

# Engagement Surveys

Helping not-for-profit organisations develop and sustain the highest levels of employee and volunteer engagement



# Engagement Surveys

## Our Surveys

### Employee Engagement Surveys

- Understand employees' experience of your organisation
- Pinpoint the priority issues to address

### Volunteer Engagement Surveys

- Understand volunteers' experience of your organisation
- Pinpoint the priority issues to address

### Pulse Surveys

- Short survey to track progress on key topics
- Adjust plans as appropriate

### On-boarding Surveys

- Understand the experience of new joiners
- Gain insight into the effectiveness of recruitment, induction, learning and management

### Exit Surveys

- Understand why people leave
- Identify patterns and areas needing attention

### Focus Groups

- Explore particular topics with relevant groups
- Gain understanding of issues and discuss possible solutions

## Engagement Matters

Engagement is when staff and volunteers give of their best each day. It is when they are committed to their organisation's goals and values and when they are motivated to contribute to its success.

We know that the benefits of engagement are profound. Engagement leads to higher levels of job satisfaction, wellbeing, better recruitment and retention. It drives performance and impact.

Engagement doesn't happen by chance. It relies on creating an environment of trust, integrity and open communication.

This challenges organisations to reflect on their values and culture and to rethink how they lead, manage and communicate.

Improving engagement takes a sustained effort over a number of years. And it can be lost in an instant.



*“Agenda have felt like true partners, taking a pragmatic and responsive approach to our survey. They bring statistical expertise, and distil the data into simple and insightful messages.”*

Clare Wilkes, Head of Human Resources,  
Practical Action

1 Survey Design

2 Fieldwork

## Our Experience

We have worked with more than 120 not-for-profit organisations on their engagement surveys over the past 10 years. We have one of the largest not-for-profit engagement databases in the world.

We see our role as catalysts in providing leaders with compelling evidence and deep insight, giving them the confidence to deliver their vision.

We strongly value our long-standing relationships. We work closely with our clients to understand their unique needs, and we are proud that our clients see us as trusted partners.

### Key aspects of our approach:

- Work with you to design the survey to meet your organisation's needs
- Research-based questions for in-depth benchmarking
- Surveys available in many languages
- Online access to our Reflections survey platform for sophisticated reporting and analysis
- Disaggregated reports, eg by department, team, country
- Benchmark your results with your choice of peers from our substantial engagement database
- Identify the strengths and key issues to address
- Feed back results to senior leaders

## We work in 4 main sectors:

### UK Third Sector

- Employee engagement surveys
- Volunteer engagement surveys
- Clients from sub-sectors including health, welfare, environment and education



### UK Social Care

- Social Care Employee Engagement Survey
- Volunteer engagement surveys
- Clients include providers of care and housing in residential and community settings



### INGOs

- Global engagement surveys
- Designed specifically for the sector
- Clients include global broad-based and specialised INGOs



### International Organisations

- Global engagement surveys
- Clients include UN agencies, IFIs and CGIAR centers



**3** Reporting & Analysis

**4** Planning, Implementing and Embedding Change

# Engagement Surveys

We are a research consultancy helping not-for-profit organisations develop and sustain the highest levels of employee and volunteer engagement.

## We offer

### Engagement Surveys:

- Employee and Volunteer Engagement Surveys
- Pulse, On-boarding and Exit Surveys
- Action Planning and Developing Engagement Strategies
- Engagement Research

### Benchmarking Studies:

- People Count – HR and Workforce
- Volunteers Count – Volunteer Management
- Social Care Reward
- Annual Pay Award

### Events:

- Strategic People Conference
- Benchmarking Results Conferences

## Contact us

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## Celebrate Success

The Agenda Consulting Engagement Award recognises our clients who have demonstrated high levels of engagement within their organisations.



## We work with partners in each of our sectors...



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