



ENGAGED AND COMMITTED EMPLOYEES ARE MORE PRODUCTIVE AND ADD MORE VALUE TO YOUR ORGANISATION

An organisational climate survey measures the prevailing mood of an organisation at a given point in time; much like a weathervane measures the strength and direction of the prevailing winds.

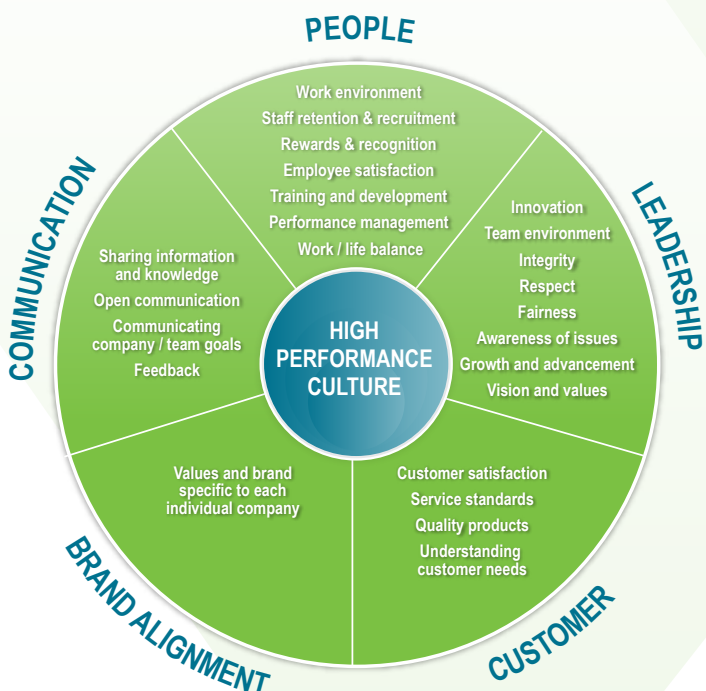
The Right Group's organisational climate survey tool WeatherVANE™ measures the internal culture and levels of employee engagement and commitment in your organisation.

The Right Group's customised WeatherVANE™ survey tool will:

- Gauge the main drivers of organisational effectiveness to provide maximum leverage.

- Identify key improvement areas for each division and department in your organisation.
- Provide strategies for improving employee attraction, engagement and retention.
- Benchmark your organisation against world's best practice.
- Provide follow-up action planning sessions and recommendations.

CREATING A POSITIVE WORK ENVIRONMENT IS CRITICALLY IMPORTANT TO YOUR ABILITY TO ATTRACT AND RETAIN KEY PERSONNEL



Cultural Excellence Framework™

WeatherVANE™ is based on The Right Group's Cultural Excellence Framework™ and can be tailored to meet the specific needs of your organisation.

WeatherVANE™ survey process

Our eight step process can be customised to address your specific project requirements. Our process typically involves:

Analysis and Reporting of the Survey Findings

The Right Group will analyse and report the survey findings at all relevant levels, i.e. whole of organisation, by location, departmental and demographics such as gender, tenure etc.

Each report presents:

- Top 10 most favourable and least favourable items.
- Organisation specific findings impacting on employee satisfaction and retention.
- Recommendations to improve organisational effectiveness.
- Overall employee engagement score.
- Coded responses to open-ended questions.

WeatherVANE™ Survey Process



The Right Group Difference

The Right Group will ensure your internal climate survey is developed and implemented in an easy to understand manner to achieve optimal results.

We believe:

- Effective communication is essential to a successful internal survey so that employees clearly understand why the survey is being conducted and the importance of their participation.
- It is essential to provide our clients with a communications program to launch the survey, maintain awareness and participation and assist managers with the interpretation and communication of findings.
- It is important to provide cost effective, leading edge and highly actionable organisational research services which enable our clients to improve their effectiveness and profitability.
- Actionability – is the key. The Right Group has dual competencies in gathering and interpreting data to assist the development of effective strategies.

The Right Group

Established in 1995, The Right Group is an international business consultancy with offices in Perth, Sydney and Singapore.

We specialise in:

- Company and Employer Branding
- Research
- People & Culture

The Right Group has an expanding client base that stretches across the UK, US, Asia, Australia and New Zealand. We work with a variety of blue chip clients in a diverse range of industries.

All of our clients are extremely important to us and include Bunnings Warehouse, Hanson, Officeworks, Victa, Wesfarmers, Cement Australia and RAC Queensland. We pride ourselves on being a trusted partner to their businesses and helping them achieve and maintain their dominance in their respective industries.

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