



OMINDEX[®] **Workforce**

Diagnostic

The complete health diagnosis for your firm





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The OMINDEX® questions are a world-class set of questions that every CEO should consider when assessing critical areas of their business.

FTSE Top Ten CEO, 2021

Why?

Become a Mature Exemplar

A company can maximise profits, create wealth for shareholders, and deliver value to its stakeholders by **establishing a mature organisation**.

Become a company that **enhances wellbeing for all legitimate stakeholders** as well as create **positive externalities** to the environment and society.

Stakeholders at the heart

OMINDEX® puts **Stakeholder Value at its heart by showing how to integrate ESG** with current business models and strategy.

It **assesses materiality**. It considers value created and **risks reduced** in the way a **company manages all its people**.

Connect Purpose & Performance

OMINDEX® uses **diagnostic questions** grouped into core indicators of company health. These include **Purpose, Innovation, Learning** and **Human Value**.

It shows the **reality of your people versus the public image you portray** to clients and the market.

Be recognised and **enhance your brand** in the market. Use our rating as the **standard to measure and demonstrate your success**.

What does it look like?

- OMINDEX Workforce Survey
- 18 Questions
- 10 minutes
- Desktop and mobile compatible

Sample Survey

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Systems effectiveness *

We are all part of one, whole system. Our management systems and processes are designed to enable us all to work together seamlessly

1	2	3	4	5	6	7	8	9	10
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Strongly Disagree

Strongly Agree

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Business risks *

We identify, assess and manage all business risks arising from individual human actions and behaviours. I am encouraged and empowered to immediately raise any risk issues I have identified.

1	2	3	4	5	6	7	8	9	10
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Strongly Disagree

Strongly Agree

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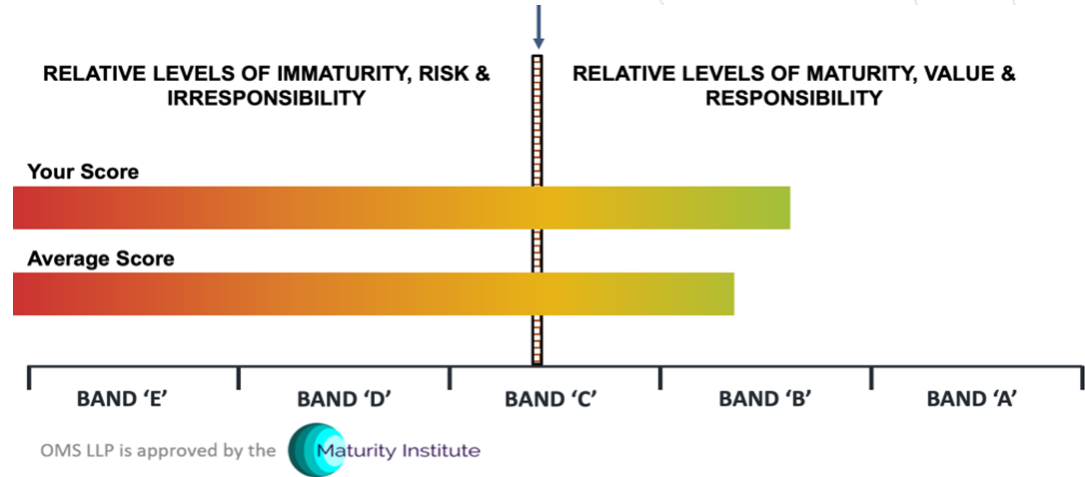
Please provide any further thoughts you have on the reality of working at your company versus the public image it presents *

→ Next

What does it tell you?

Where is your company on the Maturity Scale...?

Are you beyond the Maturity threshold for integrated financial, social and environmental management?



What does it tell you?

Where is your company on the Maturity Scale...?

Are you beyond the Maturity threshold for integrated financial, social and environmental management?

*"Newcomers are positively surprised about its company culture but **systems and processes need to be improved** in order to help people more."*

*"Interesting work. Great **company values**."*

*"I think that our **management is doing their best** (as we all do) but the times are not easy...I am still **proud to work for** and with the people of ABC - my job is very varied, inspiring, but at the same time it **can be stressful**."*

What does it tell you?

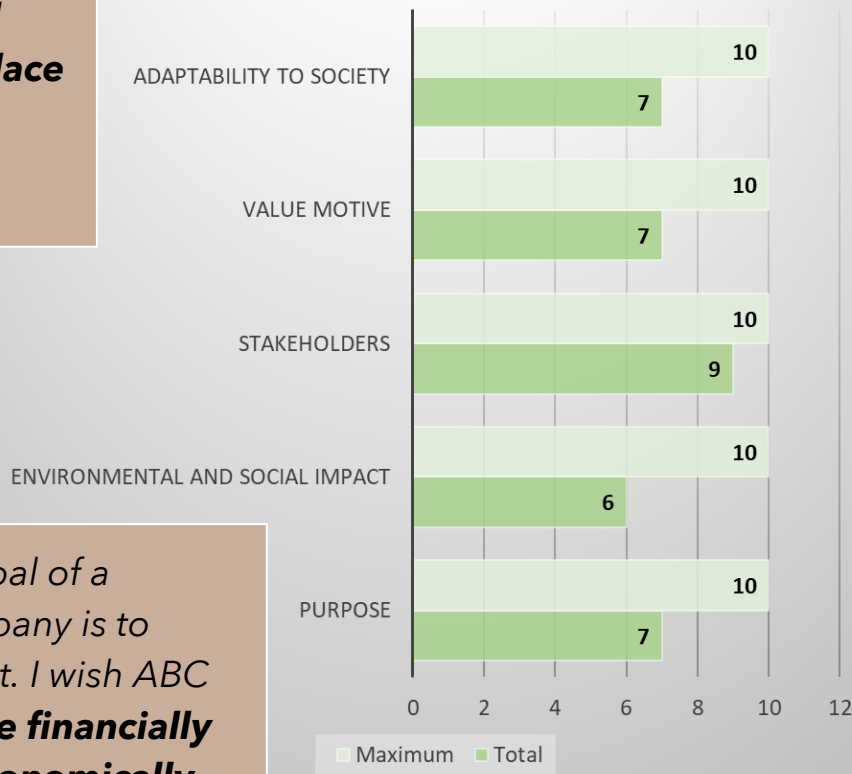
Your company's ESG and Sustainability Profile

ESG Score 36/50

*"There is a big effort about positive environmental impact but the **right place to care about it is in production.**"*

*"The primal goal of a business company is to generate profit. I wish ABC would **become financially stable and economically sustainable.**"*

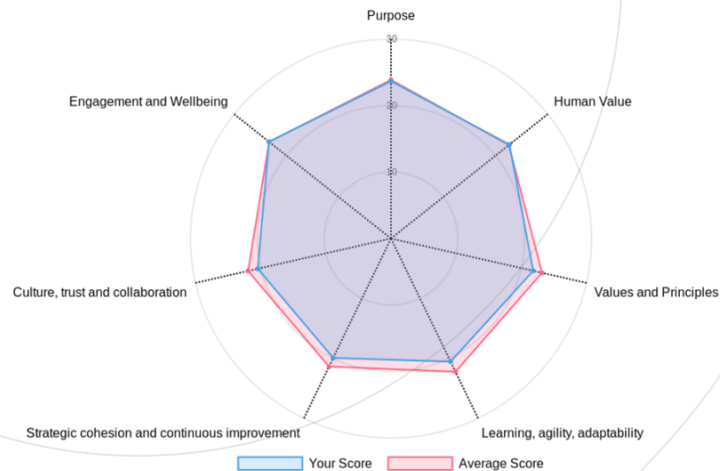
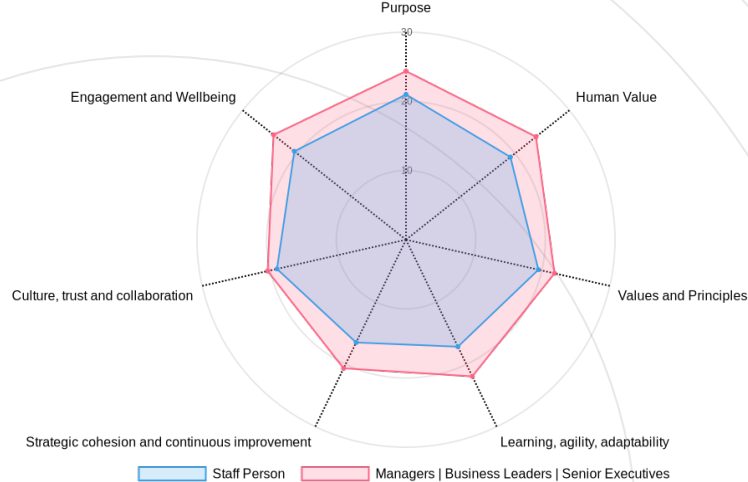
ESG and Sustainability



What does it tell you?

Organisational Health Indicators

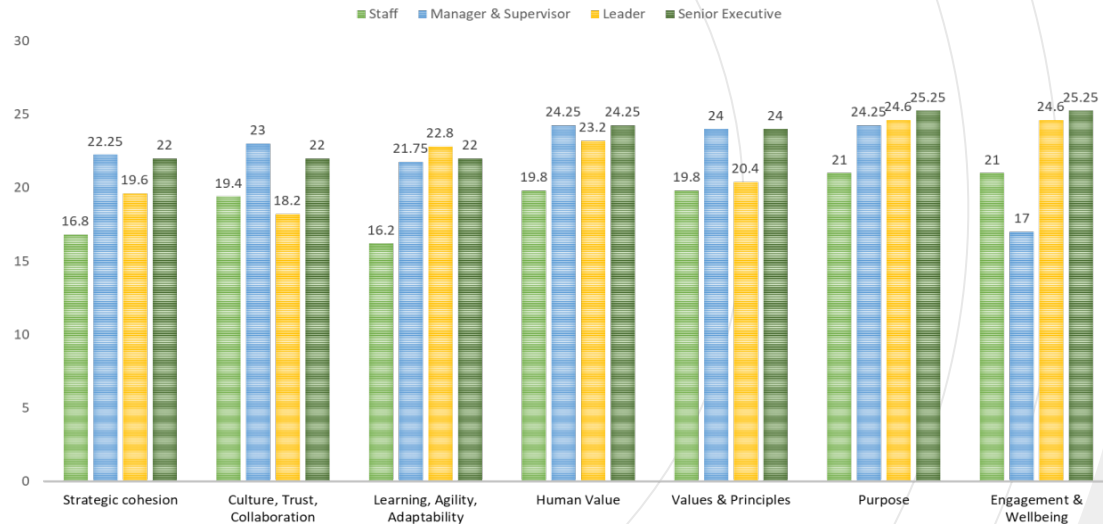
Your scores vs peer average scores. Your scores analysed by tenure, role and gender.



What does it tell you?

Organisational Health Indicators

Your scores vs peer average scores. Your scores by tenure, role, and gender



What does it tell you?

Key Factor Insights

OMINDEX Workforce Factor	Average Rating
Company Purpose	Green
Work engagement	Yellow
Environmental & social impact	Yellow
Stakeholder benefits	Green
Value	Green
Adaptability	Green
Trust	Yellow
Values and principles	Green
Human value	Green
Vision	Yellow
Job satisfaction	Green
Strategy	Yellow
Accountability	Yellow
Culture	Green
Business planning and performance	Green
Systems effectiveness	Yellow
Career progression	Green
Business risks	Green

What does it tell you?

Key Factor Insights

Q2 I feel energetic and capable when I'm working or going to work for my company



The company is likely to recognize the importance of staff wellbeing. However, this may be overridden by underlying cultural factors driven by performance management that has not wholly integrated it. The trade-off between people and profit is still likely to exist, at least in part.

"Great pressure on price decreases, cost-savings, maximizing turnover, marginality; painful and exhaustive processes vs light-hearted luxury and lift-everyone experience that we offer to clients at the end. Setting our internal targets more realistic would help us breathe more easily and enjoy better what we do."

We have huge trust from our employers and it creates great responsibility to fulfil all tasks and client's wishes. And it produce stress. But I think it is common for companies as ours."

"Power of business department and its managers is at some levels too strong. Unfortunately, we lose good, loyal and skilled colleagues."

"We are a ship on a stormy sea. I do not understand some leaving of great employees."

"Some people went very quickly...That might seem confusing and discouraging...The fluctuation is high which is a burden for the company."



Unacceptable



Acceptable



Exceptional

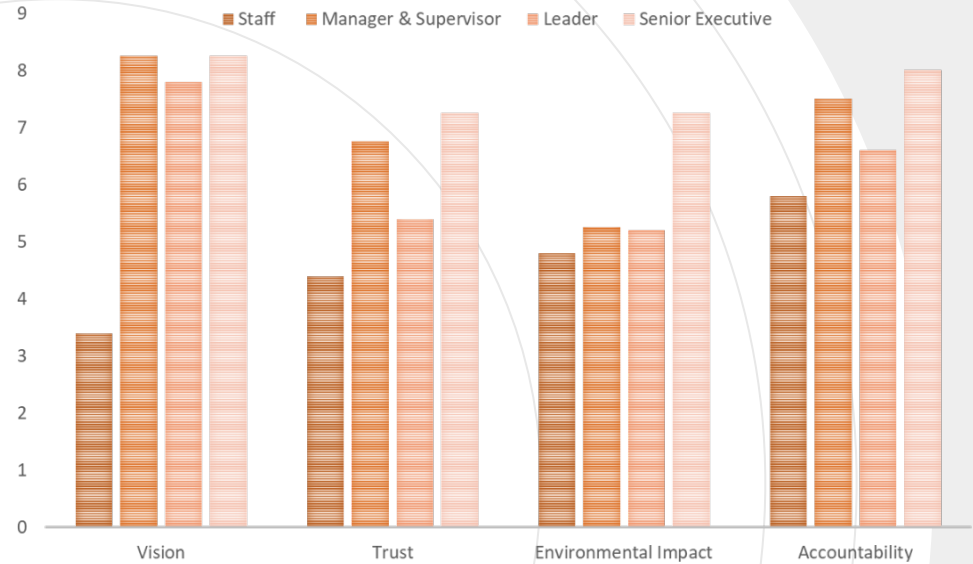
"Sometimes I cannot feel teamwork [or] spirit with some colleagues..."

"Management sometimes did not react quick enough to negative feedback from below regarding individual managers."

What does it tell you?

Key Factor Insights

By job role, tenure and gender



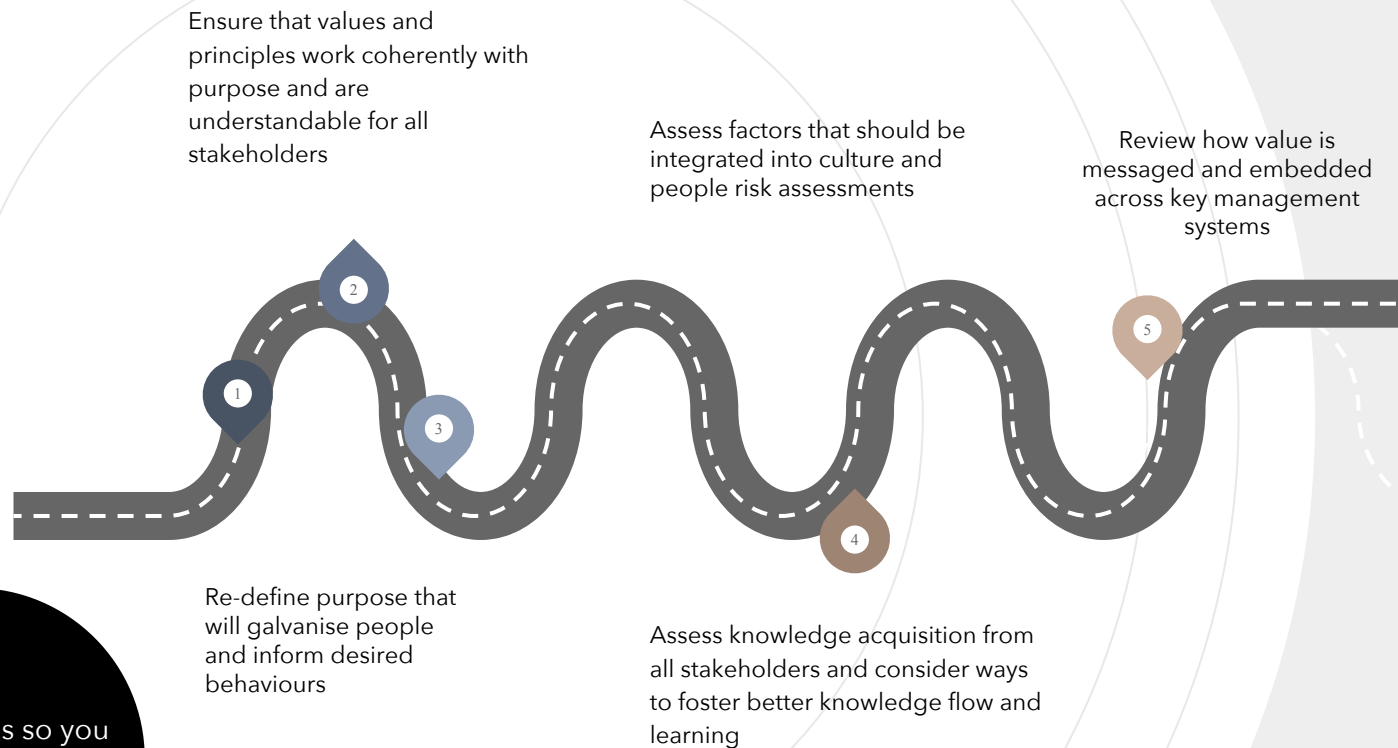
*"[The] **Company's vision and strategy** is quite unclear to me. I have a feeling we do not follow any."*

*"I put lower scores for **empowering human rights** and inequalities because by the nature of our luxury product. I feel like we serve the wealthy and therefore we might be contributing in other ways."*

OMINDEX[®] helps you build your roadmap

Maturity Roadmap

We provide recommendations so you can build a roadmap to improve and enhance business value.



Next Steps?

OMINDEX® Workforce Lite*

- 90 minute workshop to agree objectives, survey audience, data analysis and stakeholder alignment
- 18 question online survey for employees (up to 1,500**)
- 90 minute workshop to discuss results and recommendations
- Corporate report, analysis and recommendations
- £15 per participant

OMINDEX® Premium

- All benefits of Lite
- 3 - 5 Leadership interviews (1:1)
- 2 x targeted reports on selected areas e.g. retention, wellbeing, innovation including specific recommendations for interventions with cost/benefit analysis
- £15 per participant plus £5-7,500

***You can try OMINDEX® Workforce free for up to 20 staff**

****Pricing available for higher populations upon request**