

# Engagement Surveys. Enhanced.

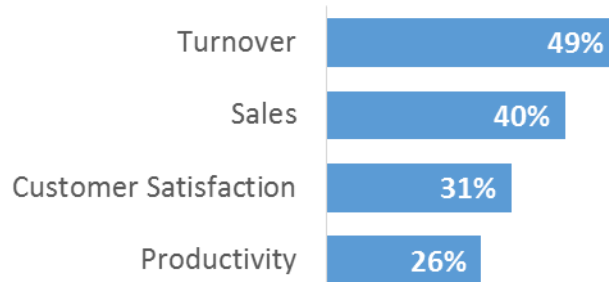
Ensuring business success starts with truly understanding your workforce and the factors that drive performance. By using an enhanced employee engagement framework that measures the three key talent factors of alignment, capabilities and engagement, Metrus Group's Strategic Employee Engagement Survey will help you identify, prioritize and take action on the key strengths and opportunities that influence business outcomes and sustainable growth!

## The Evidence for Enhanced Employee Engagement

Research conducted by the Metrus Institute has shown that employee alignment, capabilities and engagement combined are better predictors of key business outcomes than engagement alone. Engagement encompasses satisfaction with the organization, commitment and advocacy, but an engaged workforce must also be *aligned* with the business strategy and goals and have the *capabilities* to meet customer expectations in order for performance to be maximized.

This is the basis for Metrus Group's strategic employee engagement survey process... an evidence-based approach to employee surveys designed to connect people issues to critical business outcomes and provide a path to corrective action.

Predictive power of ACE for key business outcomes at a retail company.



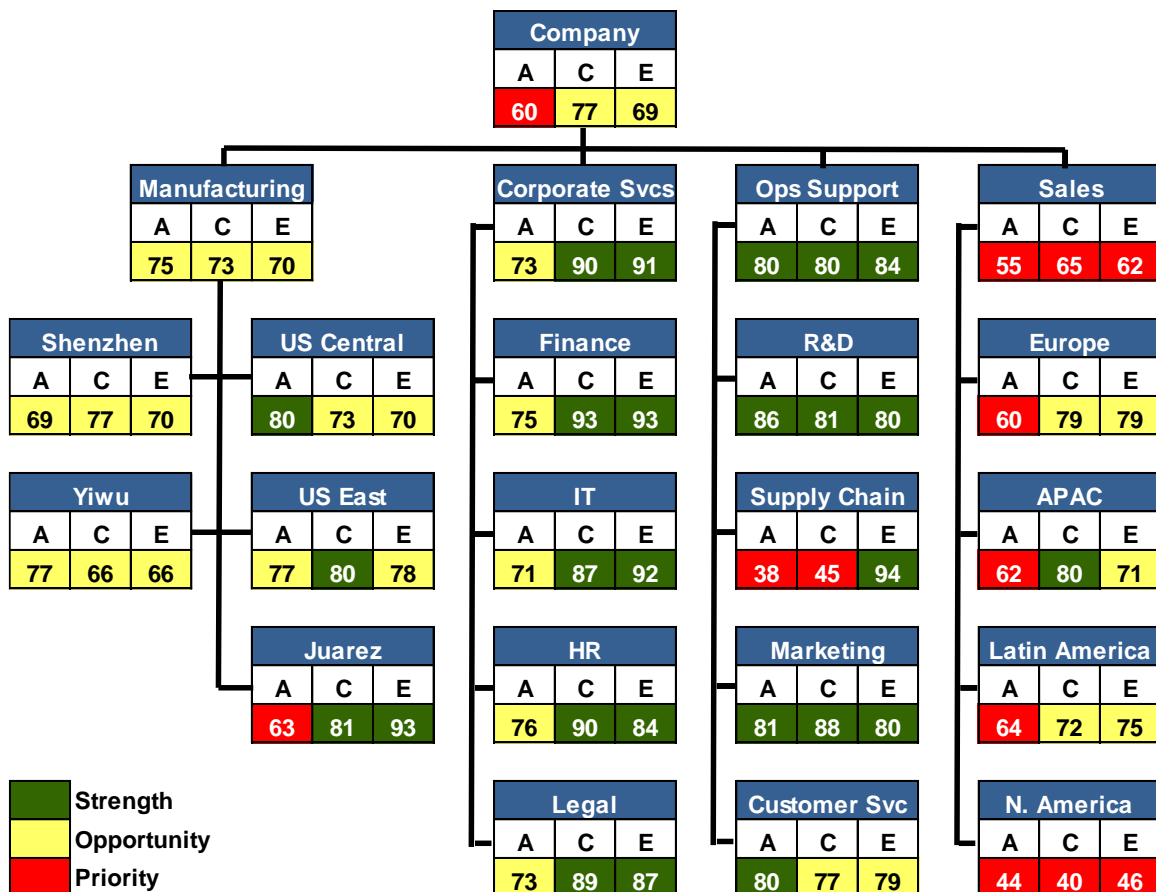
## The Survey

Metrus Group’s strategic employee engagement survey process starts when our experienced survey design team works with you to create a survey that is aligned to your strategy and goals. The questions are carefully selected to measure the drivers of ACE (alignment, capabilities and engagement) most relevant to your business, and link to key performance metrics.

Surveys can be deployed in any language and methodology including web, mobile, interactive voice response, or paper.

Survey results are presented in a clear and easy to understand ACE Scorecard™, mapped directly to your organizational chart. Using red, yellow and green color coding, strengths and opportunities within the organizational structure become clear immediately.

Sample ACE Scorecard™

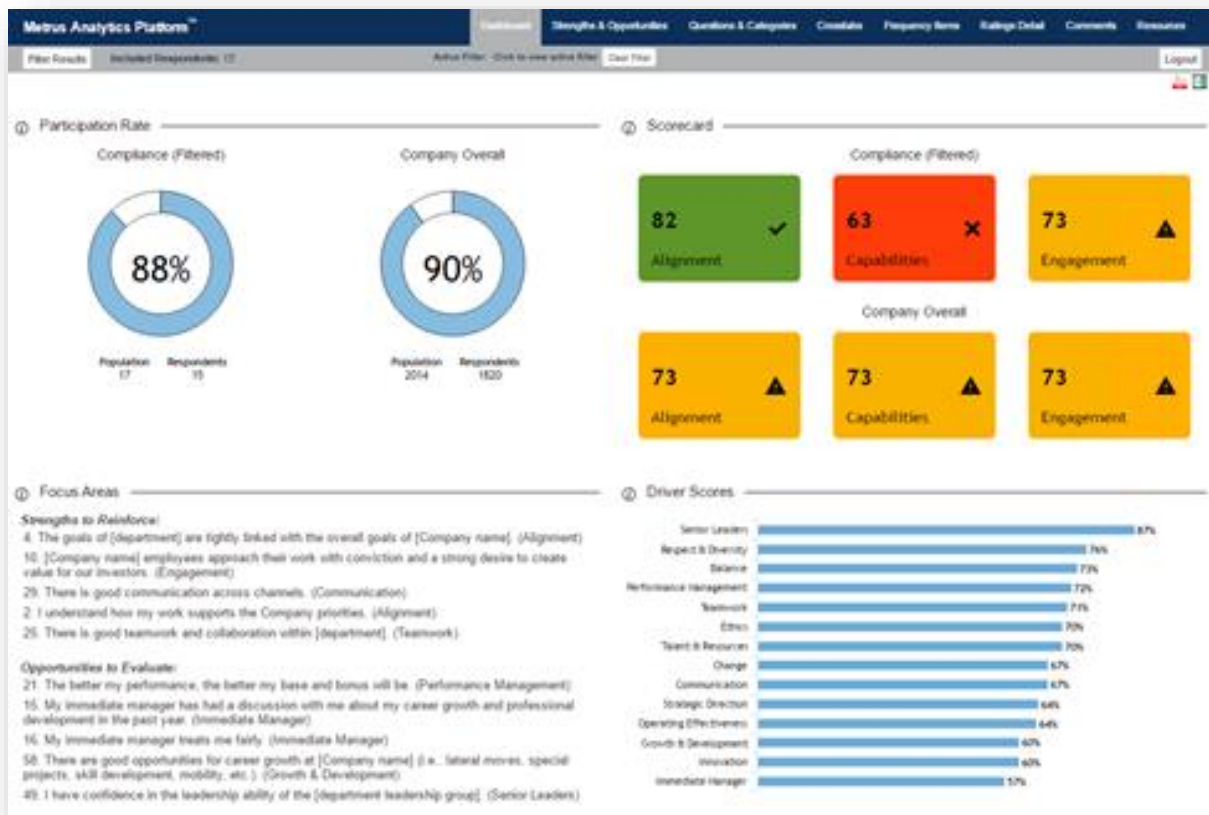


## Advanced Analytics and Reporting

Driver analyses, linkage analyses and an easy-to-use report system will help to identify strengths and key issues for action and lead to targeted solutions for improved employee engagement, performance, customer satisfaction and sustainable growth. Power users, like HR, can use advanced web tools to take a deeper dive into the data.

The Strategic Employee Engagement Survey process includes a detailed review of results for executives and an intensive workshop for managers to help with root cause analysis and action planning. When it comes time for action, Metrus Group has the experts to help.

### Sample reporting



## The Differentiators

- ✓ A strategic approach, customized to meet the needs of your workforce, your business and your strategy
- ✓ Identification of gaps in employee engagement, as well as alignment and capabilities
- ✓ Easy-to-use web based reporting and analytic tools, providing a roadmap for focused follow up and action
- ✓ An experienced consultant team of accomplished professionals and trusted advisors

## Additional Support

- ✓ Train the trainer programs
- ✓ Priority setting and action planning sessions/coaching
- ✓ Follow-up focus groups
- ✓ Targeted improvement pulses
- ✓ Training programs for key skills areas, communication and leadership development
- ✓ Effective teams & processes
- ✓ Culture interventions

## Get Started

Metrus Group experts are ready to help you get started on an employee survey approach that will drive improved business performance and sustainable growth.



### Related Research Links

[Optimizing Human Capital  
Hidden Drivers of Success](#)

### Related Services Links

[Strategic Surveys](#)  
[Talent Management Solutions](#)

### About Metrus Group

Metrus offers a unique combination of consulting, research, and skill development to organizations intent on aligning strategies, growing value and optimizing human capital investments.

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