



Employee Engagement Platform

G-Cloud 15 Framework

Service Description

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Introduction:

WorkL for Business (WFB) is pleased to provide service information for G-Cloud 15.

Our business is entirely based around Employee Engagement & Experience Platforms for Public, Not for Profit, Charity, Educational and Private Sector organisations.

Founded by Lord Mark Price, former Deputy Chairman of John Lewis, Managing Director of Waitrose, and Minister of State for International Trade, WFB was created to transform and enhance working lives. Mark partnered with behavioural scientists, Lancaster University, HR specialists, and the charity Action for Happiness to develop The Six Steps to Employee Happiness—a proven methodology that underpins our approach. His passion for wellbeing, inclusion, and workplace happiness informs everything we do.

WFB is an ethical supplier with strong commitments to fair work practices, social value, equal opportunities and sustainability compliance.

Our platform enables organisations to measure, track, and improve employee experience, happiness, and wellbeing. Predictive Analytics and Instant Action tools provide managers with tailored recommendations, empowering them to take immediate action to improve engagement, retention, and performance.

Results are presented via an intuitive dashboard with downloadable thematic reporting, available at multiple levels of hierarchy including business areas, operational areas and directorate. Data can be segmented by demographics and organisational structures, including corporate services, operational service, departments, job functions etc.

WFB supports over 1,000 organisations including Cafcass (The Children and Family Court Advisory and Support Service) which is a public body under The Ministry of Justice and the largest employer of social workers in the UK, English, Scottish and Welsh Parliaments, Qualifications Scotland, The Gambling Commission, NEXT, Burger King, Alzheimer's Society and Iceland Stores. Our survey methodology was also chosen to power the prestigious *Sunday Times Best Places to Work Awards*.

We are fully GDPR compliant and hosting is via Amazon Web Services in the UK. We have robust internal structures and adhere to industry best practice and meet Data Protection requirement rules.

You will receive dedicated support from two experienced Customer Success Managers throughout the journey—from discovery and design workshops to survey onboarding, reporting, consultation, and follow-up recommendations. Our public sector experience is extensive, and our track record includes a 95% customer NPS and a 96% renewal rate. We were an approved supplier under the HM Government G-Cloud 14 Framework for Public Sector cloud services.

We recognise that each organisation's needs are unique. Our core survey contains 22 questions across six key areas, with complete flexibility to add, amend, or remove

questions to suit your requirements.

Our Six Steps to Employee Happiness methodology:

1. **Reward & Recognition** – Whilst pay is important linking it with recognition for effort and worth a powerful motivator.
2. **Information Sharing** – Promoting transparency to create an engaged, informed workforce.
3. **Empowerment** – Encouraging staff to contribute ideas and shape strategy. Listening to and integrating ideas and suggestions helps employees feel they make a difference.
4. **Wellbeing** – Supporting physical, emotional, and financial health to boost engagement, reduce attrition and increase productivity
5. **Instilling Pride** – Fostering purpose and pride in the organisation's mission.
6. **Job Satisfaction** – Building trust, respect, and opportunities for personal development, along with the relationship with your manager encourages a stronger employee bond.

All questions are scored on a 0–10 scale, with both quantitative and qualitative feedback options. We offer a user friendly dashboard and a simple survey experience that takes under five minutes to complete the standard 22 questions, yet produces rich, actionable insights.

Results are benchmarked, analysed by demographic filters, and integrated into tailored insights to inform action planning. Data gives rich granular data to help fuel actions and improvement. The survey is fully anonymised with a minimum response of 5 per group for the data to be reported. All surveys can be compared survey on survey and year on year.

Proven Impact

Our clients have reported:

- 23% increase in survey response rates.
- 22% reduction in employee attrition, delivering continuity and recruitment cost savings.
- 9% increase in job satisfaction.
- 8% boost in wellbeing scores.

At WFB, we believe that a happier, more engaged workforce is the foundation of organisational success—for employees and for the customers they serve. It leads to extra discretionary effort, productivity benefits, reduced sick pay and continuity.

In addition to the Employee Engagement Platform we also offer optional New Starter and Exit Surveys and offer Expert Human Resources Guidance with our Consultancy, Training Packages and Toolkits.

We would be pleased to provide case studies by request.

The standard platform includes the following:

Employee Engagement Platform
<ul style="list-style-type: none">• Six Step Engagement Survey/s• Standard 22 questions• Quantitative questions/Qualitative questions• Drop down questions with branching• Survey & platform branding• Add, change, remove questions - unlimited• Tailored team manager dashboards/results for service/division/location etc• Dashboard reporting• Self Service Pulse surveys• Multi-hierarchical dashboards• Data with filtered slice & dice• Instant Action Planning• Predictive analysis (Flight Risk & Wellbeing)• Benchmarking v global database of 110,000 companies• Benchmarking v industry (e.g Public Sector)• Interactive multi drill down Heatmaps• NPS & D&I• Onboarding workshops• Project Management and Gantt charts• 5 phase installation methodology to go live• Platform Training• Post survey account management• Results presentation / recommendations• Dashboard reporting• Help Desk /Support• Version Upgrades• Sunday Times Best Places to Work Awards entry

Project Delivery and Onboarding

Understanding your culture, aims and objectives

- ❑ Scoping workshop(s)
 - ❑ Weekly meetings
 - ❑ Agreeing ROI measures
- WorkL methodology built by HR experts, data scientists and academics.

Reviewing where you are now

- ❑ HRIS/people data
- ❑ Previous survey questions

Advising on survey design and distribution

- ❑ Survey length
- ❑ Demographic groups
- ❑ Branding
- ❑ Branching for different divisions
- ❑ Distribution methods - email, link, text etc.
- ❑ Survey introduction
- ❑ Survey comms

Advising on dashboard and reporting

- ❑ Dashboards for managers
- ❑ Action plans for managers
- ❑ Employee results, if desired
- ❑ Results Discussion
- ❑ Pulse Surveys

WorkL for Business (WFB) specialises exclusively in employee engagement. Our entire business is aligned to helping organisations measure, understand, and improve how their people feel about work.

Our in-house survey experts, with decades of design and delivery experience, have developed a survey approach that is simple for employees to complete while delivering deep insights. We do the heavy lifting — from survey creation to results analysis — so you can focus on driving positive change.

To date, we have delivered and completed over 2,000,000 surveys, supported by in-depth technical and data management expertise.

Your Dedicated Team

We assign a dedicated Customer Success Team at the start of every project, who remain with you throughout your contract to ensure continuity. They will work collaboratively with your organisation, acting as your primary contact for all pre- and post-go-live activities.

Your team will include:

- **Head of Operations** – Oversees implementation to ensure on-time, on-budget delivery to specification. Provides ongoing account management and strategic input.
- **Head of Customer Success** – Leads client relationships and implementation strategy. Brings decades of experience in customer experience and retention.
- **Senior Customer Success Manager / Account Manager** – Works alongside you pre- and post-go-live, maximising survey success, removing obstacles, and recommending actions.
- **Customer Success Executive** – Provides day-to-day support, coordinates delivery, resolves issues, and ensures smooth project execution.
- **Wider Project Support** – Access to our IT team (reporting to the CTO), Head of Data, Product Development team, and a dedicated Behavioural Science specialist.

Your two primary Customer Success contacts will be introduced during the onboarding workshop and will remain with you from survey design through to results follow-up and ongoing strategy.

Training & Onboarding

We deliver a detailed onboarding workshop with full supporting documentation, covering:

- Survey mechanics and completion process
- Employee engagement principles and manager responsibilities
- Communication strategies to encourage participation
- The 6 Steps to Workplace Happiness
- Pulse survey creation and management
- Onboarding
- Confirming needs, objectives and KPI's
- Action planning from results
- Dashboard and reporting training for managers and leadership

- Predictive insight analysis and how to use it
- Ongoing support for new releases and functionality

Training is flexible and can be delivered in workshops, drop-in sessions, remote webinars, or handout guides.

Project Methodology

Our approach is collaborative and client-focused, following a **five-phase process**:



Phase 1 – Discovery & Planning

- Introductory meetings with key stakeholders
- Identify organisational objectives (e.g., retention, wellbeing, ED&I, absence reduction)
- Agree delivery methods (online, SMS, QR code, paper)
- Define survey scope (engagement, onboarding, exit)
- Confirm reporting needs and engagement strategies
- Develop a Gantt project plan with milestones, responsibilities, and actions

Phase 2 – Survey Build

- Collaborate on question set design (including branching if needed)
- Configure dashboards and reporting levels
- Agree benchmarking requirements
- Train managers on survey mechanics and dashboard use
- Test and sign-off survey before launch

Phase 3 – Launch & Response Monitoring

- Support launch with communication strategies
- Monitor response rates and advise interventions to improve participation
- Provide mid-point reporting and real-time completion rate tracking

Phase 4 – Results & Analysis

- Deliver dashboard access and active action-planning guidance
- Provide detailed reports with insights, sector benchmarking, and recommendations
- Host results workshops for HR, managers, and leadership
- Present findings and suggested next steps

Phase 5 – Learning & Development

- Review results and measure improvements
- Advise on pulse surveys to address specific themes
- Provide ongoing strategic consultancy and best practice guidance

Ongoing Support & Service Levels

- Dedicated Customer Success contacts throughout the contract

- Weekly meetings during key project phases, with daily availability via email, phone, or webchat
- Real-time completion rate monitoring via dashboard
- Follow-up support for pulse surveys and additional engagement initiatives
- Flexible meeting options for result reviews and action planning
- Access to behavioural science consultants if desired
- Trend reporting, predictive analytics, and flight risk identification

Best Practice Commitments

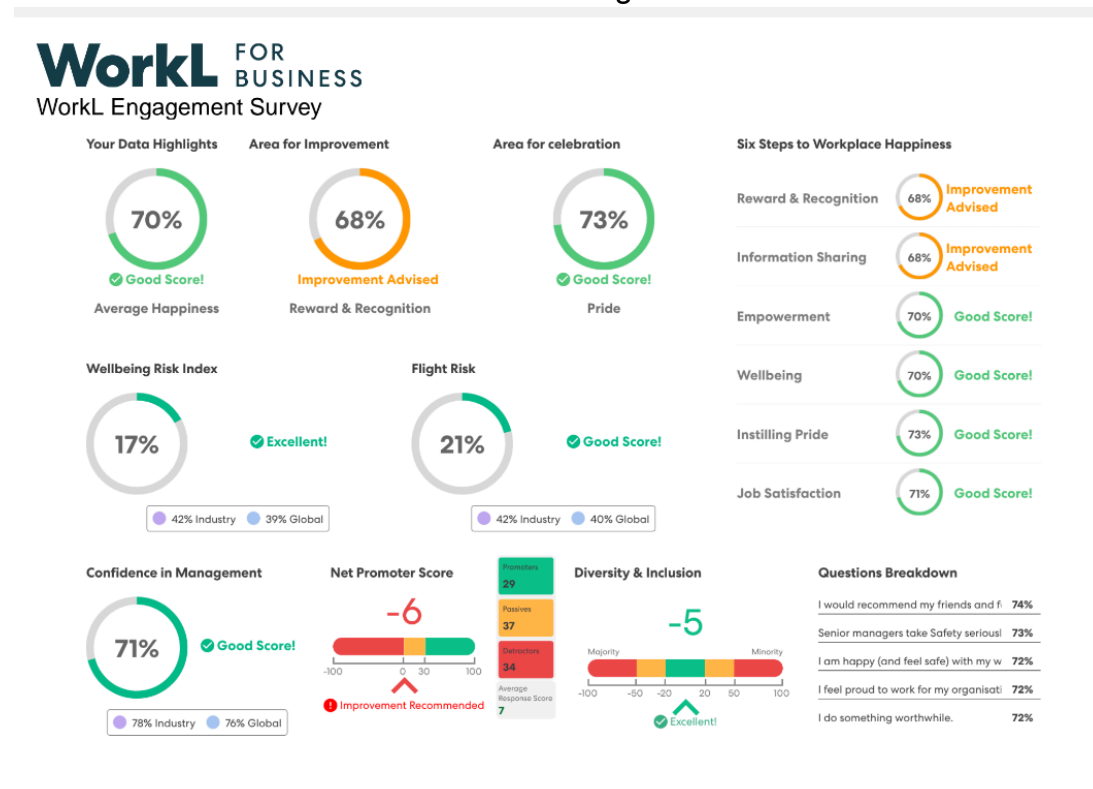
- Keep surveys concise and user-friendly
- Communicate purpose, benefits, and anonymity to employees
- Include both quantitative and qualitative questions
- Tailor questions to different organisational groups where needed
- Act on results and communicate actions taken
- Follow full surveys with targeted pulse checks
- Empower managers with actionable insights and resources
- Maintain an “always-on” feedback channel for continuous improvement

This consolidated service framework ensures that every WFB client receives consistent, high-quality delivery and follow up collaboration, regardless of industry or organisation size. Our aim is to provide clear insights, practical recommendations, and measurable improvements in employee engagement.

The Platform Dashboard

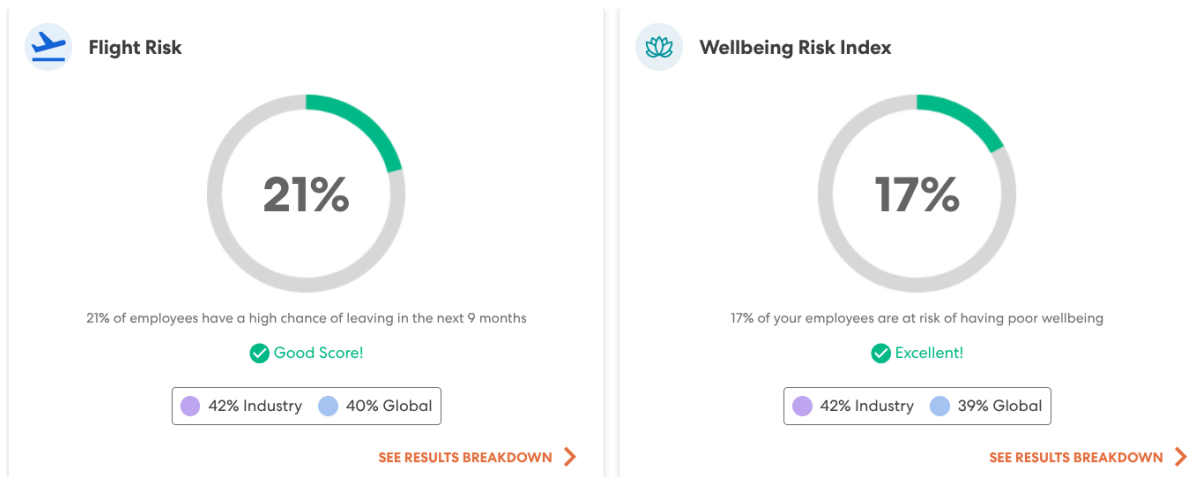
You get a flexible dashboard that can be bespoke for your organisation and management level. You can filter your results by pre-set and/or bespoke demographics, deep dive into groups that need more attention and view results by specific business units and operational departments. Diversity and Inclusion scores highlight the % difference in engagement scores between majority vs minority groups. We have included some dashboard examples but many more exist.

The following screen is a snapshot of what would appear on the dashboard (rather than a screenshot of the dashboard that scrolls with larger widgets). All of these include a button to drill down into filterable granular data with slice and dice.



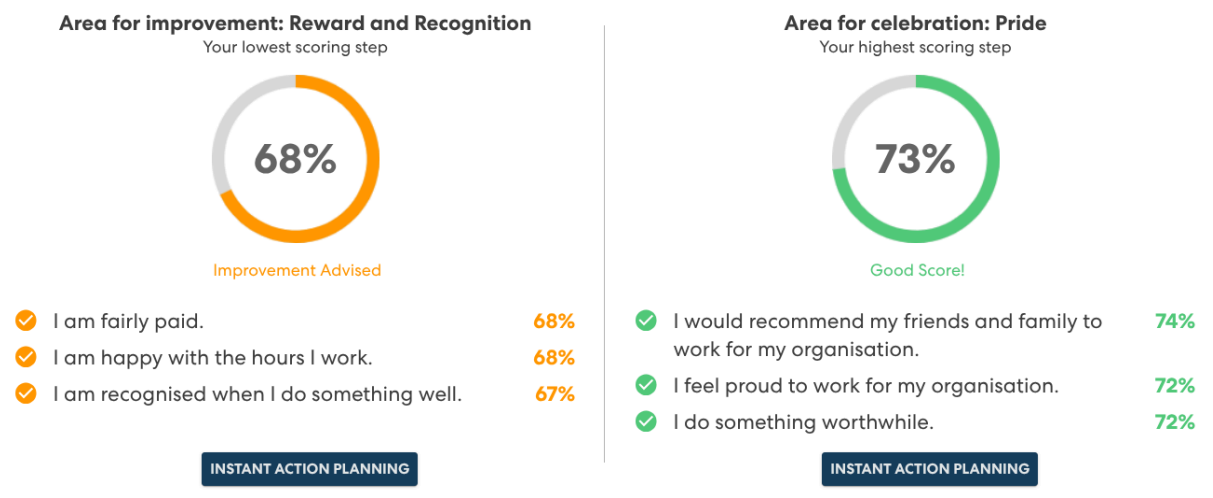
Predictive Analysis

We predict Flight and Wellbeing risk, giving key information to take action and to help ensure you retain staff, which saves recruitment costs whilst maintaining continuity for employees and people they support. If result breakdown is chosen this drills to benchmark data for the 8 questions that determine flight and wellbeing risk (4 each). Our customers report a 22% reduction in Flight Risk working with us. Flight risk: The % of employees that have a high chance of leaving in the next 9 months. Wellbeing Risk: The % of employees that have a high chance of having poor wellbeing



Instant Action Planning

This helps managers develop clear goals based on the engagement score for the 6 key steps and all survey questions. Instant Action Software™ pinpoints areas for development, highlights specific demographic areas, provides immediate and clear areas for improvement and areas to celebrate.



Managers are fed recommended team action plans (what to think about, recommended actions, how to discuss with employees) and resources including video, articles and podcasts to help improve employee engagement.

Action Plan - Wellbeing

My employer cares for my wellbeing
Your score: 60%

Your overall score for this area:

If you score poorly on this question there could be a number of reasons. You should therefore ask yourself the following:

1. Are the results what I expected?
 - a) Which results surprise me and why?
 - b) Which am I most proud of and why?
 - c) Which concern me the most and why?
2. What issues have I identified in relation to my team's wellbeing?
3. How does the organisation reinforce the importance of wellbeing?
 - a) Does it subsidise gym membership, provide healthy food etc.?
 - b) Does the organisation promote a healthy lifestyle?
4. What are the ways that I care for my teams' wellbeing?
 - a) Does this meet the needs of my team's mental health, physical health, financial wellbeing, stress management, emotional wellbeing, physical activity, nutrition, social wellbeing and their professional development?
 - b) Do I empower my team to actively manage their wellbeing?
5. What do the current absence rates indicate?
 - a) Are there indications that wellbeing is affected by work?
 - b) What are the themes of work-related absence in my team?
6. Is there an employee assistance programme in place? If so:
 - a) Do I have sufficient knowledge of it?
 - b) Do I promote it to my team?
7. Am I well trained and confident in managing my team's wellbeing?
 - a) Do I need further training and if so, what do I need
8. What have I identified from answering the questions above?



Suggested Actions:

- Communicate with your team on why they feel their wellbeing at work has been affected. Start by

Resources

Use the list below to discover materials that could be helpful on this topic

Book - [Wellbeing: A Complete Reference Guide](#) Part of the six-volume reference set Wellbeing: A Complete Reference Guide, this volume is a comprehensive look at wellbeing in the workplace at organizational, managerial, and individual levels.

Podcast - [The WorkL Happiness Podcasts series by Mark Price - Dr Emma Berry - Wellbeing Specialist](#)

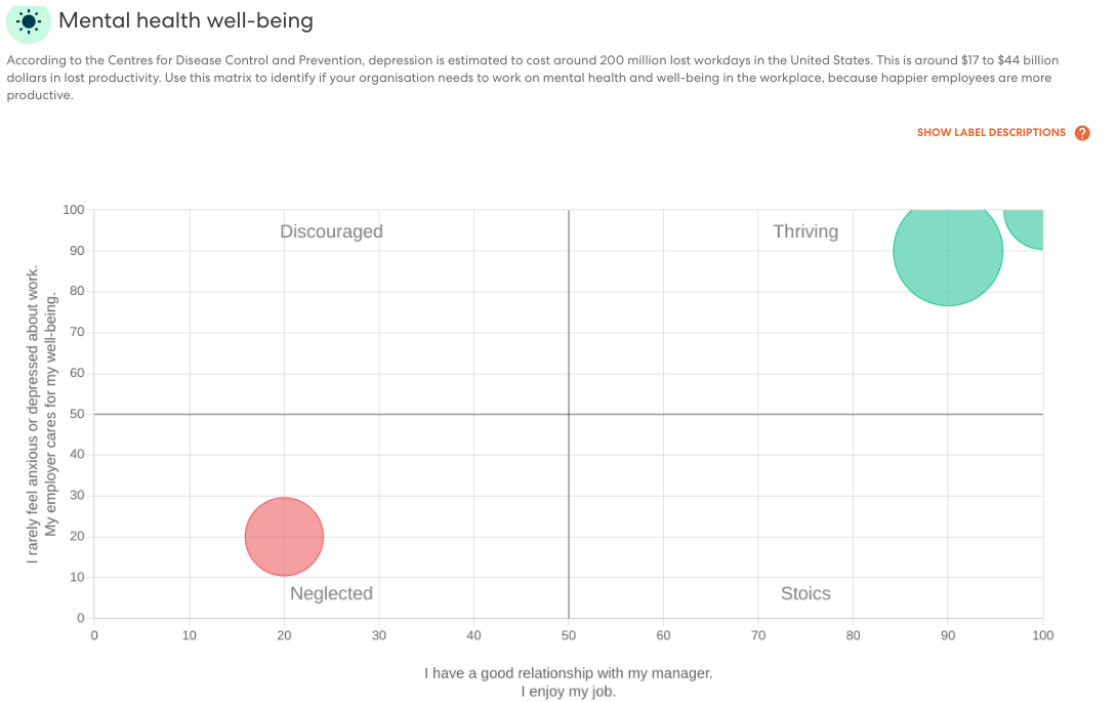
Heatmaps

The Heat Map Filter scores for all questions by any demographic, division or department. This can be run for the organisational level of choice with permissions. The intuitive screen scrolls to the right to view all questions - below examples only. We use a RAG (green: excellent score, amber: improvement recommended, red: action required) visualisation and actual text scores for accessibility. You can view this by all standard demographics such as age range, gender, manager/non manager, ethnicity, sexual orientation, length of service etc. In addition, by any bespoke demographic you may capture such as location, department, job role etc. The screen below scrolls to the right to show all questions

Reward and Recognition - Industry & Global Comparison				Information Sharing - Industry & Global Comparison			
	I am fairly paid.	I am happy with the hours I work.	I am recognised when I do something well.	I have enough information (and training) to do my job well.	Information is regularly and openly shared with me.	My views are heard at work.	I understand the organisation's plan.
Active Filters							
All Business Areas	60%	61%	63%	61%	60%	61%	61%
19-24 AND OR	76%	78%	76%	73%	73%	74%	77%
25-34 AND OR	42%	41%	46%	46%	43%	45%	41%
35-44 AND OR	49%	51%	54%	52%	50%	49%	52%
45-54 AND OR	62%	66%	64%	66%	64%	66%	60%
55-64 AND OR	93%	94%	93%	89%	87%	93%	97%
65+ AND OR	NA	NA	NA	NA	NA	NA	NA

Matrices

Visualise how employees score through 9 different lenses: *Line Manager Relationship, Career Development, Job Satisfaction, Organisational Satisfaction, Mental Health/Wellbeing, Inclusiveness, Empowerment, Sense of Purpose and Working Environment*.



Support/Helpdesk

We operate an internal support software system to enter, track and report upon all support tickets. This is reviewed by a team of technical support engineers and product experts as applicable, along with the customer facing support team. All tickets must be supported by relevant information (description, customer, screen shots, replication tested etc. Our specialist IT team is in direct contact with AWS should any cloud or server based issues arise, though this has not happened historically.

Support is ongoing and available during working hours, supported via telephone, email and Webchat. Typically for immediate response to critical issues we would request an incident report with initial contact via telephone though our dedicated support email is seen by the entire team for immediate review if applicable.

The helpdesk operates Monday - Friday 9am - 5pm. Business critical issues (survey platform down) will be responded to 24/7 with web chat. Should escalation ever be required we operate as follows:

- Level 1 support: escalate to a Level 2 support (Senior Manager).
- Level 2: escalate to Level 3 support (Director).
- Level 3: escalate to Level 4 support (Senior Director/C-suite).

Standard Survey Questions

The platform offers complete flexibility to add custom quantitative, qualitative and demographic questions or edit standard questions. For example to capture Location, Department, Job Role etc. These can be pre-populated before survey distribution via spreadsheet import or unified API.

Reward & Recognition

Q1. I am happy with the hours I work.

Q2. I am fairly paid.

Q3. I am recognised when I do something well.

Information sharing

Q4. Information is freely and openly shared with me.

Q5. I have enough information to do my job well.

Q6. My views are heard at work.

Q7. I understand the organisation's plan.

Empowerment

Q8. I am empowered to make decisions.

Q9. I am trusted by management and my colleagues to make decisions.

Q10. I have the tools and training to do my job well.

Wellbeing

Q11. My organisation cares for my wellbeing.

Q12. I don't often feel anxious or depressed about work.

Q13. I feel safe in my working environment.

Q14. I feel happy at work.

Instilling pride

Q15. I do something worthwhile.

Q16. I feel proud to work for my organisation.

Q17. I would recommend my friends and family to work for my organisation.

Job satisfaction

Q18. I am treated with respect.

Q19. I enjoy my job.

Q20. I have a good relationship with my manager.

Q21. I am developing in my role.

Q22. I work in a well run organisation.

Qualitative Question (3 text boxes of 250 characters each)

Q23. What 3 changes would improve your workplace happiness? (Skippable)

ABOUT YOUR JOB

Q24. Are you a Manager? (Do you have any direct reports)?

- Yes
- No

Q25. How long have you worked for your organisation?

- Less than 1 year

- 1-5 years
- 6-10 years
- more than 10 years

Q26. I work from home.

- All of the time
- Some of the time
- Rarely

ABOUT YOU

Q27. What is your age range?

- 16-18
- 19-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65 or over
- Prefer not to say

Q28. Which gender do you most closely identify with?

- Male
- Female
- Transgender
- Non-binary
- All other Gender identities
- Prefer to self describe
- Prefer not to say

Q29. What best defines your race/ethnicity? **(Skippable)**

- White
- Mixed/Multiple ethnic groups
- Asian
- Black / African / Caribbean
- Arab
- Other ethnic group
- Prefer not to say

Q30. What best defines your sexual orientation? **(Skippable)**

- Heterosexual/straight
- Gay / Lesbian
- Bisexual
- Prefer to self-describe
- All other sexual orientations
- Prefer not to say

Q31. Do you have any physical or mental health conditions/illnesses that reduce your ability to carry out day-to-day activities? **(Skippable)**

- Yes
- No
- Prefer not to say

Operational

Whilst our G Cloud Portal response includes content, a brief overview:

Along with our Head of Operations We have a dedicated and experienced internal IT department covering engineering, security, quality and much more, working closely with AWS, our Cloud Partner. All implementations and support is managed internally via our full time Customer Success Team

We have robust written policies in place for:

- Data Protection, Privacy and Information security
- GDPR
- Security Controls
- Business Continuity and Disaster Recovery
- Breach and Risk Assessment Register
- Breach Policy and Procedure
- Incident Management and Register
- Quality Management
- Corporate Social Values and Responsibility
- Carbon Reduction
- Environment and Sustainability
- Equal opportunities
- Modern Slavery
- Health and Safety

Information Security

WorkL adheres to industry best practices, based on ISO 27001 key requirements. We have robust Information Security Governance, overseen by an Information Security Steering Committee (Chief Information Security Officer, Data Protection Officer, IT, Operations/HR, Compliance, Risk) reporting to the Executive. We hold Cyber Essentials certification and were also approved under the UK Government Public Sector G-Cloud 14 framework. Our systems have passed rigorous due diligence with clients including the UK, Welsh and Scottish Parliament, Burger King, Next, and the Ministry of Justice. The system is hosted by AWS who are ISO 27001 certified.

We have an extensive library of policies shared and communicated to employees across a wide range of subject matter, including but not limited to Information Security, Business Continuity, Disaster Recovery, Risk Assessment, Incident Management, Equal Opportunities, Health & Safety, Data Protection, Data Retention, Identity and Access Management, Asset Management and Quality Management

Policies & Responsibilities

- Established Information Security Policy covering roles, access control, acceptable use, and incident response.
- Department leaders (IT, Customer Success, HR, Operations, Software) hold defined responsibilities.

- Regular security meetings, employee training, and role-specific security awareness.

Risk & Compliance

- Maintained Risk Assessment Register with categories, controls, impact, ownership, and actions.
- Ongoing reviews include data protection, compliance, training, and incidents.
- Regular audits: penetration tests, risk analyses, vulnerability assessments, and secure software development aligned with National Cyber Security Centre guidelines.

Access & Controls

- Segregated admin rights and role-based access control (RBAC).
- Amazon Cognito used for authentication, MFA, and identity management. Encrypted data in transit (TLS 1.2+) and at rest (AES-256).
- End-user devices are hardened, centrally managed, and protected with anti-virus.

Incident & Logging

- Incident reporting channels up to the Executive.
- Documented incident response plan: identification, containment, impact assessment, notification, remediation, and prevention.
- No incidents to date.
- Continuous monitoring and alerting of system logs.

Physical & Cloud Security

- AWS cloud infrastructure with SSAE-18 / ISAE 3402 compliance.
- WorkL office entrance is secured with CCTV and fob access.

Data Backup & Recovery

- Continuous managed database backups, point-in-time restore capability.
- AWS Elastic Disaster Recovery for rapid instance recovery in London.
- Business Continuity Policy: risk identification, response planning, defined roles, communication, regular testing.
- Objective: continuity within the same day for major disruptions.

Resilience & Continuity

- Workforce operates across multiple UK locations (inc office and Work from Home).
- Employees trained for secure remote working and continuity roles.
- Support tickets tracked internally, with escalation to AWS if required (none to date).

Customers (Testimonials)

We would be pleased to share case studies by request or provide references. Here is some testimonial feedback from customers:

Fairtrade:

“It helped us to strike the right balance in providing an easy to use platform, with insightful results and instant feedback for staff”

Hotel Chocolate

“The survey design process was delivered with our needs in mind, and the user experience for our employees has been fantastic.”

Involve Care: Social Services/Healthcare

“One of the biggest impacts has been in career development. WorkL's insights revealed that colleagues wanted more opportunities to grow, so we introduced new training programmes including our industry leading Learning Academies.

The response has been overwhelmingly positive, reinforcing our commitment to support our colleagues with a career journey that grows with them.”

Head of People, Involve Care

Liz Earle Wellbeing - Publishing

“It has been a great insight into our Wellbeing at Work”

Liz Earle, Founder

W&R Barnett - Logistic

“WorkL – accessible, efficient, straightforward, surveys are so easy to set up and implement, great user experience, brilliant analytics, benchmarking optionality and dashboard functionality all underpinned by an exceptional client support team who are so responsive and couldn't do more to help, I couldn't recommend more highly”

UA92 - Education

“WorkL have been a joy to work with, and invested in UA92's success. The survey set up process, through to receiving and understanding our results has been simple, engaging and highly valuable. The team have been great, super responsive and always able to fulfil and meet requests to personalise and tailor the approach to the needs of our business. I look forward to a long and enduring partnership!”

Dr Bilal Mohammed Director of People and Operations

FatFace - Retail

“We wanted a platform that not only benchmarked our employee happiness against the industry but also supported our employees in creating goals and recording achievements to support their workplace happiness” It has been great working with WorkL on creating a tailored survey to support and develop our employees workplace happiness”

April Bow People Co Ordinator

OneFamily

“The whole process has been very easy, from initial consultation to support provided prior to launch of survey, everyone has been helpful, responsive, offering guidance and support that has been invaluable- post survey the team are still eager to help.”

MOTO Hospitality

“We love the Workl team and the 6 measures of happiness, as well as the overall support we get.”

The Retail Trust

“Approachable, helpful and very clear data and results provided post survey. Enables us to easily identify areas of improvement and priority.”

Additional Services to the Employee Engagement Platform (optional)

Tool kits & L&D Modules

Our Ready-to-use Expert Toolkit Guides and virtual L&D modules will help act on employee insights immediately and enhance their team’s happiness on each of our 6 steps to workplace happiness.

Each **toolkit** includes expert insight, targeted advice on the specific topic, practical guidance for applying learning, relevant resources to extend understanding, and contemplation worksheets to support reflection and action.

Each **L&D module** provides a full virtual learning journey for you and your teams, with live learning through multiple media and knowledge checks throughout the learning experience, and a certificate of completion.

TOOLKIT TOPICS AVAILABLE:

- Showing You Care: Proven Strategies to Enhance Employee Wellbeing, Mental Health and Build Trust
- From Feedback to Impact: A Strategic Guide to Post-Survey Action Planning
- From Words to Action: Creating Powerful “You Said, We Did” Communications
- From Invitation to Participation: Elevate Your Survey Response Rates with an Impactful Communications Plan
- Bridging the Gap: A Guide to Strengthening Manager-Led Recognition
- Closing the Gap: Enhancing Employee Perceptions of Fair Pay Through Transparent Communication

L&D MODULES AVAILABLE:

- Leading Happy Teams: Mastering Communication and Performance Management (for Managers)
- Enhancing Your Wellbeing
- The Talent Imperative: Mastering Attraction, Onboarding and Retention
- Navigating the Shift: Essential Skills for Communicating and Managing Change
- Bridging the Gap: A Guide to Strengthening Manager-Led Recognition

Expert Support (Consulting)

Our expert team of consultants can help communicate and deliver effective personalised programmes to improve employee experience, including:

- **Survey Review & Recommendations**

Expert analysis of survey results (quantitative + sentiment) with actionable recommendations plus 1-hour review session with recommendations

Goal: Translate survey insights into practical, actionable plans

- **Wider Listening Support**

External facilitation of focus groups or listening sessions, including post-session recommendations.

Goal: Gain richer insights into employee experience and identify actionable improvements

- **Workshops for Leaders**

Equip leaders to act effectively on employee insights and drive positive team outcomes with bespoke workshops either virtually or in-person

Goal: Meaningful learnings and best practice sharing, tailored to your brand and goals - equipping your Leaders to be their very best

- **Long-Term Culture / Employee Experience Planning**

Build a 3-year culture roadmap based on survey results and other feedback.

Exploratory call, create set of recommendations + 2-hour co-creation session

Goal: Develop a strategic, long-term plan for sustained workplace improvement