

## About Bramwell Solutions

Mark Bramwell launched Bramwell Solutions in 2007, with the mission to inspire people to realise their full potential, and to help organisations build high-performing and engaged teams.

Bramwell Solutions represents the culmination of nearly two decades of study in human behaviour, research and practical experience. This includes the design and delivery of organisational development initiatives for an extensive range of clients.

Mark's qualifications:

- ▶ Master of Psychology (Organisational)
- ▶ Graduate Diploma of Applied Science – Professional Psychology
- ▶ Bachelor of Science (Psychology and Human Movement)



## Survey Methodology

### Expertise and Theoretical Knowledge

Mark has a strong grounding in the theoretical approaches and methodologies of survey design, as well as in depth knowledge and experience in concepts of staff engagement and organisational dynamics and effectiveness.

Mark's qualifications, experiences and consulting approach results in the delivery of survey solutions that are of the highest quality. We can provide organisations with data and expert interpretation that results in powerful outcomes and insights to drive organisational improvement strategies.

### Consultative Approach

Bramwell Solutions works closely with clients to ensure required outcomes are clearly documented and agreed. This is to ensure the success of the survey process can be accurately measured and monitored. We set high benchmarks for our consulting delivery and the quality of our services.

## Survey Solutions

- ▶ **Tailored and flexible staff survey processes to create a clear path for improvement and enhanced employee engagement**
- ▶ **Expert survey methodology supported by comprehensive and insightful analysis, interpretation and recommendations**

### Staff Satisfaction and Engagement Surveys

We gather information about an organisation's culture, systems, leadership, communication and other areas critical to success. Survey content can be customised to include all, or a selection, of the following categories:

- |                                  |                                  |                                |
|----------------------------------|----------------------------------|--------------------------------|
| ▶ Change management              | ▶ Learning & development         | ▶ Recognition                  |
| ▶ Communication                  | ▶ Organisation commitment        | ▶ Reward                       |
| ▶ Community engagement           | ▶ Organisation satisfaction      | ▶ Role clarity                 |
| ▶ Customer focus                 | ▶ Personal accountability        | ▶ Senior management leadership |
| ▶ Environmental sustainability   | ▶ Policies, procedures & systems | ▶ Social responsibility        |
| ▶ Immediate manager satisfaction | ▶ Performance culture            | ▶ Values                       |
| ▶ Innovation                     | ▶ Team focus                     | ▶ Work/life balance            |
| ▶ Job satisfaction               |                                  |                                |

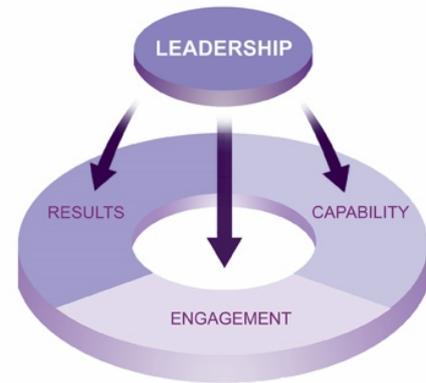
## Bramwell Organisation Effectiveness Model (BOEM)

In addition, we offer an assessment of your organisation's performance against the four constructs of our model of organisation effectiveness.

Outstanding **Leadership** to foster high staff **Engagement**, ensure an organisation is keenly focused on the **Results** it must deliver, and drive the specific staff **Capability** needed to succeed.

Analysis against this model provides an easily interpretable assessment of leadership effectiveness, coupled with how well employee engagement, capability to succeed and focused effort is perceived in an organisation.

Our model analysis can be as a stand-alone approach, or is integrated within our broader culture assessment surveys.



## Survey Deliverables

Our survey solutions are designed, administered and reported to ensure:

- ▶ Ease of completion to achieve a target response rate of no less than 75%
- ▶ High face validity of content and terminology to support high response rates and to produce meaningful data that can drive the development of specific cultural improvement initiatives
- ▶ Ease of future replication to allow for longitudinal analysis of the data
- ▶ The provision of 'fresh' and relevant data by providing clients with comprehensive analysis and reporting outcomes no more than two weeks after the final response date for the survey
- ▶ Information presented in a clear and easy to read format supported by interpretation of data trends and cultural improvement recommendations.

## Survey Cost Structure

Bramwell Solutions is able to offer a range of survey options:

- ▶ Commencing from as little as \$6,500.00 plus GST for our 20 item BOEM survey
- ▶ Commencing from as little as \$15,500.00 plus GST for our full Culture Survey (includes BOEM).

The exact cost of our survey solution is determined by:

- ▶ The type of survey used
- ▶ The depth of data interpretation required
- ▶ The inclusion of recommendations for organisational improvement initiatives
- ▶ The number of demographic variables included for data analysis.

## What Our Clients Say

*"Mark has been extremely knowledgeable and helpful throughout all processes and provided YCH with intelligent and useful data to continue to enhance staff engagement."*

Dimi Patitsas, Corporate Services Manager, Yarra Community Housing

*"The quality and insightful focus of Marks report was very impressive."*

Andrew Smith, Managing Director, Laerdal Australia / New Zealand

*"Thank you for the tremendous outcome achieved with our latest employee opinion survey. Working together, we achieved the right balance and more meaningful and actionable results for the business."*

Wayne Jenner, Group Human Resources Manager, Rinnai Australia

*"Mark administered our Organisation Effectiveness Survey. It was a simple to run, high impact survey, covering 4 key areas of org performance. We look forward to continued momentum and reassessment in the future."*

Phil Dwyer, People and Culture Manager, South Gippsland Shire Council

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**Contact Bramwell Solutions now, or visit our website for more information.**