

# How Effective Are Your People?

A tool to assess individual, team, and organisational effectiveness.

Do your staff really understand the strategic objectives of the organisation and their role in achieving these?

Do they plan and prioritise their work accordingly?

Are they actually effective rather than simply busy?

Do they feel adequately supported?

Is email under control?

How do the perceptions of your Senior Managers differ to the perceptions of your staff?

Ultimately, do you know where your resources are best directed to enhance output and realise better results from your people?

## The Effective Workplace™ Survey

Developed from over 30 years experience in improving personal and team effectiveness, TMI (formerly Time Manager International) is delighted to offer a tool to address the above questions. Similar in methodology to our well-regarded Complaints Culture Survey which has now been running internationally for the past six years, this new survey collects employee and senior manager perceptions of their behaviours across nine key factors:

- Understanding Strategic Goals
- Making Goal-Based Decisions
- Personal Planning
- Results Orientation
- Systems & Processes
- Managing Email
- Internal Support
- Meeting Effectiveness, and
- Team Effectiveness

Note: Each factor comprises a series of statements.

The 15 minute survey is administered online with essentially an unlimited number of employees able to participate.

## Benefits of Participating

As a participant, your organisation will receive:

- **An Organisational Report** – This will highlight the relative strengths and weaknesses of various work practices within your organisation.
- **Departmental Analysis** – Depending on the size of your sample, it is also possible to compare results by different departments within your organisation.
- **Consultative Feedback** – A TMI consultant will discuss your results with you, comparing your performance with Best Practice worldwide to provide meaningful insights and strategies for improvement.

## Investment Required

Participation in the survey costs just \$4000 (plus GST) for up to 250 respondents.

## Want to Know More?

To find out more or to express your interest in participating, please contact TMI on **(03) 9602 3500** or visit our website **[www.tmiaust.com.au](http://www.tmiaust.com.au)**

