

Post-survey workshop: Train-the-Trainer

SURVEY RESULTS ARE IN – THERE'S A TSUNAMI OF DATA

Employee survey statistics can be daunting for HR teams and their business unit partners.

- It's easy to get lost in data
- Volumes of information are open to misinterpretation
- Findings, especially poor results threaten to stir up defensive cynicism
- Analysis paralysis creeps in
- Employees become skeptical, doubtful findings will lead anywhere
- Leadership support falters

Move the needle in response to employee feedback. Create a more engaging workplace that impacts the bottom line.

**TALENTMAP'S HALF-DAY
DIY TRAIN-THE-TRAINER
WORKSHOPS BRING
TOGETHER 10 TO 20 HR
MANAGERS AND BUSINESS
PARTNERS TO TACKLE A
FULL AGENDA ON HOW TO
INTERPRET SURVEY RESULTS
AND GAIN THE KNOW-HOW
TO DEVELOP EFFECTIVE
ACTION PLANS INTERNALLY.**

TALENTMAP'S DIY TRAIN-THE- TRAINER WORKSHOPS HELP YOU:

- Accurately interpret employee engagement results
- Know the answers to technical survey questions from staff
- Deliver and deal with questions around bad news, and coach managers who haven't done well with their team's engagement scores
- Prepare and motivate managers to conduct action planning initiatives
- Effectively analyze, understand, and manage verbatim comments
- Confidently answer objections around survey methodology and approach
- Encourage individuals to accept information and commit to actions for change
- Facilitate creative action planning workshops





Ask. Analyze. Act.

Organizations can find themselves data rich and information poor when a flurry of employee survey statistics and predictive analytics threaten to overwhelm. Data is only as strong as the muscle power that turns findings into actioning.

Working in partnership with TalentMap, your HR and management teams receive assistance reading and interpreting survey results. A senior consultant presents meaningful insights in a way leadership accepts and acts on.

“TalentMap’s ability to put the results in context was a key enabler to securing buy-in and support for an action plan.”

– Catherine Tompkins, McMaster University



With Train-the-Trainer coaching from TalentMap

- Reduce the risk of inaccurate, unreliable survey data interpretation
- Distil information into insights that guide credible decision-making
- Create a skilled and confident group of trainers able to communicate a consistent message around employee engagement
- Generate, categorize, and prioritize high impact ideas to improve employee engagement
- Assert your organizational commitment to employees
- Enhance critical questioning and analytical thinking among HR and leadership teams
- Solicit participation and buy-in across all levels in your organization
- Shift the inclination to concentrate on low departmental scores towards key organizational opportunities with the greatest potential impact
- Determine achievable action items, survey champions, accountabilities, and timelines
- Inspire measurable improvement in employee engagement and workplace experiences

HAVING CONDUCTED HUNDREDS OF THOUSANDS OF DIFFERENT SURVEYS IN EVERY TYPE OF ORGANIZATION ACROSS NORTH AMERICA, TALENTMAP OFFERS YOU THE INSIGHTS, CONTEXT AND EXPERIENCES OF THOSE ORGANIZATIONS ALONGSIDE A DEEP UNDERSTANDING OF POST-SURVEY ASSUMPTIONS AND ACTION PLANNING METHODOLOGIES SPECIFIC TO YOUR SECTOR.