

Change

It is often the soft aspects of work life that cause organisations to fall hard. People processes are a fundamental aspect of organisational performance and successful change depends on due management.

Surveys can provide valuable insights into people processes and anticipate events. However, it requires applied use of the information to drive positive change.

It may involve training of leaders and employees as well as presentations and changes in the work organisation. When it is useful we can help our clients implement the change actions.

Mergers

Mergers and acquisitions have enormous impact on employees and it often results in a failed integration when leaders have not addressed the people issues adequately.

We can give you a detailed insight into the people aspect of the pre- and post merger process that will help you make effective decisions and bring focus back to your customers.

For example, we can evaluate employees' readiness to change, compatibility of cultures, turnover intentions, alignment of strategies and visions.

Pre-merger evaluations can be used as part of a due diligence process and help assess the attractiveness of a merger and prepare for successful integration of the soft issues.

About InOpus

InOpus is a research based consulting firm specialised in informing and applying organisational decisions. We believe that your organisation is different from others and we are committed to identify what drives and engage your employees and management.

InOpus was started by Max Boehling who is both the owner and principal consultant. We also use other external researchers to contribute with insights when it benefits the specific project.

We have offices in greater Copenhagen and serve clients in both Denmark and internationally.



Dr Max Boehling (PhD, MSc Social & Applied Psychology, MSc Business Administration & Law) lectures part time on the joint international Executive MBA programme for Kent Business School (UK) and Deggendorf (DE) in "Change Management" and "Socially Inspired Performance".

Max has participated in international research teams such as the Research Institute for International Management at the University of St Gallen, (CH) and he frequently presents research findings at international management and social psychology conferences.



Outlook

InOpus has offices near Copenhagen in Denmark. We have an international outlook and can help you gain and apply insights from your managers and employees no matter where you are in the world.

Our clients are typically medium to large organisations and include the public and private sector. If you need a reference you are welcome to contact us.

We welcome an informal meeting where we can discuss how and if we can contribute to the management and positive development of your work place.

InOpus - Research Based Consulting

InOpus

Employee Survey
Research



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Employee Survey Research



Research Based Decisions

An accurate information base is crucial for making the right decisions. InOpus is a research based consulting firm specialising in providing a highly valid and reliable decision base for people and organisational development programmes.

We can evaluate and assist with the development of a range of processes such as motivation, wellbeing, change (e.g. mergers) and strategy alignment.

Surveys

Surveys utilise the ultimate insider knowledge - the employees - to create an engaging and high performance work climate.

InOpus has specialised in researching, developing and managing survey techniques that can accurately capture people's attitudes and beliefs.

We supply a range of different surveys such as full-scale employee surveys (conducted every year or two), purpose built (e.g. stress, management surveys, strategy alignment, follow-ups, mergers), benchmarking (OSCAR) and causality analysis.

Feel free to contact us for an informal presentation of how our services can assist with management in organisations.

OSCAR

Organisational Capability Research (OSCAR) benchmarks your organisation against best practice. Without a benchmark it is easy to misinterpret survey results or misdirect follow-up actions.

OSCAR offers insights into:

- Leadership
- Turnover intentions
- Motivation
- Stress
- Job satisfaction
- Strength of the organisation's internal brand

A comparison with other organisations puts your results into context and allows you to accurately assess your organisation's capability level.

Causality

Causal analysis is an advanced research technique that can discover the real story behind your data. For example if you know that a group of employees are stressed or less engaged causality analysis can answer the 'why' questions.

Alternative explanations are compared and the key drivers are identified. It gives you a unique position to establish effective change programs.

We employ sophisticated research methods (e.g. structured equation modelling, factor analysis, regression analysis) to refine survey data and identify key causes.

Causality analysis can be implemented in any survey solution or on an ad-hoc basis.

Full-scale Survey

Full-scale surveys cover a comprehensive range of topics pertaining to employees and management (sometimes customers are also included).

They produce massive amounts of data which we refine into an overview of your employees' engagement, well-being, management, the alignment of strategies and goals.

The survey is normally conducted in a cycle of one or two years. It gives detailed insights into key developments and the success of people strategies and change programmes.

We can collect and compare survey data from all your national and/ or international locations. This will help you manage the direction and alignment of strategies throughout the organisation.

Mission statement

Our mission is to provide an accurate understanding of people processes and facilitate positive development of people and organisation.

We commit to research

InOpus participates in scientific research and is often invited to present our findings at international conferences for management and social psychology.