

OUR CLIENT SUCCESS

CLIENT

**Canadian
Independent School**

INDUSTRY

Education

PROJECT

**Employee Engagement
Survey**

THE CHALLENGE

Teal & Co. was engaged to strategically customize and deploy an employee engagement survey to all employee groups; ensuring seamless delivery, efficiently and through a confidential, third-party process that gathers insights on work experiences. Employee surveys provide insight on how engaged employees are with their roles, their work environment, how aligned they are with the mission and vision of the organization and where their career aspirations are.

The practice of soliciting feedback from employees in a confidential way is a proactive approach to talent management that leads to improved employee experience, retention, and a productive work environment.

Delivering a survey through a third-party initiative and strong partner platform, instills confidence, assures confidentiality, provides the opportunity to remove bias and demonstrates to employees that their input is valued and is a priority.



OUR APPROACH

- Deliver an effective and fully customized employee engagement survey, through an online survey platform that best suited the culture and needs of the school and offered an effective assessment of employee sentiment and experience in Diversity, Equity, and Inclusion
- Determined the question set and data segmenting that would capture employee opinion, input, and perspective
- Customized and established the questionnaire, liaising with our online survey platform partners to prepare the tool for seamless deployment
- Established and followed a critical path that confirmed the survey timing
- Provided guidance in the development of an employee communication plan for the deployment of the survey and prepared communication drafts to support the roll out process
- Deployed the survey to all employees through an online confidential format
- Prepared result reports and provided the results of the survey to the leadership team at the school



THE OUTCOMES

- Seamless end-to-end process and facilitation management of the employee engagement survey
- Survey results report that outlined the engagement of current employees, the powerful drivers of engagement and recommendations for potential workplace improvements
- Provided relevant industry benchmarks as comparators to support results analysis and identify competitive advantages
- Ability to view results in a multitude of segments for in depth analysis and dissection to inform future policies, programs, and practices
- Identified actionable insights informing recommendations on where to make improvements within the school and provided a foundation to compare future results

