performance – putting first things first
- Effectiveness – doing the right things
- Efficiency – doing things the right way
- Sustainability – consistently doing the right things
- Governance – protecting all stakeholders' interests

“ Insync Surveys' Organisation Alignment Survey identified and measured areas of concern in the alignment of employees to the company's goals that might have otherwise been hidden. It grouped these concerns in an easily addressable manner. ”

Anthony Starkins
Chief Executive Officer
First Samuel Limited
(Australia)





Survey process

Insync Surveys provides a seamless online process that allows employees to complete surveys at their desks, within 20 minutes. This achieves high response rates and a fast turn around of your results. Alternatively, surveys can be completed on paper and posted back.

Your survey can also be created in several languages and can be used in locally, nationally or globally.

Your results

Insights are revealed through the examination of 30, fine grained indices. The data can be viewed as whole-of-organisation, department, location and organisational layers. These perspectives identify issues that may be enablers or inhibitors to improve effectiveness and performance. Your diagnostic snapshot is ranked against Insync Surveys' benchmarked database so you can compare your organisation with hundreds of others.

Your results then become a platform for discussion and improvement initiatives. Alignment can then be enhanced when management provides clear direction and leadership on how to achieve the aims for the:

- organisation – through strategic plans to support aims
- divisions – through linked supporting operational plans
- individual employees – through linked roles, responsibilities and measures to support the operational and strategic plans

Your Organisation Alignment Survey will ensure your employees connect their day-to-day performance with the success of your organisation.

About Insync Surveys

With offices in Melbourne and Sydney, we specialise in employee, customer, board and other stakeholder surveys backed by consulting. Our registered psychologists and research experts help organisations become more effective.

We co-founded the Dream Employers Survey and have worked with some of the largest organisations in Asia Pacific, including: Cathay Pacific, Toll, Medibank Private, WorleyParsons, Fairfax Digital, Mission Australia, the Australian Curriculum, Assessment and Reporting Authority, state government departments, many local councils and most university libraries. This broad experience allows us to benchmark your results.

Visit: www.insyncsurveys.com.au

Contact us: info@insyncsurveys.com.au

“ When management decides to act, it must be on the basis of real issues and action must be directed at the right parts of the organisation. The Organisation Alignment Survey is a practical, powerful and accurate tool that delivers this guidance to clients. ”

Dr John Henstridge
Principal Consultant
Statistician
Data Analysis Australia

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