

# Axis Foundation Alignment and Engagement Survey Manager Report

NSW compared to Axis Foundation  
overall

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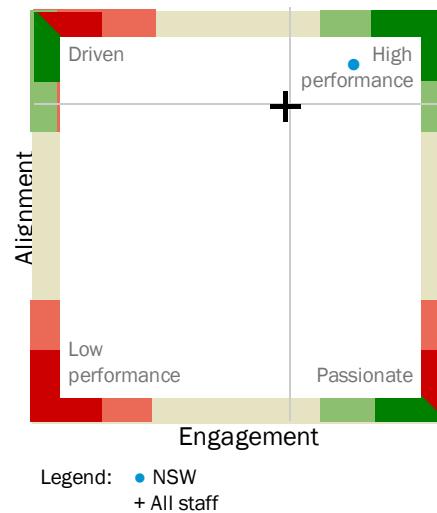
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# Introduction

## Alignment and Engagement framework

Insync Surveys' 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 Surveys.

The diagram below indicates where NSW and Axis Foundation overall are positioned on the Alignment and Engagement framework, relative to Insync Surveys' 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 NSW 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 Surveys' benchmark database.

**Number of NSW responses: 403**

		NSW	All staff
Energise	<b>Long term direction</b> – whether strategies and changes are clearly articulated, communicated and accessible and it's clear how strategies will be achieved	66%	56%
	<b>Senior leadership</b> – whether senior leadership exemplify best practice, inspire, encourage innovation, and acknowledge and maximise talent	64%	54%
Execute	<b>Team leadership</b> – whether managers are trustworthy role models who build teamwork, communicate well, coach and mentor, and value their teams' opinions	78%	70%
	<b>Team effectiveness</b> – whether work groups use challenging goals, embrace change, celebrate achievements, focus on customer service and compare actions against plans	67%	60%
	<b>Performance focus</b> – 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	66%	56%
	<b>Investment in people</b> – whether employees are supported with training and development, reward and recognition programs, work-life balance initiatives and performance appraisals	57%	49%
	<b>Investment in systems</b> – whether systems allow employees to do their job well, concerns are addressed and there's good internal customer service	64%	57%
<b>Alignment</b> – whether employees, teams, systems, processes and customer strategy are aligned to the organisation's long term goals		66%	58%
Engage	<b>Engagement</b> – whether employees are committed to and emotionally engaged with the organisation and its goals, and they promote and act in its best interests	71%	64%

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

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

## 4. Team effectiveness

This table shows the survey items that contribute to the *team effectiveness* score for NSW 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 Surveys' benchmark database.

Survey item	NSW	All staff
4.1 My work group is committed to improving productivity *	80%	72%
4.2 I understand my work group's long term goals	70%	62%
4.3 My work group uses challenging goals to increase performance	66%	56%
4.4 My work group celebrates high performance achievements	63%	53%
4.5 My work group acts decisively when our performance targets are not achieved	58%	50%
4.6 My work group has a strong customer service culture	73%	66%
4.7 Information is openly shared in my work group	63%	59%
4.8 My work group copes well with change	55%	53%
4.9 My work group regularly reports on how well it has performed compared to its plans, budgets and forecasts	78%	68%
<b>Team effectiveness score</b>	<b>67%</b>	<b>60%</b>

Your average raw score compared to Insync Surveys' 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 NSW 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 Surveys' benchmark database.

Survey item	NSW	All staff
8.1 I am proud to be working here	78%	70%
8.2 I would recommend Axus Foundation as a workplace to my family and friends	59%	45%
8.3 Overall, I am satisfied with my job	68%	62%
8.4 I have a strong sense of belonging to Axus Foundation	65%	59%
8.5 I believe that my own success is important to the success of Axus Foundation	73%	65%
8.6 Most challenges I face at work are good learning experiences	70%	63%
8.7 I volunteer to do extra work on special projects and initiatives	73%	70%
8.8 I happily do extra work to help Axus Foundation succeed	83%	75%
8.9 I can envisage a fulfilling future for myself at Axus Foundation	69%	62%
8.10 I look forward to coming to work each day	72%	67%
<b>Engagement score</b>	<b>71%</b>	<b>64%</b>

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

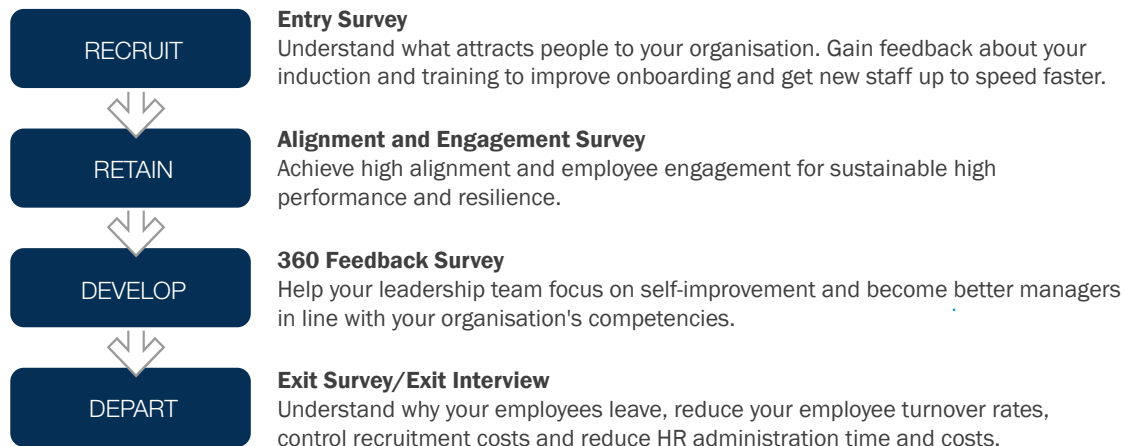
Legend: # Bottom decile # Bottom quartile # 2nd and 3rd quartiles # Top quartile # Top decile \* Engagement driver

# ENGAGING

employees and customers to achieve sustainable high **PERFORMANCE**

Insync Surveys can help your organisation improve employee and customer engagement which can increase your productivity and performance. Our employee and customer surveys also reveal the likely barriers to executing your organisation's strategy.

## EMPLOYEE SURVEYS



## CUSTOMER SURVEYS



Contact us for help on your high performance journey

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