

employee power™



Introducing Employee Power™

Harris Interactive has an enviable track record in helping organisations realise the full potential of their employees and as a result, drive significant performance improvements. It is no coincidence that many of the organisations we work with have seen their employee engagement score double, leading to significant increases in their performance metrics, such as customer satisfaction, productivity, sales and operating profit.

Introducing Employee Power™

Employee Power™ is a fully automated and scalable way of surveying your employees, allowing you to focus your attention where it matters, on taking the right actions to improve the performance of your organisation via your people.



Key features and benefits of Employee Power™

1 Speed and ease of set-up and deployment

With ready-to-go survey metrics that have been rigorously tried and tested, you can start your **Employee Power™** survey as quickly as possible, whilst still ensuring quality, confidentiality and accessibility for all. We are proud of our 71% average participation rate, and will support you to achieve this or higher. Our online surveys are configured for mobile, tablet, desktop and laptop. There is also flexibility to add in your own customised questions.

3 Impactful reporting for a time-challenged audience

Many employee surveys fail purely because of over complicated and unappealing reporting platforms. The survey is only as good as the quality of the action planning. The Harris **Employee Power™** hub has been developed with client input to balance the needs of different stakeholders, including access to dashboard and detailed results. It will be regularly reviewed to meet on-going user requirements. To help you and your stakeholders make impactful decisions faster, results are available as quickly as a day or two after your survey closes.

2 Confidence in using a proven model and approach

Employee Power™ uses our proprietary performance modelling with Purpose, People, Engagement and Productivity at its heart. The Harris model was created over many years by combining a wealth of employee survey data and actual business performance metrics to identify the differentiating factors that make the great organisations great. It has been validated through the thousands of surveys we have conducted over many years with millions of employees.

4 Benchmarking

Harris has many benchmarks. We have access to an extensive panel and can tell you how the general population feel about their work life. This removes a major weakness in traditional benchmarks by giving you a comparison on how people are feeling across all organisations, not just those paying an agency for an employee survey. **Employee Power™** also gives you an essential internal benchmark on the differential in opinion between your engaged, disengaged, and neutral employees, on all questions. Two benchmarks of your choice are included as standard.

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The Employee Power™ hub provides:

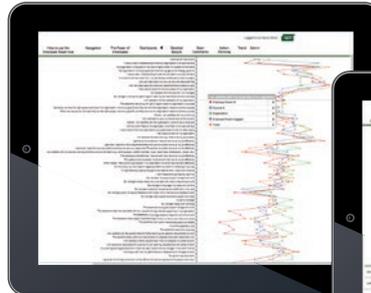
- ✓ Ease of use navigation landing page
- ✓ Education page on how employees drive organisational success
- ✓ Easy to digest dashboards for a time pressed audience who are often using this format for other organisational performance data e.g. financials/customer satisfaction
- ✓ Themed open comment analysis and interactive word clouds
- ✓ Dynamic filtering to see results by a target demographic, and trending
- ✓ Export of data and charts into PowerPoint and pdf for business reporting
- ✓ Action planning functionality, focusing on the top 5 actions to improve performance. Based on the power of less is more - the more focused the action planning, the greater the chance of action
- ✓ Secondary access to detailed results for those that like the detail, to show nothing is being hidden



Detailed results



Action planning



Trend



Open comments

Access levels to Employee Power™

Our flexible and modular approach is designed to suit different levels of complexity and budget.

Employee Power™ – our vigorously tested plug and play approach, including online survey content design (incorporating corporate logo), survey deployment and completion in English language, online hub driven reporting and action (10 reports included), performance modelling and two benchmarks.

Employee Power Plus™ – as above, but with added elements of customisation; including ability to add a selection of your own bespoke survey questions/metrics, enhanced benchmarking data, extended number of reports up to 30 and corporate logo and colours.

Employee Power Premium™ – a fully bespoke programme and hub totally built for you and your requirements.

Additional Harris expertise should you need it:

- Administering a survey in multiple countries, including survey and results translation
- Country targeted general population benchmarking
- Trusted and passionate experts to engage stakeholders through in-person presentations and workshops
- Qualitative groups/depths in advance of, or post, survey
- Advanced analytics including prioritisation modelling and simulators linking survey data with internal organisational performance data
- Harris 24 self-service surveys in follow up to your main engagement programme, or to site all your people related surveys in one place e.g. on-board, exit, pulse
- Pop Up Communities to deploy during periods of exceptional change or to obtain qualitative insights

To find out more - contact us today

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