



AskYourTeam for Business

A catalyst for breakthroughs in performance.

Contents

- 3 Introduction
- 4 Benefits
- 5-8 Four steps to success
- 9 Support
- 10 Research
- 12 Book a demo


INTRODUCTION

Knowledge is Power

AskYourTeam allows you to uncover the knowledge held at all levels of your business.

We analysed the world's top leadership models to understand what the most successful businesses have in common. Then we built an independently-verified system to help you get to the heart of how your business is doing in each of these make-or-break areas.

But it doesn't stop there. AskYourTeam is a complete system that also reveals smart solutions to your business challenges, enables you to develop action plans, and measures your progress in real time. How? By tapping into the expertise inside your business. AskYourTeam involves everyone in your team in a cycle of continuous improvement, shining a light on threats and opportunities and bringing golden insights and solutions to the surface whenever you need them.



“AskYourTeam helps you direct your energy into the actions that will have the greatest impact on your business.”

—
Jason Walker, MD New Zealand, Hays

BENEFITS

Why use AskYourTeam?

The AskYourTeam system will enable you to:



Measure what matters

Understand precisely how your business is performing in the areas that research has shown have the greatest impact on success.



Flex quickly

Keep nimble by asking whatever you want, whenever you want, of whomever you want - and get answers back fast.



Mine the gold

Bring the good stuff to the surface by seeking honest feedback and smart solutions from your team - the inside experts.



Build stronger leaders

Focus leaders' attention on the issues that matter most. Drive accountability by giving everyone a stake in the solutions.

FOUR STEPS TO SUCCESS

Step 1

Measure what matters

We've done the hard yards to pinpoint the areas the world's most successful businesses excel in. Our research-based survey is designed to help you get to the heart of how your business is doing in each of these areas. Our expert team will work with you to customise the survey to your business' needs, so you can be sure you're asking the right questions.

ASK YOUR TEAM Dashboard My Organisation My Surveys Participants

Average Score: **68%**

BUSINESS SURVEY ? Closed

Age Length of Service Gender Department Location People Leader **GENERATE REPORTS** **EXPORT REPORTS**

Organisation Success Factors Assertion Summaries Current Alignment Demographic Analysis Custom Feedback Benchmarking

Review the survey results grouped by Organisation Success Factor. Note a summary score of 'N/A' indicates there were not more than the minimum set of participants needed to provide anonymous results. Click one of the success factors to view the assertion scores in the right-hand panel. Use the filters above to refine the results.

	Success Factors	Average Score	Lowest Score	Highest Score
People	LEADERSHIP	65%	58%	69%
	CULTURE	58%	42%	83%
	PERFORMANCE DEVELOPMENT	71%	65%	76%
Continuous Improvement	STRATEGY	75%	72%	85%
	PROJECT PLANNING	71%	64%	76%
	IMPLEMENTATION	71%	62%	86%
	REVIEW	70%	59%	76%
Organisation	INTERNAL COMMUNICATION	66%	40%	77%
	INFORMATION	68%	60%	80%
	BUSINESS PROCESSES	72%	64%	79%

CUSTOMER FOCUS

The ability to service our customers effectively and efficiently.

- Everyone in the organisation is clear on the role they play in helping deliver what our customers want **58%**
- We place enough emphasis on the importance of our customers in how we work **58%**
- We gather feedback actively from customers and use this to improve our service to them **43%**

Feedback and Support

FOUR STEPS TO SUCCESS

Step 2

Mine the gold

Easy-to-use reports allow you to drill down using a range of criteria, such as department, team, years of experience and gender - allowing you to pinpoint exactly which areas need your attention. We'll show you how to mine the results to bring insights, ideas and solutions to the surface.

The screenshot shows the ASK YOUR TEAM dashboard for a 'BUSINESS SURVEY'. The user is logged in as ALESSANDRO BENINTENDE. The dashboard features a navigation menu with 'Dashboard', 'My Organisation', 'My Surveys', and 'Participants'. The survey title is 'BUSINESS SURVEY' with a 'Closed' status. A yellow badge indicates an 'Average Score: 68%'. Below the title, there are filter tabs for 'Age', 'Length of Service', 'Gender', 'Department', 'Location (1)', and 'People Leader'. A search bar and a dropdown menu for 'Location (1)' are open, showing options: 'Select all', 'Auckland', 'Hamilton', 'Wellington' (selected), 'Christchurch', and 'Dunedin'. There are buttons for 'GENERATE REPORTS' and 'EXPORT REPORTS'. The main content area is divided into two sections: 'BUSINESS PROCESSES' and 'BUSINESS PROCESSES' (repeated). The 'BUSINESS PROCESSES' section includes a list of five items with their respective scores: 79%, 77%, 74%, 73%, and 69%. The 'BUSINESS PROCESSES' section is a table with columns for 'Success Factors', 'Average Score', and 'People Leader'. The table is grouped by 'People', 'Continuous Improvement', and 'Organisation'.

Group	Success Factors	Average Score	People Leader
People	LEADERSHIP	65%	
	CULTURE	58%	42%
	PERFORMANCE DEVELOPMENT	71%	65%
Continuous Improvement	STRATEGY	75%	72%
	PROJECT PLANNING	71%	64%
	IMPLEMENTATION	71%	62%
	REVIEW	70%	59%
Organisation	INTERNAL COMMUNICATION	66%	40%
	INFORMATION	68%	60%
	BUSINESS PROCESSES	72%	64%



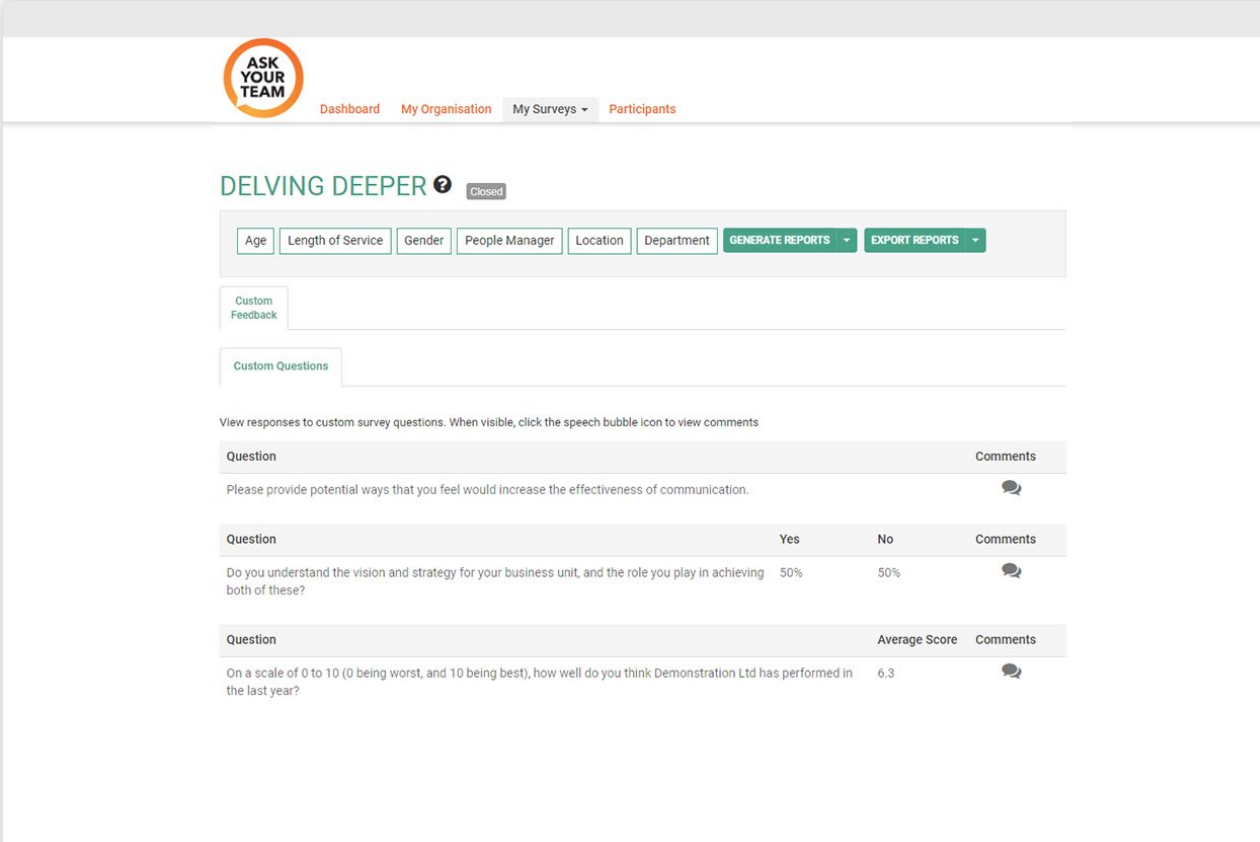
FOUR STEPS TO SUCCESS

Step

3

Take action

You've found the gold; now it's time for action. We'll help you to translate your team's insights and ideas into action plans that everyone has a stake in. Drive accountability and collaboration by making survey results and progress visible across teams. Then watch performance soar.



The screenshot displays the ASK YOUR TEAM dashboard. At the top, there is a navigation bar with the logo and menu items: Dashboard, My Organisation, My Surveys, and Participants. The main content area is titled 'DELVING DEEPER' and includes a 'Closed' status indicator. Below the title, there are filter buttons for Age, Length of Service, Gender, People Manager, Location, and Department, along with 'GENERATE REPORTS' and 'EXPORT REPORTS' buttons. There are also sections for 'Custom Feedback' and 'Custom Questions'. The main part of the dashboard shows a table of survey results with columns for Question, Yes, No, Average Score, and Comments.

Question	Yes	No	Average Score	Comments
Please provide potential ways that you feel would increase the effectiveness of communication.				
Do you understand the vision and strategy for your business unit, and the role you play in achieving both of these?	50%	50%		
On a scale of 0 to 10 (0 being worst, and 10 being best), how well do you think Demonstration Ltd has performed in the last year?			6.3	

FOUR STEPS TO SUCCESS

Step

4

Retest and flex

We'll guide you through the first retesting phase, measuring progress and helping to drive performance breakthroughs. Continue to flex, refine and retest by easily asking whatever you want, whenever you want, of whomever you want. Get answers back fast, so together you can get on with building a more resilient and competitive business.

ASK YOUR TEAM Dashboard My Organisation My Surveys Participants

Average Score: **70%**

TARGETED RETEST

Location (2) Organisation Type (3) Organisation Size (3) GENERATE REPORTS EXPORT REPORTS

Organisation Success Factors Assertion Results Demographic Analysis

This report displays the specific assertions selected for the re-test, grouped by each Organisation Success Factor. It compares the retest score with the baseline score of your chosen demographic. A 'Movement' score shows the difference between the retest result and the baseline result. Click the success factors to view the assertion scores

Category	Baseline	Retest	Movement
Board Performance	75%	76%	1%
Organisation Performance	45%	58%	13%
Communication	53%	80%	27%

Related surveys:
Membership Demonstration

Feedback and Support

SUPPORT

We're with you every step of the way

Think of us as your expedition guides, here to help you discover gold. We're with you at every stage of the process to make sure you get the most out of the AskYourTeam system.

We'll work with you to:

- Lay the ground for a positive and seamless adoption of the AskYourTeam system across the business
- Customise the survey so that you're measuring what matters to your business
- Bring golden insights to the surface and develop action plans
- Retest and measure your progress
- Provide industry benchmarking data

"I can't speak highly enough of the quality of AskYourTeam's advice and guidance."

—
Alan Pollard, CEO, Pipfruit NZ

RESEARCH

Independently-validated methodology

We analysed the world's most highly-regarded leadership research to understand what the best-performing businesses have in common, and distilled those commonalities into 13 'organisational success factors'. These success factors cover traditional measures of engagement, such as leadership, culture and performance development; but also everything from project planning and communication, through to strategy and business processes. The AskYourTeam system is designed to measure how your business is performing in each of these areas.

Our methodology has been reviewed against every Harvard Business Review article on leadership and organisational performance from the past five years. It's also been independently validated by New Zealand's leading business school, The University of Waikato's Institute for Business Research.

You can be confident that by using AskYourTeam, you're measuring what matters.



Institute for
Business Research

Te Pūtahi Rangahau Umanga

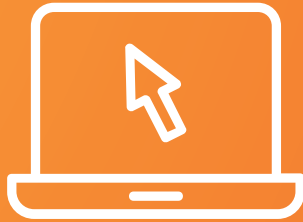
THE UNIVERSITY OF WAIKATO

“We made significant improvement across the whole business, but a couple of areas where we’d been performing pretty poorly showed the biggest improvement of all. It was just fantastic. It was a credit to the team.”

—
Mark Nevin, CEO,
Swannndri

“It asks the right questions and enables us to have the right conversations at the right times.”

—
Pati Bloor, People and Leadership Director,
Smith & Smith



SEE HOW IT WORKS

To book a demo email
info@askyourteam.com

Contact



info@askyourteam.com



www.askyourteam.com



0800 001 335

Within NZ



+64 6 280 5305

Outside NZ