



# AskYourTeam Consulting Services

**TURNING YOUR RESULTS INTO  
POSITIVE SUSTAINABLE CHANGE**

# ACT to make a difference



## ACT

Act on what will deliver sustainable positive change.



**Ongoing improvement is crucial to lifting organisation performance and knowing what needs to change to achieve the best performance is key.**

We know that focussed sustainable actions are what makes the difference - after you have asked and listened to feedback through the AskYourTeam surveys.

**So how do you identify the key insights from your survey results and know the focus areas you identify are the key drivers for positive change?**

Good question. The answer is, you engage our Consultancy team to work with you - analysing survey results, identifying key focus areas, help put together recommended actions plans or providing their expertise to make sure you achieve positive sustainable change.

We have the independence, capability and capacity to get results and build momentum as quickly as possible

## What we offer

AskYourTeam has invested significantly in consultancy services to provide our clients with a range of expertise including analysis and interpretation of results and trends, advice and recommendations, bespoke coaching and workshoping all designed to build momentum and get results as quickly and effectively as possible.

We have the independence, capability and capacity to get results and build momentum as quickly as possible:



### Survey Review and Recommendations

This includes:

- > **Detailed analysis of all results**
- > **Identifying key measures of success**
- > **Recommendations**



### Workshop, Facilitation and Coaching Services

We design and custom build workshops and coaching to achieve the best results. Popular topics include, but are not limited to:

- > **Action Planning**
- > **Closing the Gap**
- > **Leadership**
- > **Communication**
- > **Team Performance**

# Services in more detail

“A key benefit from having AskYourTeam complete and deliver a Review and Recommendation on our survey results was the non-biased, independent analysis and facilitation”

– CLIENT FEEDBACK  
FOLLOWING A REVIEW AND  
RECOMMENDATIONS WORKSHOP



## Survey Review and Recommendations

This includes:

- > **Detailed analysis of all results**, from your nominated survey, including results for demographic groups and identification of key areas of performance focus from the key lines of evidence from the survey results. AskYourTeam’s experienced consultants will identify, locate, and quantify the areas that will provide the most impact on your organisations performance, based on global best practice and robust academic research.
- > **Identifying key measures of success.** Continued use of the AskYourTeam system with retesting provides opportunities to measure the level of success of key initiatives plus involve and gain further ideas from employees on how to further improve organisational performance.

This allows the organisation to celebrate wins and the achievement of their goals and continue to drive and support overall organisational performance improvement

- > **Recommendations**, and discussion, overlaying your organisational context, on identified priority areas where further surveys and/ or workshops to delve deeper are in to help understand why employees have responded to the survey the way they did plus crowd source potential action plan ideas for improvement

# Services in more detail

“This workshop enabled our SLT and third tier managers to have conversations that would never have happened, and we are now able to confidently and openly address some of the issues which have been creating tension. Thank you for this valuable work!”

– A CLIENT COMMENT FOLLOWING A “LETS CLOSE THE GAPS” WORKSHOP



## Workshop, Facilitation and Coaching Services

**We tailor our consulting services exactly to your needs and design workshops, facilitation and coaching to ensure the best effectiveness and value is achieved. Examples of these include:**

### **Action Planning**

Taking the results a step further and working with leadership or other teams, especially HR Business Partners, we facilitate the identification of the priority areas of focus and the best actions to address areas identified for improvement.

### **Closing the Gap**

So often we see alignment gaps exposed from survey results where the Executive and other tiers of the organisation have different views across their organisation performance -both strategy and operations. Given how vital it is to have Leaders closely aligned with the rest of the organisation, conversations to understand the drivers behind the gaps in order to identify what actions will create closer alignment need to happen. Our Consultants know how to facilitate and lead what are often quite confronting conversations where honest and open dialogue can occur in a safe and constructive environment in order to move positively forwards.

### **Leadership**

Given the crucial role that Leadership plays in any organisation, it is not surprising that analysis of our extensive database has identified a variety of areas for improvement. To support clients in this crucial area, AskYourTeam offers a range of consultancy services, including one-on-one coaching, flexible workshops and tailored 180° feedback surveys.

### **Communication**

Often referred to as the glue that makes an organisation hum, communication is often an area which survey results identify as needing improving. Sometimes it is organisation communication or sometime individual teams or leader's communication which need some focussed attention to lift effectiveness. Knowing exactly how to address communication improvements is also within a popular area of expertise and workshops or one on one sessions have proved invaluable to many clients.

### **Team Performance**

The performance of any organisation is highly dependent on the culture and performance of its teams. AskYourTeam delivers powerful insights into this critical aspect, with all team members empowered to share feedback and ideas at a team-by-team level. We can also provide a range of tailored workshops to enhance team performance and maximise the impact of people working together.

# Why invest in our expertise?





## What next?

Get in touch and talk to your Client Services Specialist or one of our Consultants about what would add most value.

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