

## Employee Culture and Ideas Survey (ECIS)

Today's business environment requires that its people are aligned with their organization's philosophies and values. Aspen RMG's Employee Culture and Ideas Survey (ECIS) is a one of a kind survey: It focuses on gathering employee ideas; and, it provides an accurate assessment of the existing culture from the employees' point-of-view. Confidentiality is strictly adhered to between individual employees and reported results. ECIS is customized to meet a company's needs and circumstances – providing optimal flexibility in the design, administration, analysis and feedback of the survey's results.

## Benefits of Conducting ECIS

- Collects employees' ideas about how to make company better
- Aligns work culture with the strategic direction of organization
- Creates a culture that can adapt to changes from growth, merger, crises, or reorganization
- Improves communication and morale
- Enhances performance and results

## Approach

Each client situation is unique. This is not an off-the-shelf survey. Instead, we use a three-step approach to customize the survey content to address an organization's particular needs.

### Step One – Conduct Needs Assessment

- Conduct interviews and focus groups with management to discover current and desired performance, as well as unique issues, needs, and opportunities
- Design and distribute a customized survey (online and/or in conjunction with one-on-one employee interviews) to a representative group of employees
- Analyze results

### Step Two – Report Results & Recommendations

- Generate reports to clarify survey findings and recommendations
- Present results to leadership and engage them in the improvement process
- Present results to employees and communicate improvement process (Action Plan)

### Step Three – Assist in Development Plans

- Create an Action Plan and suggested "next steps" based on results and company values
- Participate in leadership meetings to assist in implementing Action Plan

# ECIS Core Team

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## **Ann Marie Towle-Mason**

For more than fifteen years Ann Marie has served as a senior-level HR leader and business partner. She serves as a hands-on business partner with clients to develop innovative solutions to business and HR challenges. Ann Marie uses her years of experience to coach clients by identifying opportunities and guiding them through the design and implementation of HR systems and strategies to create a culture that is in alignment with positive business results. She provides on & off-site services specializing in organizational management, policies, procedures & handbooks, selection & retention, training & development, employee relations & investigations, conflict resolution, and performance management.

### **Certification/Designations**

- Senior Professional in Human Resources (SPHR)
  - Instructor, HR Management Certificate Program at San Diego State University
  - President and multiple Board positions with the Society of Human Resources (SHRM)
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## **Cait Casey**

Cait Casey has served in a variety of positions in long career. She has worked on the front lines in construction, has been a teacher at the vocational school level, and is currently working as a risk management professional, coach, and teacher.

### **Certification/Designations**

- BA, Xavier University; Kent College of Law
  - Certified Coach (CC)
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## **Cathi Marx**

Cathi Marx has been in the risk management field for over 25 years. She has designed numerous training and education curriculum. Cathi was involved in creating and implementing insurance contract and sales training programs for captive life insurance agents. She is a coach in Polestar, a national performance development company where her role includes that of trainer, educator and mentor.

She has a long history of working with clients to minimize risk exposures and protecting employees and companies from financial harm.

### **Certification/Designations**

- Associate in Loss Control Management (ALCM)
  - Certified Occupational Safety Specialist, (COSS) – Trainer
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## **Steve Thompson**

Steve Thompson is the President of Aspen Risk Management Group, an employee-owned consulting company providing business improvement strategies to commercial, government, and non-profit organizations. As a coach and facilitator with a national performance development company, he has an extensive history of successfully guiding, training, and mentoring individuals, teams, and organizations to positive change. He co-designed and created ECIS.

### **Certification/Designations/Education**

- B.S. Southern Illinois University
- Associate in Risk Management (ARM)