



CLIENT SCENARIO

The client group consisted of six business units managed historically as independent businesses with varied operating cultures. Corporate growth triggered a need for greater integration of management practices, requiring a complete redesign of HR functional approaches and deployment of organisational surveys on a more consistent basis, using VaLUENTiS 5D EE model.

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X-GROUP EMPLOYEE ENGAGEMENT INTELLIGENCE

Sector: Engineering

Type: Consulting

OUR APPROACH:

The key challenge was to integrate multiple approaches towards surveying and employee engagement, given the varied operating cultures and business objectives. This was delivered as a consistent survey question set and approach to deliver insightful analytics to action upon.

A core advantage of the VaLUENTiS 5D Engagement model is the ability to use 'core' and 'bespoke' questions. In the first year of conducting the organisational survey, business units each selected a small number of bespoke questions for colleagues to complete, in addition to a 'core' set of Group questions agreed collectively.

Over time, additional standardisation has occurred; yet each business unit has arrived at this point through choice rather than imposition, leading to greater focus on action plans and implementation at a local level.

VALUE OF PROJECT:

The combination of 'core' plus bespoke questions by business unit has given the Group HR Director consistency of measurement and ability to compare engagement levels internally and externally. At the same time, individual business units have taken ownership of their individual surveys and had the ability to 'flex' specific question sets to meet particular needs in a given year.

PROJECT PLAYBOOK COMPONENTS:

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|-----------------------|----------------------------|
| ➤ 5D ENGAGEMENT MODEL | ➤ VB-HR™ QUESTION DATABANK |
| ➤ ONLINE DIAGNOSTICS | ➤ DATA VISUALISATION |

SIMILAR PROJECTS DELIVERED IN:

- Extensive public sectoral clients, including Healthcare, Higher Education, Local Government
- Extensive private sector clients across many industries
- Extensive third-sector/charity clients