



MAKING EMPLOYEE SURVEYS WORK



Learn how to bring about real organizational benefit through employee surveys

Duration: 1 day

Groups: up to 12 participants

Overview

This program is a highly interactive, hands-on workshop designed to equip participants with the knowledge, practical skills and confidence to introduce, evaluate or enhance the value of employee surveys within their own organization.

Who Should Attend

The program has been designed to meet the needs of anyone who is:

- Considering introducing a staff survey into their own organization
- Wishes to review and improve on current survey practices
- Has been tasked with managing a survey-based employee research initiative
- Wants to expand their understanding of survey methods and technologies.

Learning Objectives

By the end of this program, participants will:

- Know the uses, pros and cons of the survey approach
- Be able to articulate its contribution to the wider arena of business metrics
- Be aware of the range of options available – methods, subject matter, technologies
- Be able to design, plan and implement a successful survey
- Be able to engage senior management and other stakeholders in the survey process
- Be able to deal with the use and abuse of statistics
- Be able to ensure that the survey results in real change
- Know where and how to obtain further help and support.

What Attendees Can Expect

Participants will:

- Hear from leading-edge experts in the field of survey research.
- Gain hands-on experience of the latest survey technologies
- Receive practical tools and techniques that they can apply within their own organizations
- Spend time in syndicate groups to use these to work on their own survey plans
- Network with survey-interested professionals from other organizations
- Take away a course folder consisting of a comprehensive practical guide to conducting employee survey research (normal price when purchased separately £150).

Program Outline

- The Role of the Survey
- Current Trends
- Making the Business Case
- Survey Design
- Commissioning Survey Research
- Survey Communications
- Data analysis - Lies, Damned Lies and Statistics
- Presenting Survey Results
- The Technology
- Taking Action
- The Future of Surveys

Accreditation



This program is accredited by the Certification Service for Continuous Professional Development and carries the CPD kite mark. Tailoring of the program may require the resubmission of materials to the certification service.



Workshop Options

This program is available in two versions:

- GOLD - standard learning materials
- PLATINUM - limited tailoring of components to match the client's own business context and processes.

This program is typically tailored for each client and delivered on an in-house basis. This maximizes the program's relevance for the delegates and ensures the best possible return on investment.

Pilat Facilitators

Pilat consultants have extensive experience in facilitating sessions/workshops with groups, ranging from small teams to large group forums/strategy sessions.

This includes:

- Designing and facilitating leadership development workshops for a range of private and public organizations
- Teaching university post-graduate courses on managing change and organizational development
- Working with departments undergoing organizational change, enlisting employee input in developing their new structure and roles
- Facilitating action learning teams - ensuring that maximum learning takes place through looking at the process of the team
- Working with new teams to help them clarify their goals, roles and ways of working.

To help ensure that group meetings are effective in achieving their desired outcome, Pilat can help both with the design of the session(s), as well as their facilitation.

About Pilat

Pilat HR Solutions, founded in 1974, has dedicated over three decades to bringing rigor to HR, working with organizations to increase their employees' performance and to realize their true potential. We do this through our combined focus in three areas of specialism - Consulting, Technology and Data.

Clients who partner with us tell us that they value their experience of:

- Passion - "We will demonstrate a contagious passion for helping you achieve your business dreams; they will become our dreams."
- Ethics - "Honesty; no excuses; no blame. We will keep or exceed our promises; and the people who make them will be there with you!"
- Excellence - "Rigor in all we do. Based on our knowledge and experience, we will work together to deliver measurable excellence, nothing less."
- Best-fit - "We will partner with you to understand your precise requirements, and provide the best-fit solution - if we can't, we will point you toward others who can."

Additional information can be found at www.pilat.com.

To schedule an exploratory discussion with a member of our team, e-mail info@pilat.com or call (US office) +1 800 338 9701 or (UK office) +44 (0)20 8343 3433.

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