



THE BEACON GROUP

Climate Surveys

Objective

To gather detailed insight into the effectiveness of your current business and human resources practices and to ensure you remain current on the key emerging trends, conditions and employee concerns.

Organizational Climate Surveys (of all types) have become an essential tool of good management and a critical means to measure your ongoing effectiveness. The Beacon Group has revolutionized the survey process with our *Onsite Survey Technology™*. We ensure record levels of employee participation by electronically administering the survey either onsite, using terminal kiosks, or remotely via the Web. We can, of course, also administer the survey through traditional methods. Our responsibility is to work with you to develop a survey instrument and process that is fully customized to your needs and reflects your organization's priorities.

Features:

- Fully customized
- Electronically administered
- User-friendly, graphical presentation of results

Benefits:

- High levels of participation
- Timely presentation of results
- Thorough breakdown of data

Application:

- Monitoring business practices
- Quick feedback on key issues
- Tracking organizational climate changes

Employee Exit Interviews

Objective

To gain additional perspective on your organizational climate and effectiveness through objective, confidential, third-party employee separation interviews.

An effective, streamlined and reliable Exit Interview process can be a source of competitive advantage. The Beacon Group has developed an innovative process and will work with you to develop a customized format which we will then fully administer on your behalf. By ensuring complete confidentiality for respondents, we help you get the facts and information you really want and then present it in a manner that is relevant and easy to read.

Features:

- Highly cost-effective
- Fully outsourced administration
- Timely presentation of information

Benefits:

- Fully customized to your needs
- Completely automated / electronic
- Entirely confidential

Application:

- Aids in employee retention efforts
- Assists in constantly monitoring the organizational climate
- Provides timely identification of emerging issues