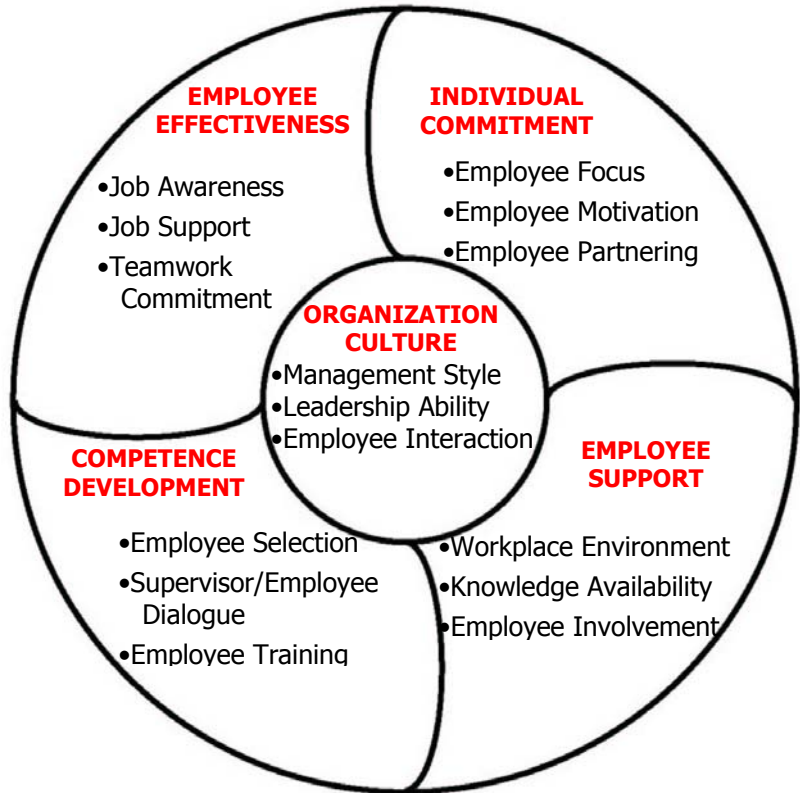


Employee Workplace Evaluation™

<p>WHAT IS IT?</p>	<p>The Employee Workplace Evaluation is a cost effective and efficient tool that evaluates how well organizations bring out the best in their employees from 2 different respondent perspectives (managers and employees). It evaluates quickly and objectively 5 Organization Challenges based on 15 Workplace Indicators, those organization practices that are crucial to the attainment of a high level of employee effectiveness.</p>
<p>THE MODEL</p>	 <p>EMPLOYEE EFFECTIVENESS</p> <ul style="list-style-type: none"> • Job Awareness • Job Support • Teamwork Commitment <p>INDIVIDUAL COMMITMENT</p> <ul style="list-style-type: none"> • Employee Focus • Employee Motivation • Employee Partnering <p>EMPLOYEE SUPPORT</p> <ul style="list-style-type: none"> • Workplace Environment • Knowledge Availability • Employee Involvement <p>COMPETENCE DEVELOPMENT</p> <ul style="list-style-type: none"> • Employee Selection • Supervisor/Employee Dialogue • Employee Training <p>ORGANIZATION CULTURE</p> <ul style="list-style-type: none"> • Management Style • Leadership Ability • Employee Interaction <p>EMPLOYEE EFFECTIVENESS (<i>Ensuring that employees are given the means to perform to the maximum</i>)</p> <p>COMPETENCE DEVELOPMENT (<i>Selecting, training the right employees and discussing performance</i>)</p> <p>INDIVIDUAL COMMITMENT (<i>Motivating employees to perform at their best</i>)</p> <p>EMPLOYEE SUPPORT (<i>Providing an environment that promotes employee involvement</i>)</p> <p>ORGANIZATION CULTURE (<i>Developing a culture that is open, inclusive and sharing</i>)</p>
<p>ADVANTAGES</p>	<ul style="list-style-type: none"> • Identifies workplace strengths and weaknesses and where human resource management practices can be improved • Identifies implementation priorities within a plan of action for improvements • Permits the organization to concentrate on improvements that are the most rewarding • Enables comparisons among divisions and groups and identifies best practices • Identifies an organization's culture and provides benchmark data against which improvements can be measured

CHARACTERISTICS

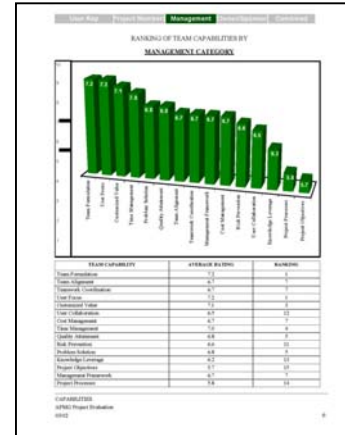
- Questionnaire customized for each organization
- 2 or 4 questions for each Indicator (the respondent rates each question on a scale of 0-10)
- Open-ended questions to meet the needs of each organization
- Each category of respondents can be subdivided into major groups and subgroups
- Multiple data capture possibilities (via the Internet, paper pencil kits, telephone interviews with confidentiality of respondents assured)
- Report delivered in written and electronic format
- Information is objective and unbiased
- The aggregated perceptions of all respondent categories and their subdivisions can be compared to determine the degree of alignment (managers, employees)

REPORTS

Reports are produced in modular format (Organization Challenges, Workplace Indicators, Organization Practices, Frequency of Distribution, Progress)



Comparison of Management groups



Ranking of Capabilities Strengths and Weaknesses



Comparison of a Respondent Categories



High and low ranked practices