

## Employee Culture and Ideas Survey (ECIS)

Today's business environment requires that its people are aligned with their organization's philosophies and values. Aspen's Employee Culture and Ideas Survey (ECIS) is a one of a kind survey: It focuses on gathering employee ideas while providing an accurate assessment of the existing culture from the employees' point-of-view. ECIS is customized to meet a company's needs and circumstances and provides optimal flexibility in the design, administration, analysis and feedback of the survey's results.

### Benefits of Conducting ECIS

- Collects employees' ideas about how to make company better
- Aligns work culture with the strategic direction of organization
- Creates a culture that can adapt to changes from growth, merger, crises, or reorganization
- Improves communication and morale, and enhances performance and operational results

### Approach

Each client situation is unique. This is not an off-the-shelf survey. Instead, we use a three-step approach to customize the survey content to address an organization's particular needs.

#### Step One – Conduct Needs Assessment

- Conduct interviews and focus groups with management to discover current and desired performance, as well as unique issues, needs, and opportunities
- Design and distribute a customized survey (online and/or in conjunction with one-on-one employee interviews) to a representative group of employees
- Analyze results

#### Step Two – Report Results & Recommendations

- Generate reports to clarify survey findings and recommendations
- Present results to leadership and engage them in the improvement process
- Present results to employees and communicate improvement process (Action Plan)

#### Step Three – Assist in Development Plans

- Create an Action Plan and suggested "next steps" based on results and company values
- Participate in leadership meetings to assist in implementing Action Plan