

## OPRA SURVEY

You want a stronger culture.

We uncover what's motivating your people.



Business leaders are under increasing scrutiny to do more with less, to work smarter not harder, and do so under tight financial constraints.

Against this backdrop it is more critical than ever for staff to adapt, develop, and grow. This is where OPRA Survey plays a pivotal role.

## EXIT AND ENTRY SURVEYS

There is a significant cost associated with staff selection and exit. OPRA's Entry Survey allows you to check if you are meeting the expectations of new starters and what still needs to be done to support their role, team, and cultural adjustment.

While losing employees is a natural part of running an organisation, understanding why people leave can provide insight into what processes are working and where improvements still need to be made.

## ENGAGEMENT SURVEYS

Despite 90% of all organisations investing in an annual engagement survey, approximately half of these organisations make no significant change in their engagement scores. For those organisations that do, the magnitude of change is small at best.\*

### OPRA tackles the engagement challenge in four key ways:

- We treat engagement as a business imperative, not an HR initiative.
- We understand that most of what drives engagement is at an individual level.
- We equip leaders to have authentic engagement conversations.

To build an inclusive and passionate workforce we need to tackle engagement at an individual level. This requires equipping leaders to have continuous, emotionally intelligent conversations with their staff about their aspirations, goals, and personal drivers.

\*Research by Aon Hewitt.



Ready to use survey templates



Research-based and proven



Seamless administration



Train-the-trainer options



Reflect your employee brand



Customised questions and reporting

*“Throughout our journey, the OPRA team have coached us, held up the mirror, and helped us make well informed changes to our organisational culture. With this support, we’ve been able to drive hard for further improvements.”*

Charlotte Walshe, CEO  
Dynamic Controls



## 360 DEGREE SURVEYS

OPRA offer a range of 360 degree survey options addressing both feedforward and feedback.

Whereas a 360 feedback survey focuses on giving specific insight to current behaviour and potential gaps, feedforward focuses attention on future-focused, desired behaviours.

Behind each survey are powerful analytics to give you a clear line-of-sight across all results. Easy-to-read charts and narrative show you what is working, what is not, and allow you to track improvements over time.

**A 360 degree survey in itself does not drive change. What makes the difference is linking output to a specific, measurable, and achievable plan.**

Feedback and feedforward surveys offer a range of important benefits:



- Increased self-awareness of work-related behaviours.
- Increased awareness of co-worker and manager expectations.
- Improved communication around current versus future development options.
- Increased ownership of personal development.
- More focused development interventions.

## BUILD IN-HOUSE CAPABILITY

Depending on your need, an OPRA consultant can work with you from start to finish; assisting in 360 degree survey design, delivery, and follow-up. Alternatively we can upskill members of your HR/OD team to be entirely self-sufficient.

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