



THE CONTINUOUS INVOLVEMENT SYSTEM
FOR THE STATE SECTOR

Making a difference,
together as one.





Noticeably shift the dial by measuring what really matters.



AskYourTeam for New Zealand's state sector

It's time for something new →

Increased public expectations, the challenge of operating in a global pandemic, the need to deliver on twin fronts of quality and efficiency, as well as growing diversity and inclusion capability are just some of the many issues confronting Aotearoa New Zealand's state sector organisations.

The task in front of our state sector leaders is big. Doing the same things, the same old way, will deliver the same old results. And nobody wants that. It's time for something new; an approach that taps into the innate knowledge and insights of those that know your organisation best; your people.

AskYourTeam can help state sector leaders access real organisational insights, drive productivity, make better decisions, and noticeably shift the dial by measuring what really matters.

Involving your people by asking for their opinion, accesses new information, and paves the way for new ways of working, and new levels of performance, belonging and trust. It's much more than just engagement; AskYourTeam gets right to the heart of your organisation. Whether it's measuring (and then improving) leadership effectiveness, cultural competency, operational processes and effectiveness, diversity and inclusion, or stakeholder relationships, the AskYourTeam system can take care of it all.



Proudly New Zealand

Because we're local, we have an inherent understanding of the environment, the political landscape and societal and cultural factors shaping today's Aotearoa and its state sector. Another benefit that comes with being distinctly Kiwi; our support, customer service and consultancy teams are all based in New Zealand.

Our state sector record

Over 50 organisations with more than 8 million data points →

We know the state sector well. Since 2014, AskYourTeam has worked with more than 50 state sector organisations. Our system is recognised for its innovation, agility, flexibility, responsiveness, value for money, and ability

to measure across a broad range of areas that impact on organisational performance. In the past eight years we have amassed more than 8 million state sector data points.

Trusted and proven

Validated by New Zealand's leading business school →

AskYourTeam is trusted by leading organisations across New Zealand and based on evidence from the most proven academic research and models globally. Our academic question library is extensive and growing all the time, and our methodology is independently validated by New Zealand's leading business school, The University of Waikato's Institute for Business Research.

We have taken that global research and aligned it to the important frameworks and strategies of the state sector, including the Leadership Success Profile and Papa Pounamu from Te Kawa Mataaho (The Public Service Commission), and the Māori Crown Relations Organisational Capability framework from Te Arawhiti.

How does AskYourTeam work?

Choose your questions

You can ask as many or as few questions as you like. Focus on a specific team or topic, or survey the entire organisation on a range of question areas. The anonymised data is then aggregated to provide a real time indication of how satisfied your people are with the organisation's performance in the areas measured. You can benchmark against sector peers, and in time, compare your scores year-on-year to chart improvement.

The frequency is completely up to you

You may choose to use it once a year to fulfil your performance measure and reporting requirements, or you might want to introduce pulse surveys at certain points and within teams or branches to really understand status quo or progress before driving further change.



Multiple touchpoints

You can collect feedback from anywhere at any time using a variety of methods including email, text and QR codes.

Flexible

AskYourTeam is not a one size fits all product. It is highly flexible, allowing you to extract maximum benefit and return on investment from your AskYourTeam package. One question or many - the choice is yours.

Delve deeper

You can follow up quickly and easily to get more detailed responses and check in once actions are taken to see how they are being received.

Close the loop

Our data is easy to interpret, allowing you to quickly identify the key issues, take action and respond to feedback.

The AskYourTeam involvement system



Delivers relevant, rich insights

It starts with asking the right questions. Anonymising the results gives people the freedom and confidence to “tell it all” without fear of consequence.



Supports more inclusive and culturally competent workplaces

AskYourTeam’s involvement system gives everyone a voice, encourages diverse feedback, and drives inclusivity, with proven links to performance and productivity. Māori cultural competency survey supports organisational bicultural aspirations.

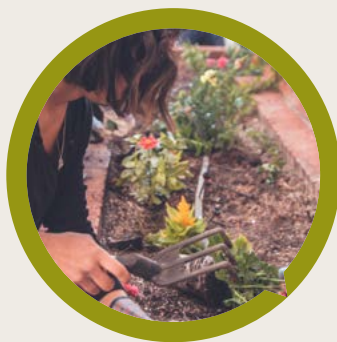
Develops better leaders

AskYourTeam allows an analysis for each leader that can then inform a customised performance development plan. When combined with identification of the major operational and functional barriers, you can quickly use the results to enhance team and organisational performance.



Lifts organisational productivity

Cultures of involvement have proven links to discretionary effort, improved performance and productivity.



Creates high performing, motivated teams

Involving your people by asking them to share their views, ideas, and solutions, shows their voice is valued. Their contributions and sense of belonging will increase, creating cultures of transparency, trust, high performance and commitment.



Supports talent retention and recruitment

Leaders who ask for feedback, listen and then act on that feedback, build committed teams, enjoy reduced churn, and enhance their reputation with stakeholders, including jobseekers.



Benchmark your organisation against others in the sector

With millions of state sector data points you can easily benchmark performance at a point in time and over time.



Drives continuous improvement

As your team sees leaders listening and turning their feedback into action, they will be motivated by a new sense of belonging and loyalty, 'buying in' to the cycle of continuous improvement.

Delivering actionable insights and aligned reporting to key State Sector frameworks

Our co-created surveys that support key frameworks such as Papa Pounamu and the LSP, supported by our proven reporting systems, and benchmarking capability, give state sector leaders the ability to generate insights for real action to support the work programmes they are required to deliver.




Fit for purpose for a modern, future focused state sector

Our surveys are co-created with recognised sector leaders, considering the latest developments, trends and desired benchmarks, to deliver the most effective, in-depth product, and the most meaningful insights.



Proven, trusted expertise and consulting

Our highly experienced client services team can support you to customise your survey and analyse the results to ensure insights are fed into action plans.



Want
to know
more?

AskYourTeam is an innovative New Zealand company. Our mission is to create the most-productive and enjoyable workplaces in the world by enabling business leaders to unleash the power of their greatest assets – their people.

Talk to us today about how we can help your organisation.

Contact us

askyourteam.com/contact-us

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