

Climate Survey for PIC

The Climate Survey that is to be conducted at PIC will be vital in helping the company understand the concerns and sentiments of the staff, while maintaining anonymity.

PIC has requested that Jobvest (independent consultants) conduct the Climate Survey. To learn and grow, the company wants to hear from staff and take the temperature of the climate today. PIC wants all staff insights on how to improve overall effectiveness, communication, decision-making, and problem resolution. The Climate Survey results will provide PIC with the steps to create a plan, one which will continue building on their strengths and improving the areas that concern the company.

All your responses are anonymous and confidential. Some demographic information will be asked, but nothing that will identify a respondent. Submission of this information is voluntary. The reasoning behind including your department and demographic particulars is to understand where and to what extents there are culture discrepancies between and within various departments. Jobvest will be reviewing the range of answers and will see samples of the responses without knowing who has given those responses. Please take a few minutes to answer the questions from your perspective. We want to do all that we can to have a "full picture" of who PIC is today and what it can become.

Emails and posters will be distributed encouraging your participation.

Phase One

This survey will be email to you on Wednesday the 18th of March **2009**. Please print the questionnaire. After completion, please place the questionnaire in the designated box in your area.

Phase Two

This will involve focus groups of volunteer staff members in order to corroborate the themes identified in Phase One.

Please answer the survey as honest and truthfully as you can, do not give an answer just because you think that it is the right thing to say or do. The environment of an organisation should be determined by the parts that it is made up of, which is everyone at PIC.

Invest your time now for greater benefits in your company's future!

Should you require any information please call Beata Matuszewska, Human Capital Manager from JobVest on (011) 575 4077 or 083 294 4458.

Thank you for your participation