



BEST EMPLOYERS STUDY

LEADERSHIP TEAM SURVEY

About this Survey

Hewitt and its partners are jointly sponsoring a major study to identify the Best Employers in Poland and in Central Eastern Europe. Your organization has confirmed interest in participating in this study and is a candidate for the Best Employers in Poland list, to be published in Spring 2008.

This questionnaire is one of the three components of the Best Employers Study. All three tools must be completed in order to qualify as a study participant, these are namely Leadership Team Survey, HR Audit and Employee Engagement Survey.

Each member of your leadership team, which includes the most senior executive (e.g. the CEO, President, Managing Director) and all of his or her direct reports (e.g. Senior Vice President, Vice President, Directors) are being asked to complete a copy of the Leadership Team Survey. The survey asks your organization's most senior leadership team about your organization, their philosophies and approach to managing people.

Instructions

Please read the instructions at the beginning of each section carefully.

The survey should take approximately 20 - 25 minutes to complete. It is best if you can complete the survey in one sitting.

Data Privacy

Each individual organization's data will be treated as strictly confidential.

Information collected in this survey will be stored and processed for the purpose of measuring executive engagement and scoring for the Best Employers Study. All personal information submitted in response to this survey is strictly confidential and will be protected accordingly.

Thank you in advance for your time and consideration!

Please indicate how strongly you agree or disagree with each of the following statements.

	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
1. I am proud of the role I currently play in this organization.	①	②	③	④	⑤	⑥
2. I would only choose to leave this organization under exceptional circumstances.	①	②	③	④	⑤	⑥
3. I have inspired others to achieve results beyond the ordinary.	①	②	③	④	⑤	⑥

	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
4. In our organization...	①	②	③	④	⑤	⑥
a. ...we are attracting the people we need to achieve our business goals.	①	②	③	④	⑤	⑥
b. ...we are promoting the people who are best equipped to meet the future demands of our business.	①	②	③	④	⑤	⑥
c. ...we are retaining the people we want to keep.	①	②	③	④	⑤	⑥
d. ...our policies and procedures support the company in achieving its goals.	①	②	③	④	⑤	⑥

	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
5. Human Resources, in our organization...	①	②	③	④	⑤	⑥
a. ...understands business aspects well, and works as a partner of the Leadership team.	①	②	③	④	⑤	⑥
b. ...aligns Human Resources objectives with business strategy.	①	②	③	④	⑤	⑥
c. ...supports leadership in managing change.	①	②	③	④	⑤	⑥
d. ...evaluates the impact that Human Resources programs have on the organization's bottom line.	①	②	③	④	⑤	⑥
e. ...balances employee interests with those of the organization.	①	②	③	④	⑤	⑥

BACKGROUND INFORMATION
D1. Please indicate your position in the Leadership Team

I am this organization's most senior leader (executive) in the country (e.g., CEO, President, Country Leader)	①
I report directly to this organization's most senior leader (executive) in the country	②
The person I report to, reports directly to this organization's most senior leader (executive) in the country	③
Other position (<i>please specify</i>): _____	④

D2. How long have you been in your current role?

Less than 3 months	①
3 months – 1 year	②
1 – 2 years	③
2 – 3 years	④
3 – 5 years	⑤
5 – 10 years	⑥
10 – 15 years	⑦
15 years or longer	⑧

D3. How long have you been working for this organization?

Less than 3 months	①
3 months – 1 year	②
2 years	③
3 years	④
4 – 5 years	⑤
6 – 9 years	⑥
10 – 15 years	⑦
15 years or longer	⑧

D4. Gender

Female	①
Male	②

Thank you for completing this survey!