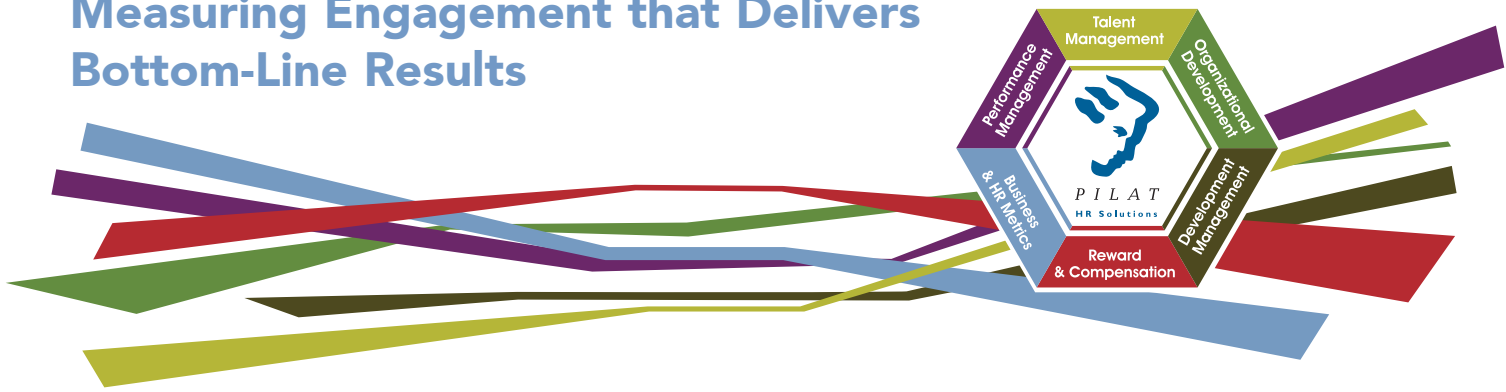


Measuring Engagement that Delivers Bottom-Line Results



BUSINESS & HR METRICS ENGAGEMENT SURVEYS

With over 30 years' experience, we have the evidence of the key factors that engage people to perform at their best. We recognise though that your needs are unique and that one size doesn't necessarily fit all. We can therefore offer you a range of solutions to meet your specific requirements.

Engagement Surveys The Pilat Way

Our clients have access to a leading engagement survey assessment platform and a wealth of expertise in how to run these projects effectively. We have a reputation for being market leaders in this field with creative, cutting-edge and highly cost-effective solutions.



Your Choice

- Pilat 'Engagement Model Survey', a tailored questionnaire using the Pilat model as the base or your own questionnaire
- Choose from a range of Pilat pre-defined, easy to interpret, graphical reports and workbooks or have your own customised output
- Corporate and or segmented analysis (right down to individual manager reports)
- Supporting interventions for briefing and or maximising the impact and benefit of the survey

Your Confidence

- User friendly technology.
- Your very own branded corporate website (if required).
- Comprehensive workflows and progress tracking to ensure participant involvement and deadline completion.
- Client-specific guidance and helpdesk service.
- Our solid track record; having launched hundreds of surveys and feedback projects, including processing more than half a million assessments in over 14 different languages for a wide range of organizations.

Your Security

- Pilat provides a secure data infrastructure, protecting your organizational safety and reputation through our technology.

At Pilat, we pride ourselves on providing a full suite of HR solutions to make Engagement Surveys a success.

Pilat Engagement Survey Solutions

Web-based Application Features

- Web-based feedback process. Website (designed to reflect your corporate branding)*
- Automated email reminders to participants, managers & feedback providers
- Graphical reports & personal workbook including; full guidance notes, engagement rating, departmental/organizational comparison, critical needs analysis and performance rating
- Administration & helpdesk service
- Guidance & help online
- Pilat or client-specific questionnaires
- Client defined processes, timescales & email text*
- Progress reporting to client administrator (if required)*
- Option for fully customised reports*

* not applicable on Pilat Engagement Classic

Engagement Classic

For rapid turnaround and the benefits of using our best practice and well tested engagement model, 'Classic' is the ideal option.

Benefits

- Model with proven reputation for engagement & retention
- Provides benchmarking level of engagement
- Clear focus where managers need to take action
- Rapid deployment and fast turn around with cost effective solution
- Reports available via email
- Global accessibility via internet

Engagement Tailored

Pilat's Engagement Surveys include the following features:

- Up to an additional 10 client bespoke questions
- Your branding (Logo) on the website and reports
- Tailored emails to your requirements
- You dictate the pace

Benefits

- Same as Pilat Classic
- High face validity; your brand & your questions
- Your own key questions to measure engagement

Engagement Custom

'Custom' is for organizations who want complete flexibility. While using the tried and tested technology for data capture and reporting we can provide a bespoke solution that features:

- Branded website and reports
- Client specific factors & questions
- Your choice of processes, who participates, how they are launched, timings of reminders
- Reports structured to your requirements and algorithms (we are obviously happy to advise)
- Choice of consulting interventions, workbooks & guides

Benefits

- High face validity; your brand & your questions
- Full flexibility to measure what you want, when you want, how you want.

What's It Really Like Right Now ?

Screen 7 of 4

	1 This is a real weakness in my work situation.	2 This is not going well in my work situation.	3 This is going well in my work situation.	4 This is a real strength in my work situation.	NA Not Applicable in my work situation.
1 I am thanked and praised for my work.					
2 My manager stands up and supports me.					
3 I like the job security here - it feels good to have stability.					
4 I can see a number of great career opportunities here.					
5 I can adjust my work schedule and/or work arrangements to meet my needs.					
6 I can make a positive impact here.					
7 The work I do day-to-day is what I expected to be doing.					
8 My manager often asks for my ideas.					
9 We have great teamwork - people pull together.					
10 My manager gives feedback in a way that makes it easy to want to improve.					
11 My salary is competitive in the marketplace.					
12 I get a lot of coaching from my manager and other knowledgeable resources.					

Save Next >



Engagement Survey Paper & Pencil

A simple operation via the Pilat Bureau without the requirement of technology.

Features

- Questionnaire packs include; client questionnaires and full guidance notes, and 'return to Pilat Bureau' envelopes.
- Questionnaires developed around the chosen engagement survey offering; Classic, Tailored or Custom.
- Pilat Bureau compilation & processing
- Pilat Bureau chasing participants (if required)
- Wide range of report formats with optional client-specific content

Benefits

- Does not require technology
- Cost-effective for small groups with tailored questionnaire

Additional Services

The collection and provision of feedback data is merely the start of the process; effective facilitation and subsequent management of the development process are key to the realisation of a true return on investment.

Engagement Workshops for HR & Line Managers



Pilat have developed 2 programmes approved by the CIPD for Continuous Professional Development (CPD) that are directly focused at building participants' ability to take action on-the-job to keep all employees fully engaged and contributing to the organization's success. Participants get hands-on experience with a number of proven talent solutions targeted at building a solid understanding of what it takes to engage and retain employee talent.



Workshops in progress



By equipping participants with the tools needed to take action and impact the organization's human capital results, participants are able to implement the actions that will make the greatest impact on their organization's performance.

Talent Toolkit, including...





Engagement & Survey Consultancy

- Proces design including briefings and programme implementation
- Questionnaire design
- Workshops for groups of participants
- Validation of surveys including correlation to actual business performance
- Briefing and facilitation of survey and outcomes

Technology

- Integration with other applications (HRIS/LMS etc)
- Performance Management (performance planning, tracking & appraisal)
- Talent Management (career management, succession planning & reorganization management)
- Development Management (development planning, tracking, monitoring, feedback & evaluation)
- 360 Degree Feedback Appraisal (web-based application features - 360 classic, bureau, self sign-up and client managed)

About Pilat

Pilat HR Solutions is an integrated human resources consultancy and IT systems solution developer. Our mission is to enable our clients to optimise the HR processes proven to underpin superior organizational performance. For 30 years, our business psychologists have been leading best practice in all aspects of Talent Management, Performance Management, Leadership Development, 360 Degree Feedback, Organizational Surveys and Job Evaluation.

Our experts combine a deep understanding of people management and organizational development issues due to the opportunities provided by advanced technology. Our flexible in-house or fully hosted systems turn theory into practice. Pilat produces results.

Pilat HR Solutions has a wide and varied client base, including major global corporations and public sector bodies. We work across all sectors with organizations from a few hundred to hundreds of thousands of employees. We have a solid track record for developing tailored solutions that deliver improved performance and show impressive returns on the investment made.

Pilat HR Solutions is co-listed on both the London AIM and Tel Aviv Stock Exchanges as Pilat Technologies International Ltd.

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POWERING PERFORMANCE & POTENTIAL