



Climate Surveys provide you with the information to bring about sound and effective organisational change to improve your bottom line. Our Climate Surveys have demonstrated reliability and validity and represent excellent value for money. To provide this service we have partnered with Dr Peter Langford and his team at Macquarie University.

A Nexus Climate Survey allows you to get a measure across a broad range of competencies and performance indicators including:

- leadership
- direction
- supervision
- processes
- training
- innovation
- quality
- communication

and many others.

With our large database covering more than 250 organisations in a wide variety of industries you will be able to benchmark your business's performance across these competencies and performance indicators. You will get early warning about problems and discover the key determinants of organisational performance, change and loyalty.

With our climate surveys you can answer the following questions:

- How do you build a high performance culture?
- How can you maximise ROI from the HR budget?
- Are offices in different locations or are different divisions in the same business performing in different ways?
- How are your managers tracking?
- What's your business case for change?
- How do you know you're improving?

The features of our Climate Surveys include:

- Best value survey on the market
- Demonstrated reliability and validity
- Assessment against ISO Quality Management Principles, Business Excellence Framework of the Australian Quality Council, and Investors in People HRM Standard
- Our surveys can be tailored to address your organisation's issues and to address your particular environment
- Key Driver Analysis showing major determinants of (1) employee loyalty, (2) organisational performance, and (3) sustainable organisational change
- Comprehensive user-friendly report in hard and soft copies for follow-up presentations in your organisation
- External benchmarking of performance
- Internal benchmarking of performance against previous surveys or performance indicators
- Can be easily used as a KPI for performance review amongst managers
- Comparisons of performance across different departments, regions and levels in your organisation
- Up-to-date rolling norms
- The survey can be delivered on paper or online

Nexus can offer you complete support after conducting the Climate Survey to ensure that positive change actually occurs consequent on the survey. For example, we can facilitate a Change Management Workshop which will result in a Strategic Management Plan and the formulation of specific action plans.