



PRIOTAS
FEEDBACK TO PROGRESS

*Develop potential,
increase success*



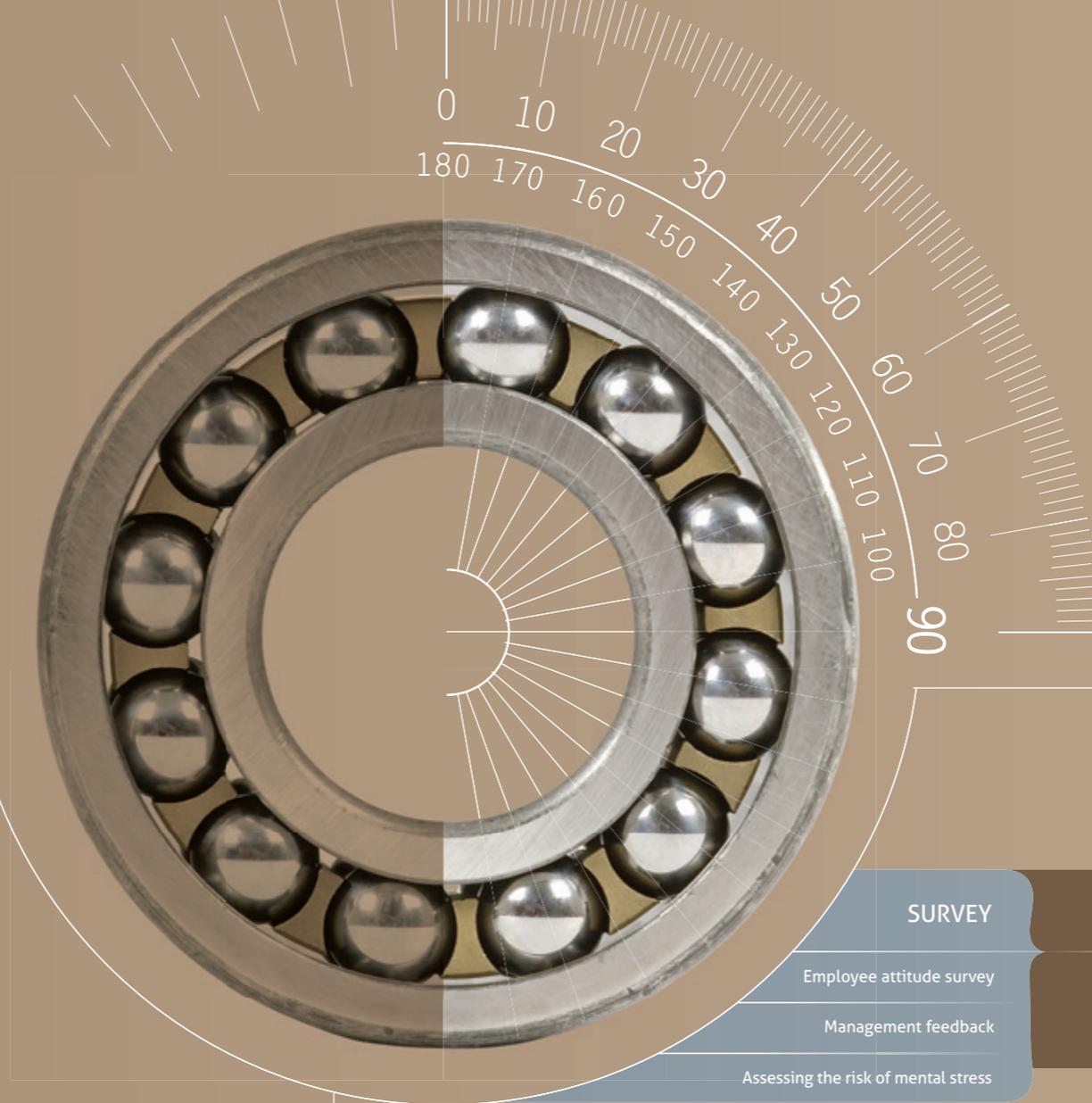
ACTIVATION THROUGH ANALYSIS

Priotas – surveys and consultancy for sustainable human resources and organisational development

Every company is able to compete more successfully in the market when it activates all of its intrinsic expertise and potential. We assist you in doing this by systematically analysing your organisation through feedback processes, and using the conclusions to plan, manage and realise change.

- Making allowance for structural and cultural idiosyncrasies
- Active involvement of the relevant stakeholders
- Clearly comprehensible methods and content
- Transparent tracking of feedback processes and change measures
- Reliable project execution from departmental to group level
- Creation of sustainable structures and values

“ We expand outlooks and indicate where there’s room for flexibility – participative, unambiguous, reliable and value instilling! ”



P The cooperative involvement of employees and stakeholders in change measures is key to increasing the quality and acceptance of the process.



ORGANISATION CHARACTER AS THE DRIVING FORCE

*Initiating and supporting change processes
on a company-specific basis*

For change processes in an organisation to be successful, it is essential that **employees and managers identify with the objectives** and are actively involved in shaping the processes. That's why we always align our change consulting to fit the **cultural characteristics of our customers and their ability to change.**

- Determination of change potential through employee surveys
- Combination of top-down and bottom-up approaches
- Development of structures for current and future change processes
- Tailoring the prevailing conditions to motivate employees
- Empowering managers and employees
- Systematic planning and communication of short-term objectives and achievements
- Various tracking methods for assessing change status



Sustainable change is always a product of the respective company itself, but it does require sustainable structures and values to be in place.

Staff knowledge of the environment, market and customers are important factors in the success of change processes.



GROWTH AND DEVELOPMENT IN A CONDUCTIVE CLIMATE

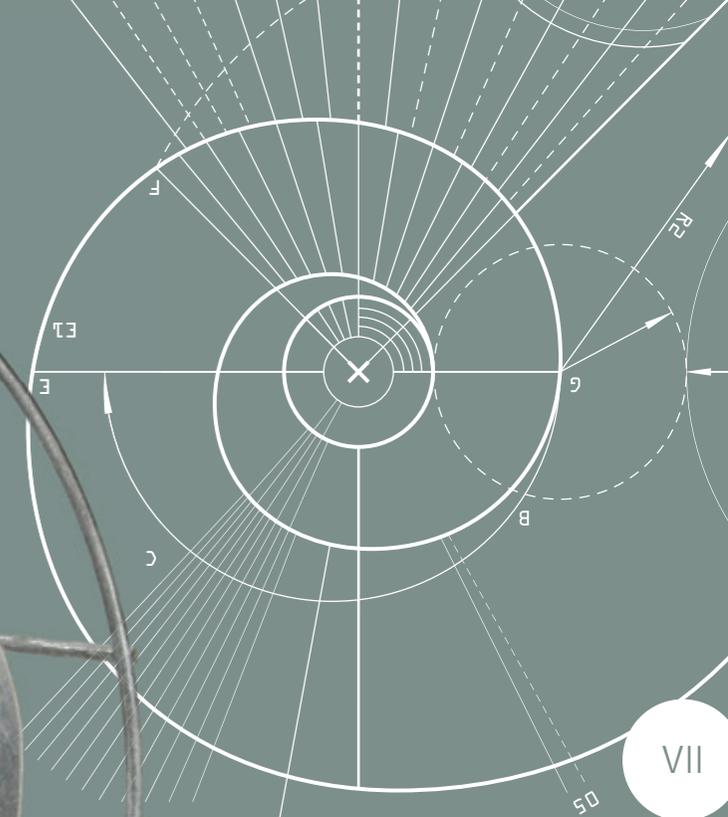
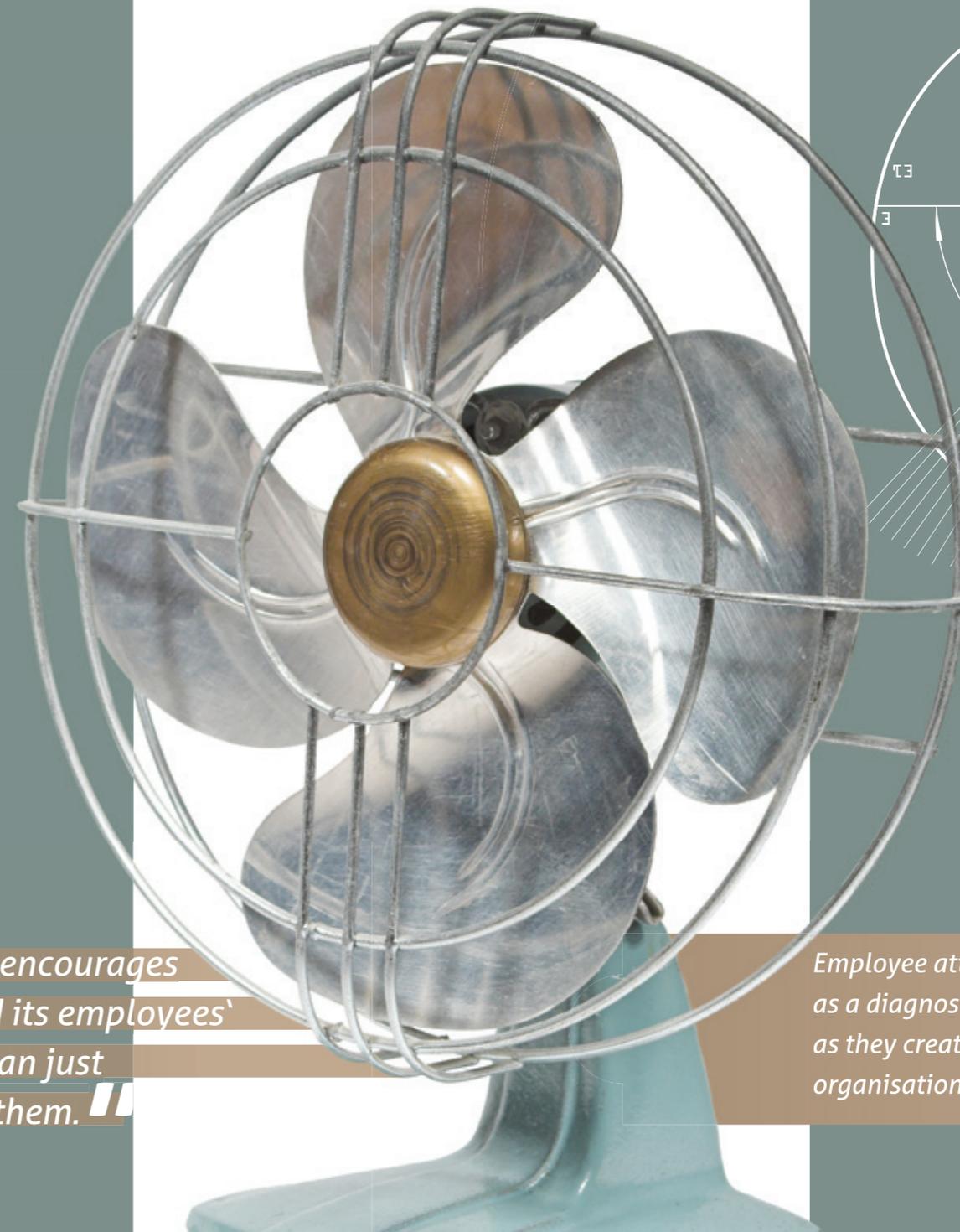
Encourage participation, ensure future viability

Whether an organisation is successful in the long term depends as much on having employees that are dedicated and committed to the company as it does on actively focusing on customers, which enables new wishes to be quickly and effectively accommodated. Our goal is to help you become more successful and to ensure your future viability by uncovering optimisation potential, identifying areas where action is needed, and working with you to derive recommendations.

- Ascertaining the individual requirements of the company
- Precise customisation and fine-tuning of tools and methods
- Presentation of results using descriptive statistics and multi-variant procedures
- Classification of results by means of key driver analyses, historical comparisons, as well as internal and external benchmarks
- Timely submission of conclusions
- Extensive expertise in virtually all industry sectors and sizes of company, as well as in the public service

Our ideal is an organisation that encourages the development of both its own and its employees' ultimate potential, rather than just extracting the most out of them.

Employee attitude surveys serve not only as a diagnostic tool, but as intervention, as they create structures that increase an organisation's ability to change.



MEASURING INSTRUMENTS FOR PACE SETTERS

Offer guidance, coordinate development

Good leadership makes a significant contribution to the **motivation and retention of employees**. We help you with the introduction, execution and development of tailored management feedback surveys that give your managers important feedback about the **effect that their behaviour has**, as well as how consistent it is with corporate goals.

- Support with the development of mission statements and requirements catalogues
- Customer-specific development tools
- Matching the performance of management executives with the requirements of the company
- Suggestions for the further training of management executives
- Optimising the interplay between strategic orientation and leadership
- Identifying human resource development needs
- Reflection meetings with management, feedback givers and HR departments
- Derivation of development measures and integration into sustainable human resource development structures

The additional perspectives that management feedback surveys provide increase awareness of strengths and development needs, and in so doing indicate what further professional development steps may be required.



“ Good managers act in an exemplary manner, create room for manoeuvre, convey meaning and provide encouragement. ”



HIGHLIGHTING RISK AS A DUTY OF CARE

Strengthen resources, prevent harm

The **psychological wellbeing of employees** is an important objective of the duty of care and an essential prerequisite for the long-term success of a company. We use surveys and analyses based on accepted scientific models in order to ascertain the **risks of your employees becoming overstressed**, as well as to identify potential counterbalancing resources.

- Customisation of questionnaires - including on the basis of existing data sources (such as sick leave, health insurance reports, results of occupational healthcare and work safety)
- Time-efficient random sample and comprehensive detailed surveys
- Development of measures with head-office and local teams
- In-depth detailed analyses (such as in-depth interviews, targeted monitoring, local workshops)
- Evaluation and provision of external benchmarks for comparison with standard groups
- Tracking the effectiveness of the measures



The risk of illness can be reduced by increasing the number of available resources or reducing stress factors.



“ The subjective opinion of the employees is crucial because each person copes with mental or psychosocial stress very differently. ”

SYNERGY EFFECTS THROUGH THE USE OF SPECIAL TOOLS

Examine and interpret specific aspects in detail

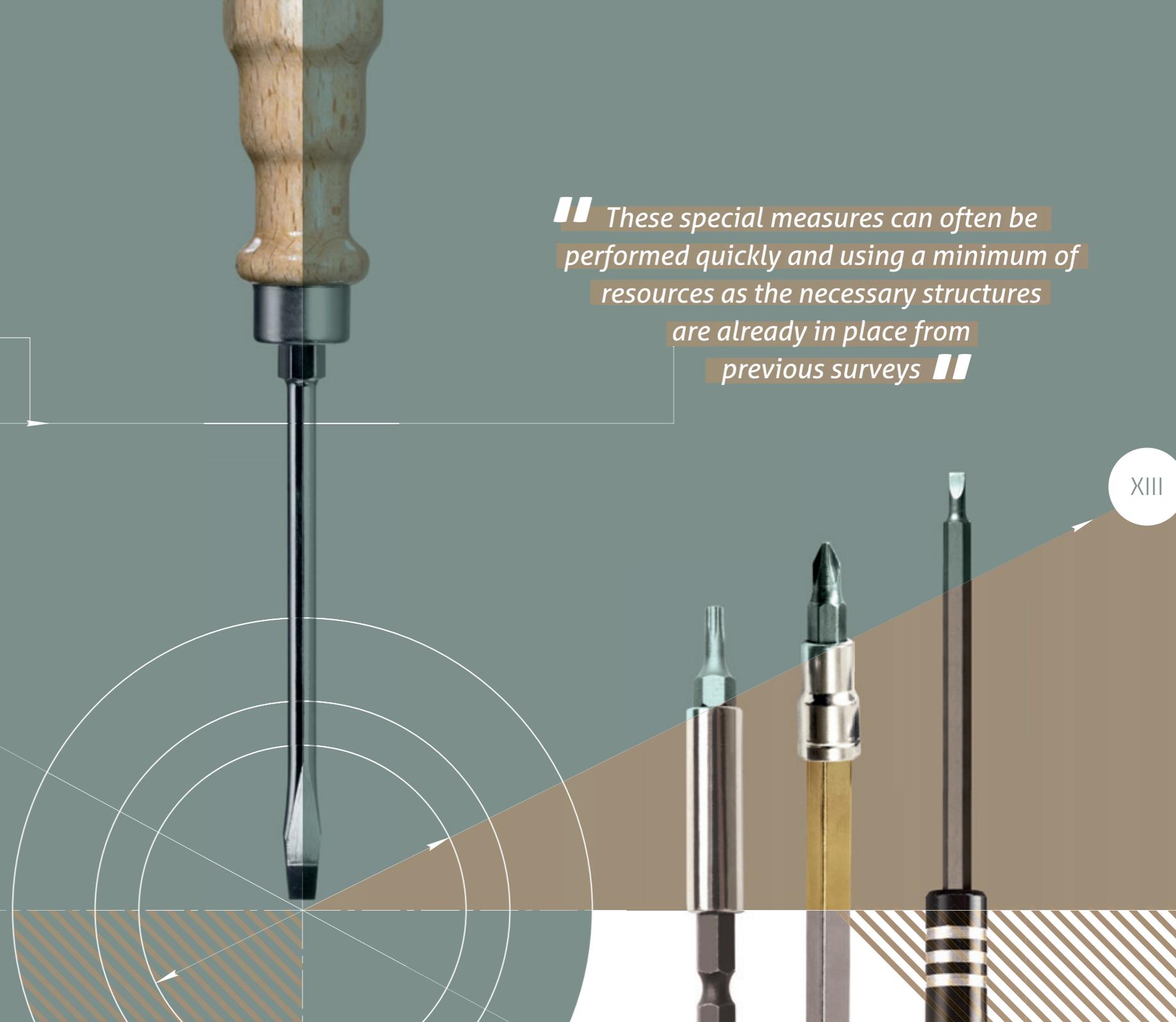
It is often useful to investigate in more detail, examine and validate issues that have been raised and the preliminary results of various surveys by performing further analysis. We offer you a wide range of special surveys that allow you to achieve specific synergy effects and gather additional insights.

- Exit surveys to learn more about employee retention
- Onboarding surveys to validate an organisation's ability to change
- Customer surveys to compare internal and external perspectives
- Training-needs assessment surveys to match training offering with the needs
- Internal customer surveys to improve service
- Occupational safety and data protection audits to evaluate compliance with required standards



In-depth feedback surveys are primarily useful and appropriate as a supplement to employee attitude surveys.

These special measures can often be performed quickly and using a minimum of resources as the necessary structures are already in place from previous surveys



DIVERSITY AS AN ADVANTAGE

The ideal combination of qualifications

For feedback processes to result in meaningful and sustainable changes within an organisation, they require custom solutions, in-depth specialised knowledge, many years of experience and a high degree of methodological skill. This is the basis on which we help you to gain insights and generate values.

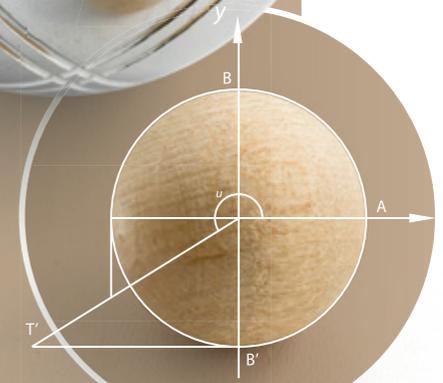
- Individual, customer-oriented solutions
- Customisation of the technical tools to suit different target groups
- Experts of various disciplines (economists, psychologists, sociologists, statisticians, business informatics specialists)
- Many years of experience working with companies of various sizes and industry sectors
- Ongoing training (systemic consultancy, project management, etc.)
- Continued development of our proprietary tools

“ We use surveying processes to assist you in initiating and carrying out changes so that you're properly prepared for the future. ”



Interested?

Ask us for more information:
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