

20/20 Insight

Special Confidential Report

for

Advanced Technologies

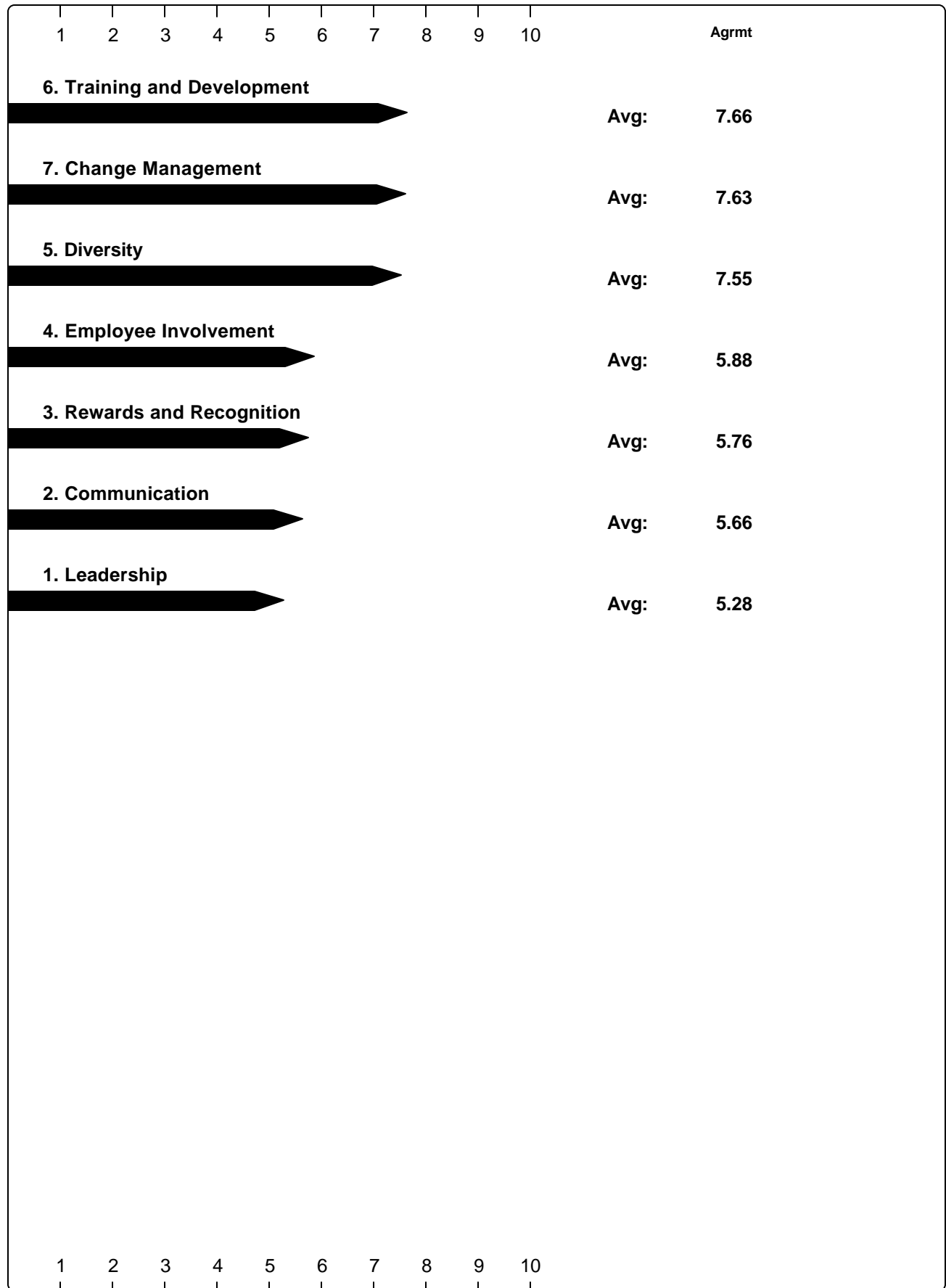
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September 7, 2000

Prepared under license by:

Elizabeth Martin

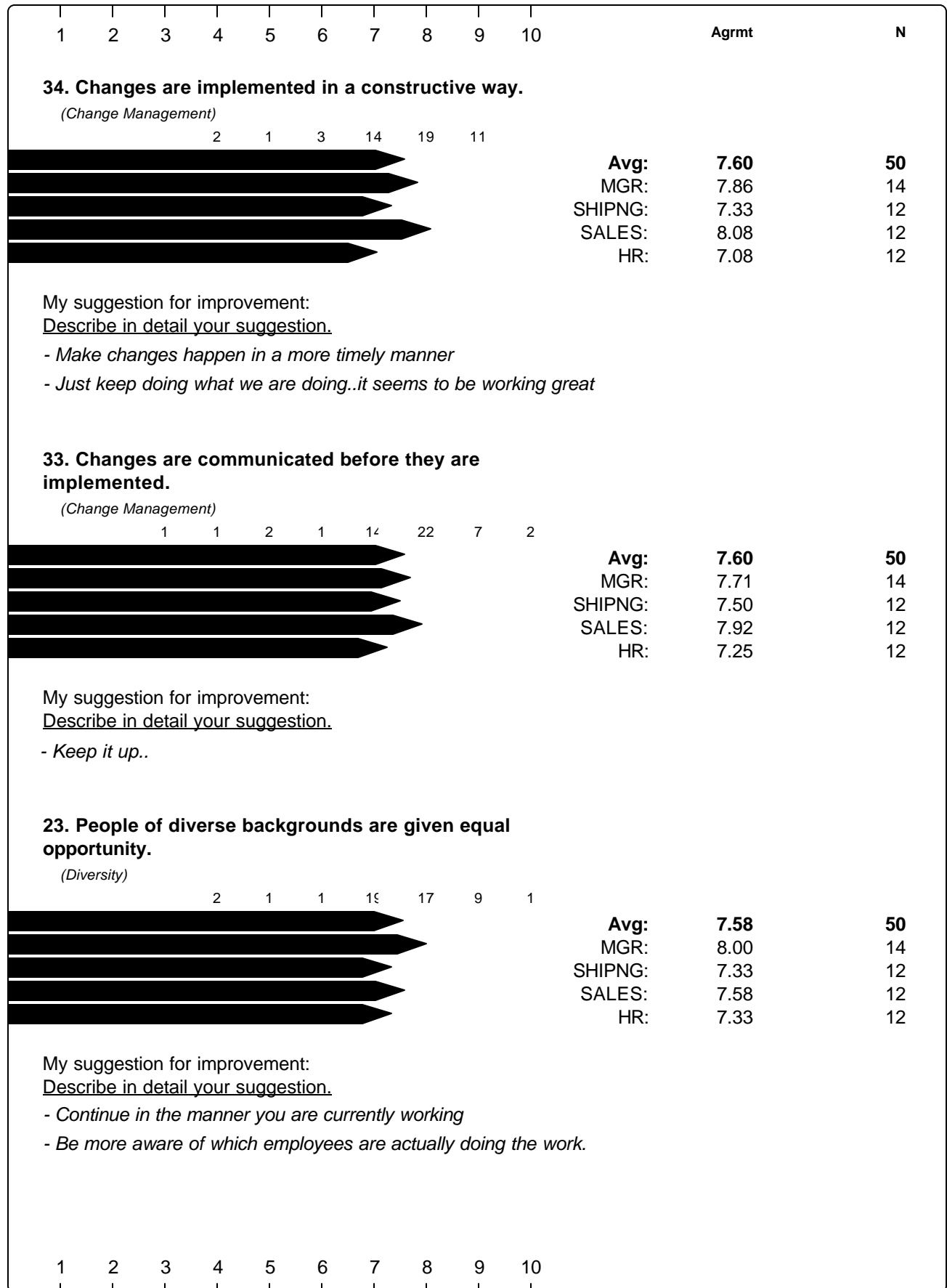
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1	2	3	4	5	6	7	8	9	10	Agrmt	N	
28. The company provides adequate training opportunities.												
<i>(Training and Development)</i>												
	1	1	3	17	14	12	2					
										Avg:	7.72	50
										MGR:	7.79	14
										SHIPNG:	8.17	12
										SALES:	7.83	12
										HR:	7.08	12
<p>My suggestion for improvement: <u>Describe in detail your suggestion.</u></p> <p>- Focus more on employees specific needs for development and growth - I liked the class on MS Office, but they should have them more often so that more of us can benefit. I think schedule conflicts kept some people from being able to attend.</p>												
29. Job assignments help people grow and develop.												
<i>(Training and Development)</i>												
	1	1	3	16	17	10	2					
										Avg:	7.70	50
										MGR:	7.79	14
										SHIPNG:	8.00	12
										SALES:	7.67	12
										HR:	7.33	12
No Comments												
35. I participate in making changes that affect me.												
<i>(Change Management)</i>												
	2		2	10	28	7	1					
										Avg:	7.70	50
										MGR:	8.07	14
										SHIPNG:	7.50	12
										SALES:	8.00	12
										HR:	7.17	12
<p>My suggestion for improvement: <u>Describe in detail your suggestion.</u></p> <p>- I like having the employee voting box when there is a new policy pending. Keep using this method.</p>												

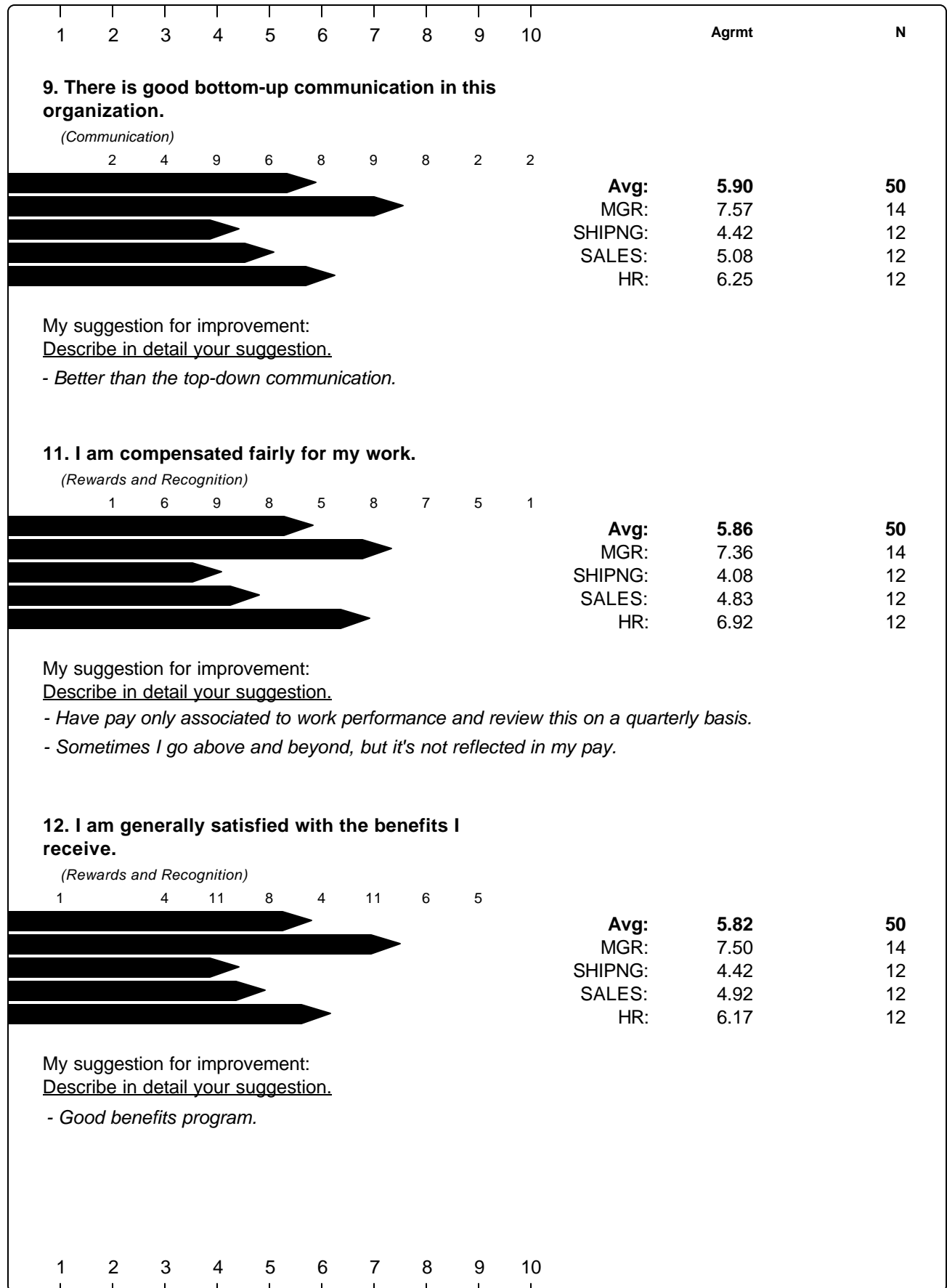
	1	2	3	4	5	6	7	8	9	10	Agrmt	N		
31. This organization views change as positive.														
<i>(Change Management)</i>														
			1	1		1	14	25	7	1				
												Avg:	7.68	50
												MGR:	7.93	14
												SHIPNG:	7.50	12
												SALES:	8.00	12
												HR:	7.25	12
No Comments														
25. This organization makes use of the diverse talents of people.														
<i>(Diversity)</i>														
			1	1			17	22	8	1				
												Avg:	7.68	50
												MGR:	7.86	14
												SHIPNG:	8.17	12
												SALES:	7.58	12
												HR:	7.08	12
No Comments														
24. People of diverse backgrounds are promoted.														
<i>(Diversity)</i>														
				2		1	16	22	8	1				
												Avg:	7.68	50
												MGR:	8.00	14
												SHIPNG:	7.92	12
												SALES:	7.75	12
												HR:	7.00	12
My suggestion for improvement:														
<u>Describe in detail your suggestion.</u>														
- Same as before need to be more aware of who is actually doing what...														

1	2	3	4	5	6	7	8	9	10	Agrmt	N	
30. The training and development program is effective.												
<i>(Training and Development)</i>												
	2		4		15	15	14					
										Avg:	7.66	50
										MGR:	8.07	14
										SHIPNG:	7.50	12
										SALES:	7.75	12
										HR:	7.25	12
<p>My suggestion for improvement: <u>Describe in detail your suggestion.</u> - Yes, the A-Tech training seminars are great for personal growth. The instructors are fun to learn from.</p>												
26. I have the skills I need to do my job.												
<i>(Training and Development)</i>												
	1	1		1	17	22	6	2				
										Avg:	7.62	50
										MGR:	8.00	14
										SHIPNG:	7.75	12
										SALES:	7.92	12
										HR:	6.75	12
<p>My suggestion for improvement: <u>Describe in detail your suggestion.</u> - no comments here</p>												
27. People are encouraged to learn new skills.												
<i>(Training and Development)</i>												
		2		3	18	16	9	2				
										Avg:	7.62	50
										MGR:	7.86	14
										SHIPNG:	7.75	12
										SALES:	7.83	12
										HR:	7.00	12
<p>My suggestion for improvement: <u>Describe in detail your suggestion.</u> - Have people cross-train one another as much as possible. This works well in my department.</p>												

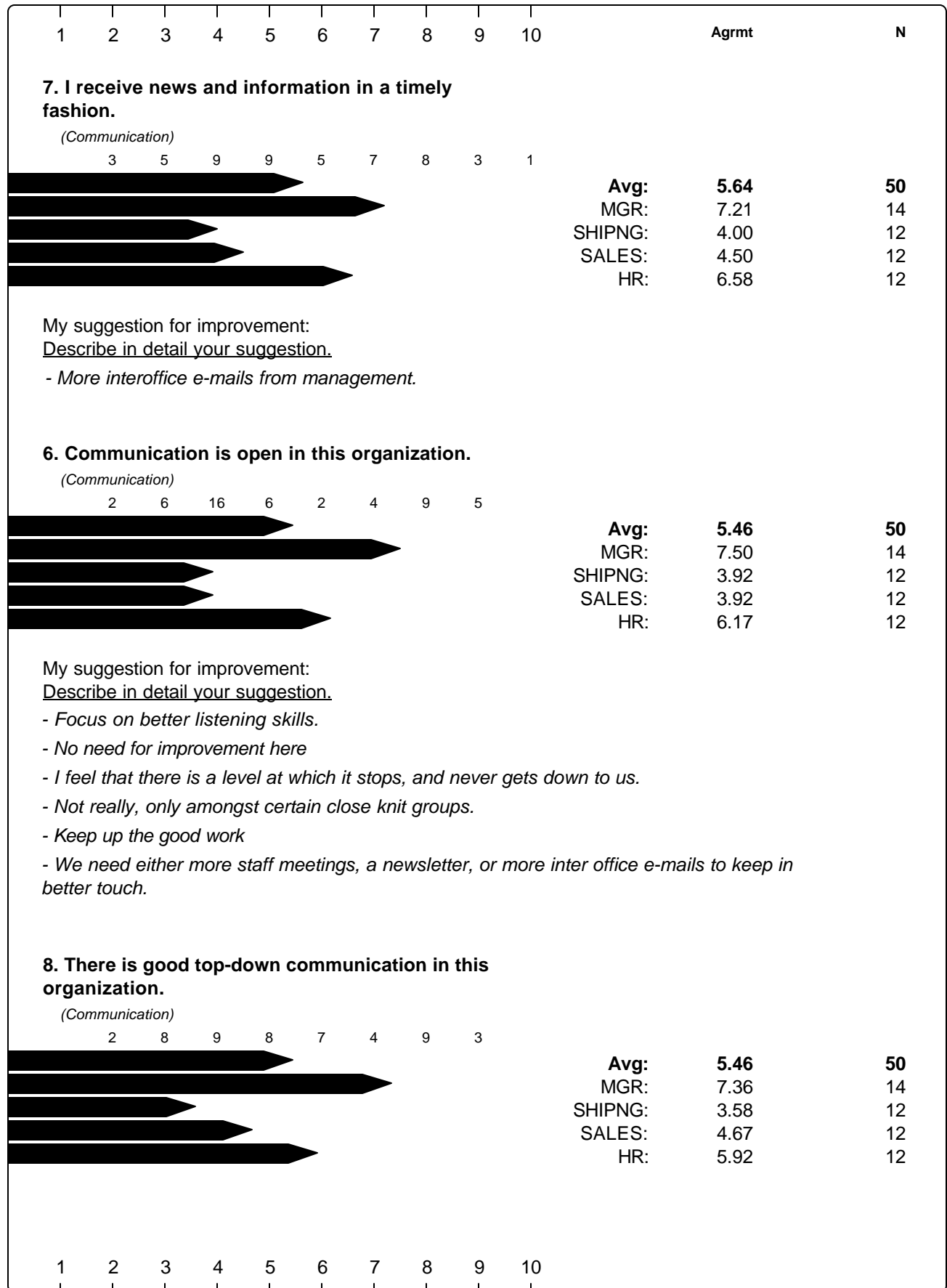


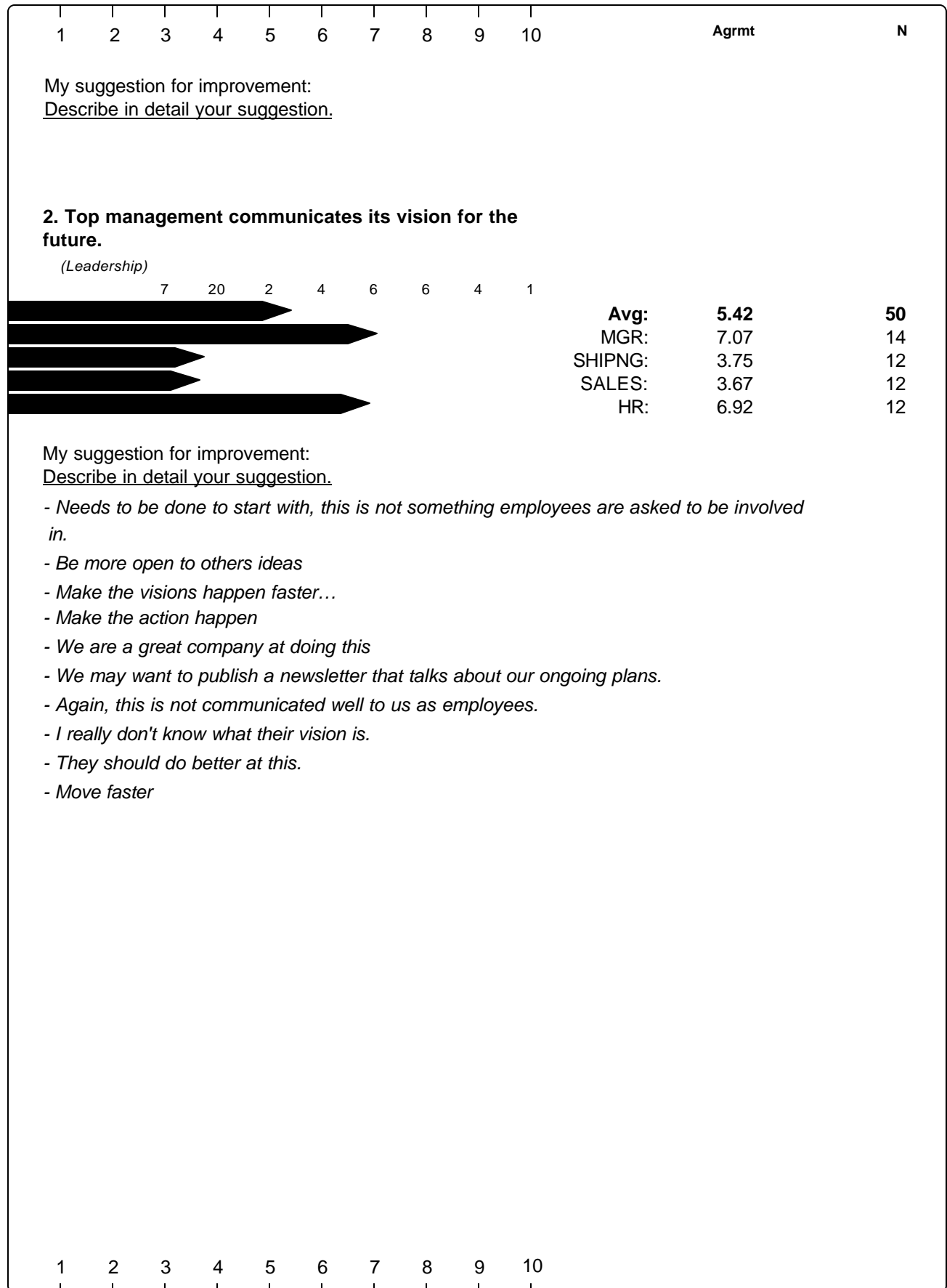
	1	2	3	4	5	6	7	8	9	10	Agrmt	N	
32. Innovation is encouraged in this organization.													
<i>(Change Management)</i>													
				1	1	4	15	21	7	1			
											Avg:	7.58	50
											MGR:	7.64	14
											SHIPNG:	7.67	12
											SALES:	7.75	12
											HR:	7.25	12
<p>My suggestion for improvement: <u>Describe in detail your suggestion.</u></p> <p>- No room for improvement here</p> <p>- I was pleasantly surprised when I took an idea to my manager and it was submitted as a possible amendment to a policy. Maybe more of this could be encouraged.</p>													
22. Diversity is considered a strength in this organization.													
<i>(Diversity)</i>													
				1	1	8	12	21	6	1			
											Avg:	7.46	50
											MGR:	7.86	14
											SHIPNG:	7.33	12
											SALES:	7.33	12
											HR:	7.25	12
<p>My suggestion for improvement: <u>Describe in detail your suggestion.</u></p> <p>- Again, no room for improvement here</p>													
21. Diversity is encouraged in this organization.													
<i>(Diversity)</i>													
				1	1	1	8	12	20	6	1		
											Avg:	7.36	50
											MGR:	7.57	14
											SHIPNG:	7.25	12
											SALES:	7.67	12
											HR:	6.92	12
<p>My suggestion for improvement: <u>Describe in detail your suggestion.</u></p> <p>- This is a strength.</p> <p>- NO room for improvement here</p>													

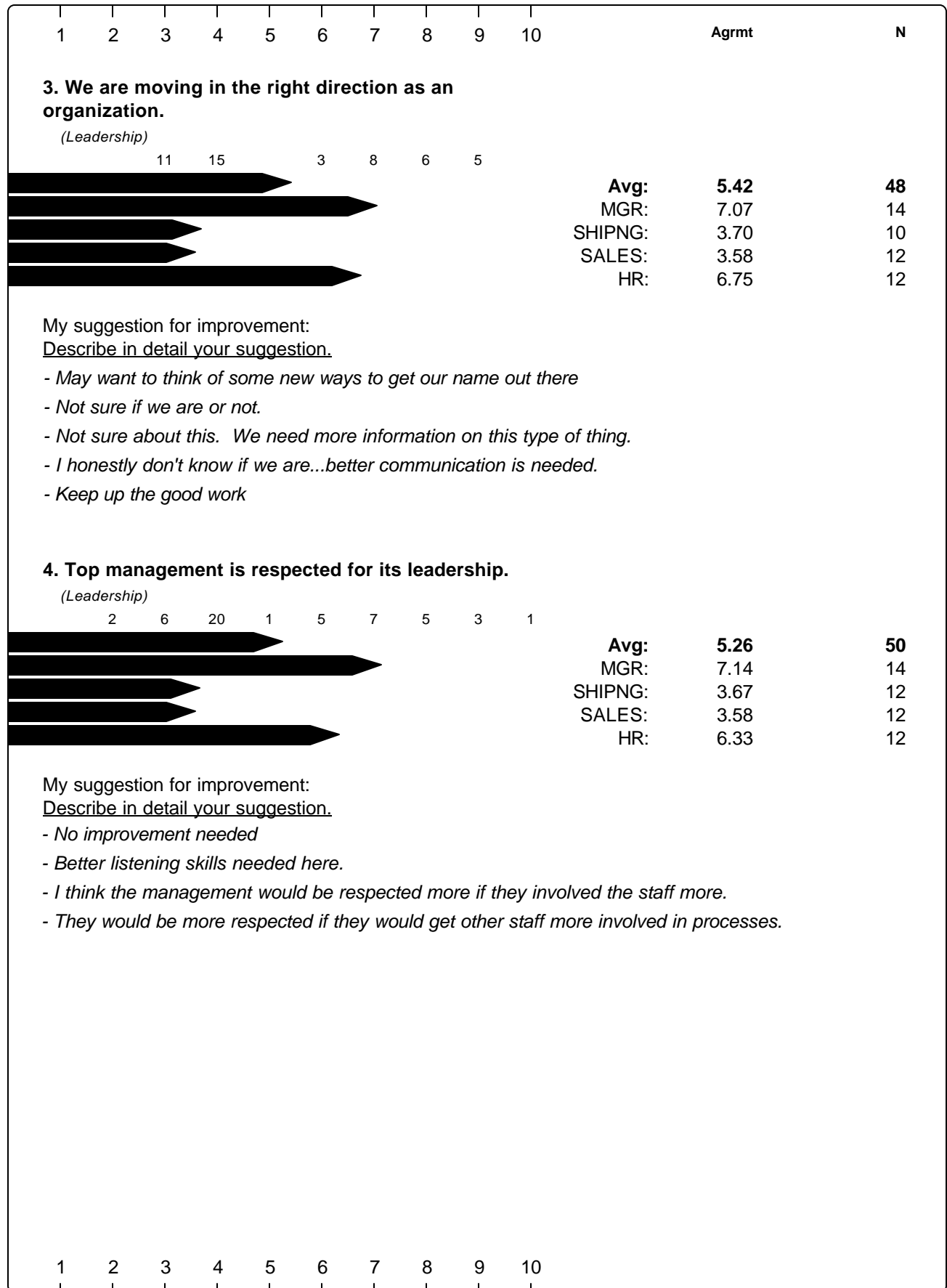
	1	2	3	4	5	6	7	8	9	10	Agrmt	N	
18. I am involved in making decisions that affect me.													
<i>(Employee Involvement)</i>													
			5	8	7	11	7	7	4	1			
											Avg:	5.98	50
											MGR:	7.50	14
											SHIPNG:	5.33	12
											SALES:	4.75	12
											HR:	6.08	12
My suggestion for improvement: <u>Describe in detail your suggestion.</u>													
- <i>Definitely not.</i>													
16. Management encourages employee involvement.													
<i>(Employee Involvement)</i>													
	1	5	9	10	6	4	7	6	2				
											Avg:	5.94	50
											MGR:	7.93	14
											SHIPNG:	4.58	12
											SALES:	4.42	12
											HR:	6.50	12
My suggestion for improvement: <u>Describe in detail your suggestion.</u>													
- <i>No improvement needed</i>													
- <i>Nothing</i>													
- <i>Somewhat but not enough.</i>													
17. I am involved in solving problems that affect me.													
<i>(Employee Involvement)</i>													
		5	10	9	7	5	8	5	1				
											Avg:	5.92	50
											MGR:	7.93	14
											SHIPNG:	4.58	12
											SALES:	4.83	12
											HR:	6.00	12
My suggestion for improvement: <u>Describe in detail your suggestion.</u>													
- <i>Keep up the good work</i>													
- <i>Not enough of this either.</i>													



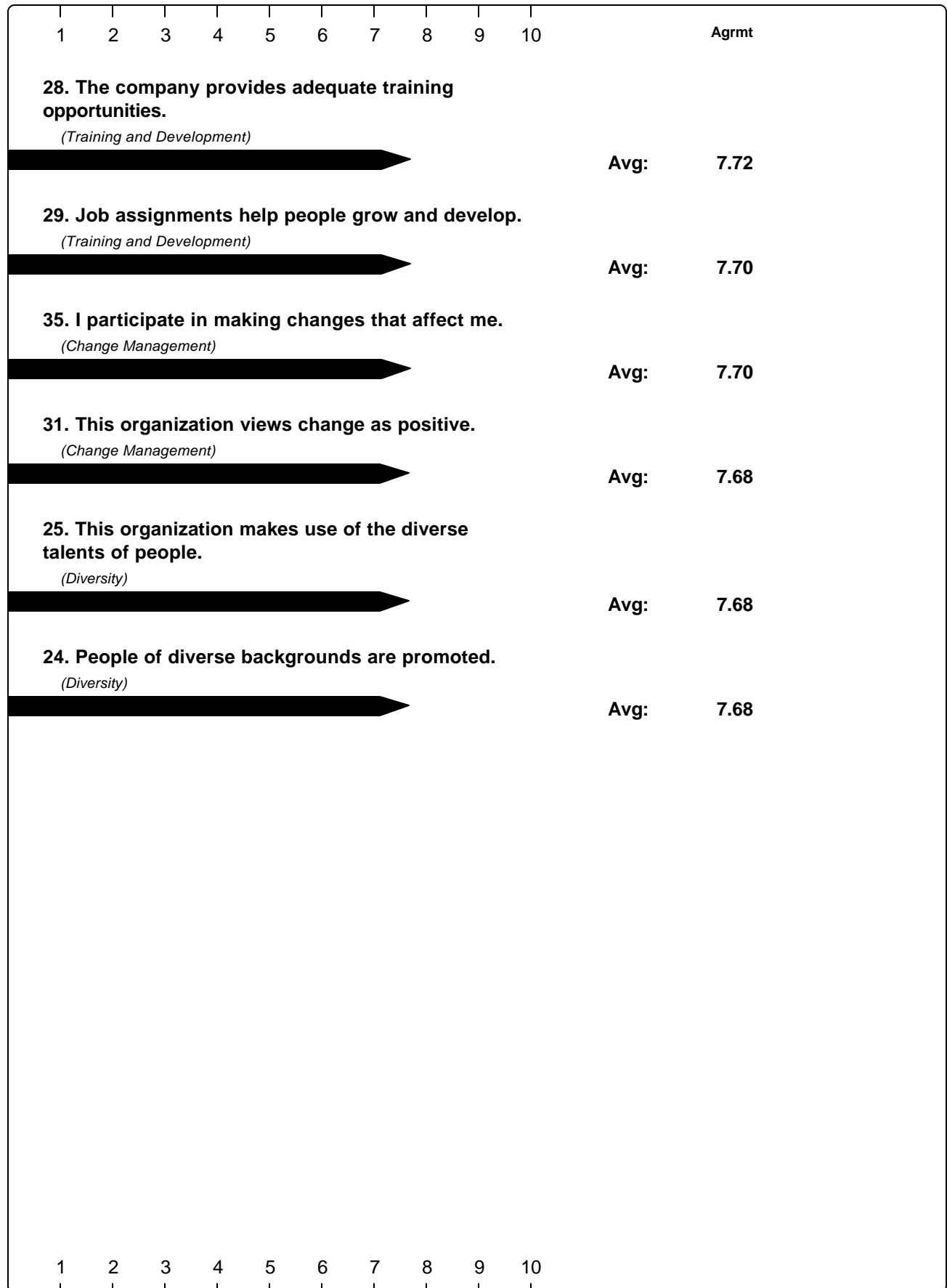
1	2	3	4	5	6	7	8	9	10	Agrmt	N	
10. I am encouraged to speak up and communicate freely.												
<i>(Communication)</i>												
	1	4	9	11	8	2	11	4				
										Avg:	5.82	50
										MGR:	7.43	14
										SHIPNG:	4.25	12
										SALES:	5.00	12
										HR:	6.33	12
<p>My suggestion for improvement: <u>Describe in detail your suggestion.</u> - I am encouraged to do this sometimes, but I can't ever see if I have had an impact. - Managers should encourage employees to constructively voice opinions.</p>												
20. I am encouraged to get more involved in group activities.												
<i>(Employee Involvement)</i>												
	2	1	12	10	8	3	11	1	2			
										Avg:	5.82	50
										MGR:	7.43	14
										SHIPNG:	5.00	12
										SALES:	4.58	12
										HR:	6.00	12
<p>My suggestion for improvement: <u>Describe in detail your suggestion.</u> - They have some group activities but too often it's within the department. More cross-departmental functions are needed. - Love this area, keep it up</p>												
13. Rewards are based on performance and results.												
<i>(Rewards and Recognition)</i>												
	1	8	6	8	7	8	8	3	1			
										Avg:	5.78	50
										MGR:	7.57	14
										SHIPNG:	4.58	12
										SALES:	4.25	12
										HR:	6.42	12
<p>My suggestion for improvement: <u>Describe in detail your suggestion.</u> - Sometimes yes, but there is some favoritism as well.</p>												

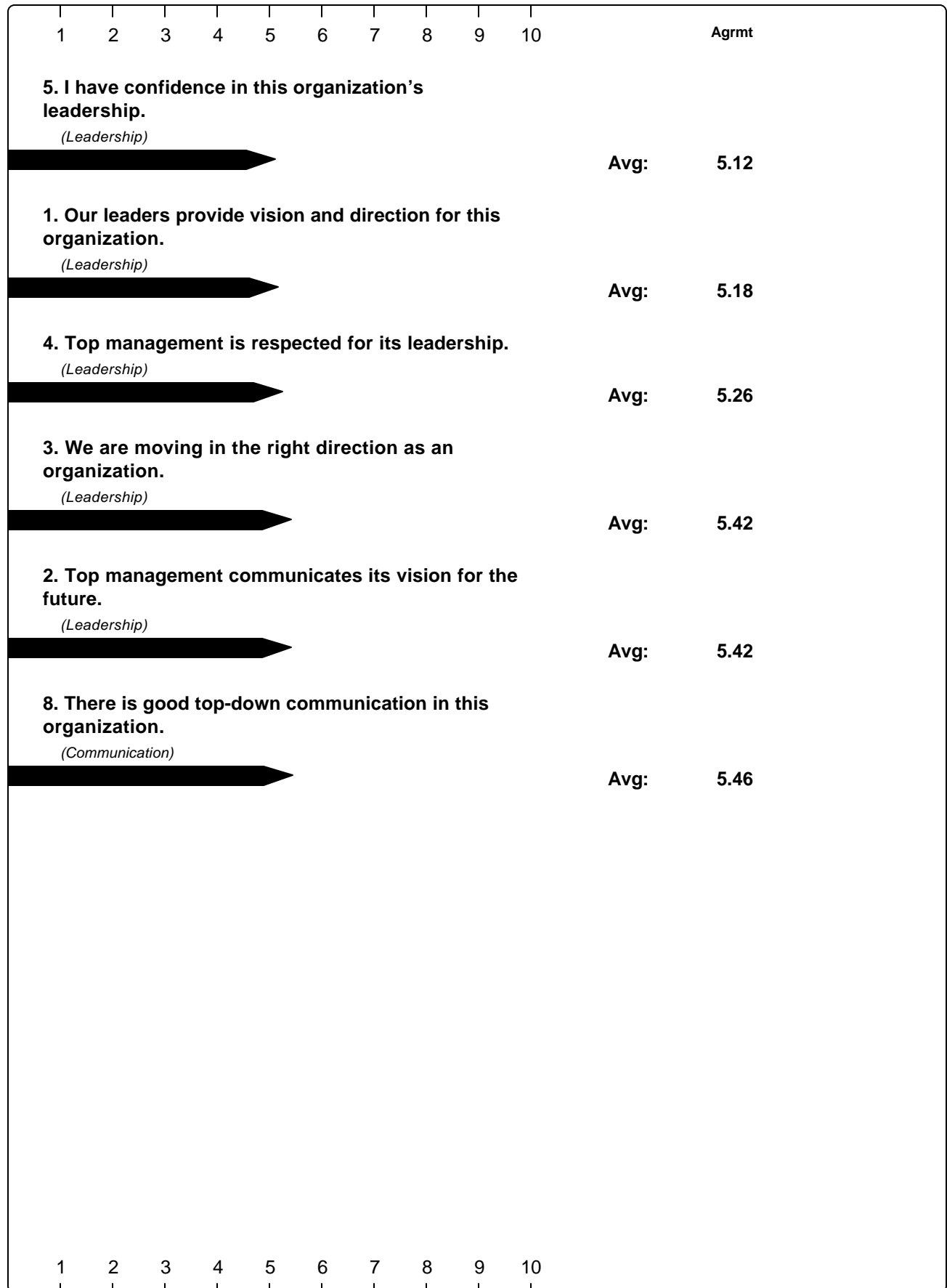






	1	2	3	4	5	6	7	8	9	10	Agrmt	N	
1. Our leaders provide vision and direction for this organization.													
<i>(Leadership)</i>													
			19	7	2	5	7	6	3	1			
											Avg:	5.18	50
											MGR:	7.07	14
											SHIPNG:	3.33	12
											SALES:	3.33	12
											HR:	6.67	12
My suggestion for improvement: <u>Describe in detail your suggestion.</u>													
<ul style="list-style-type: none"> - No need for improvement - No comment - None needed - This would be something new to try - NO comment - I am not real sure what their vision is. - They seem to be unreachable to me. - Good job here 													
5. I have confidence in this organization's leadership.													
<i>(Leadership)</i>													
		2	14	9	5	2	8	6	2	1			
											Avg:	5.12	49
											MGR:	7.23	13
											SHIPNG:	3.58	12
											SALES:	3.75	12
											HR:	5.75	12
My suggestion for improvement: <u>Describe in detail your suggestion.</u>													
<ul style="list-style-type: none"> - If they could be more communicative, then yes, I would have confidence. - Good job - I don't know really how things are being run. 													
	1	2	3	4	5	6	7	8	9	10			





1. What is Advanced Technologies' greatest strength?

- *Employee communications...*
- *Flexibility with employees*
- *Nothing*
- *The great management team and how well they work with all the levels of employees.*
- *Their diversity and their training programs. Their openness to change (this survey is a good step).*
- *The way management works together to problem solve.*
- *Their training programs, and the wide variety of different people who work here.*
- *Their training facility and opportunities for growth. Their openness to all types of people and backgrounds.*
- *Allowing employees flexibility in their work areas.*

2. What should Advanced Technologies work harder to improve?

- *Keep up the great job*
- *Employee relations*
- *Pay to compensate for work performed*
- *Give recognition to those who deserve it and not those who appear to deserve it..... Be more aware of who is doing what... I think you may be surprised at what you see!*
- *Everything*
- *The communication between management and staff. The benefits and compensation program could be better (i.e. more frequent bonuses).*
- *The communication between management and staff.*
- *Their communication! I feel quite uninformed about the future of our company.*
- *Their communication and employee involvement in envisioning and decision making.*
- *Listening skills*

3. If you could change one thing about Advanced Technologies, what would it be?

- *I'd get the walls down between management and employees.*
- *Increase management's awareness to employee needs.*
- *Not much*
- *Communication between management and employees*
- *Everything...*
- *Increase pay scales to compensate employees more fairly*
- *I'd have more social activities that included employees from all different levels and departments.*
- *I would have more interaction between different departments, staff members, and staff/management.*