

The Challenge

A vibrant media organization was coming to the end of a significant creative project and wanted to take the opportunity to ‘check in’ with their employees.



They wished to review the organization’s culture and employee experience with the aim of evolving to meet long-term organizational goals: to attract and develop top creative talent, secure future projects and fulfil their objective to inspire and entertain.

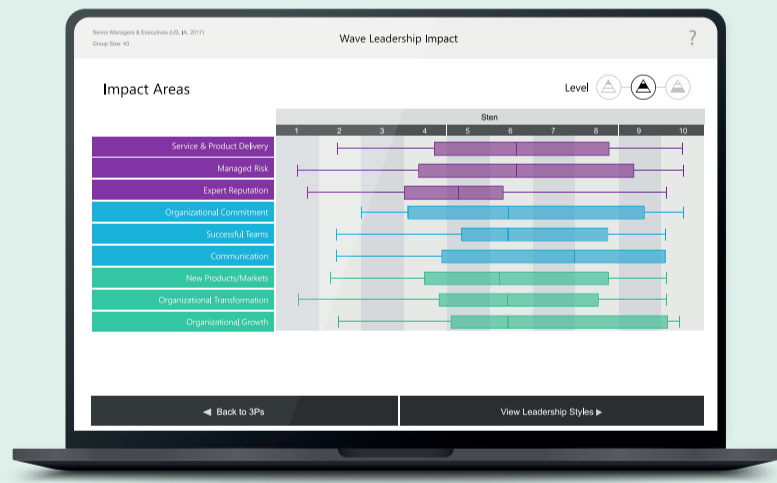
The Solution

We partnered with the organization to develop and deploy a culture survey underpinned by Willis Towers Watson’s best-in-class High Performance Employee Experience methodology.



The survey captured the responses of employees and contractors in areas such as collaboration, engagement, trust, drive, inspiration, and empowerment. The output of the survey provided a high-level thematic summary of the culture within the organization alongside a deep dive into specific areas of importance and nuance.

The culture survey was complemented by a leadership development initiative utilizing **Leadership Impact 360**. Senior leaders and those they worked closely with completed the 360 questionnaire, providing leaders with feedback on their leadership style and impact.



Following completion of the questionnaire, we looked at the group analytics of the senior leaders’ collective impact which provided further insight to build upon alongside the output of the culture survey.

Additionally, each leader partook in individual development sessions focusing on putting into action learnings from their own feedback in combination with the themes from the culture survey.

Benefits to the Organization

ENGAGEMENT



Empower all employees to provide input and perspective into the current and future desired culture of the organization.

QUALITY



Development opportunities for senior leaders aligned with the key learnings from the culture survey ensuring action planning has maximum impact key areas of culture and employee experience.

EFFICIENCY



Utilize online technology to gather data from a range of sources in a quick and efficient manner to help the organization align their culture to their future organizational goals.