

Optimizer

Performance Through
Engagement

Improving Business Performance Through Better Employee Engagement

Optimizer is a cost-effective and practical solution to improve business results for small & medium-sized enterprises.

Success
Solution
Business Strategy
Innovation
Branding
Solution
Marketing
Analysis
Ideas
Success
Management

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Branding
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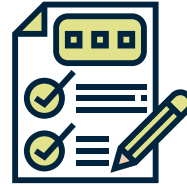
Realize Your Workforce Vision



Increase Workforce
Productivity



Improve Profit



Reduce Absenteeism



Decrease Turnover



— What's the Impact of Disengaged Employees? —

Disengaged employees are sick more, make more errors, cost more and reduce your profitability.

Sick Days
2.3
Times More

Disengaged employees take 2.3 times as many sick days as engaged employees.

Errors
100
Times More

Disengaged employees make 100 times as many errors as engaged employees.

Cost
\$3,400

Disengaged employees cost you \$3,400 for every \$10,000 in salary.

Profit
-33%

Low engagement businesses have 33% less profit than high engagement businesses.

References: Towers Watson. Global Workforce Study. (July 2012). Engagement at Risk: Driving Strong Performance in a Volatile Global Environment. MacLeod, D. and Clarke, N. (June 2009). Engaging for Success: enhancing performance through employee engagement. Haydon, R. (June 2013). "Show me the money: the bottom line impact of employee engagement".

A Disengaged Workforce Costs Your Business!

Do Engaged Employees Make a Difference?

Companies with high employee engagement have significantly better business outcomes.

Turnover

-85%

Employee turnover reduced by 85%.

Absenteeism

-37%

Times More

Employee absenteeism reduced by 37%.

Productivity

+21%

Employee productivity improved 21%.

Profitability

+22%

Business profitability increased 22%.

Engaged employees don't leave, they show up for work, they are more productive and improve your profitability.

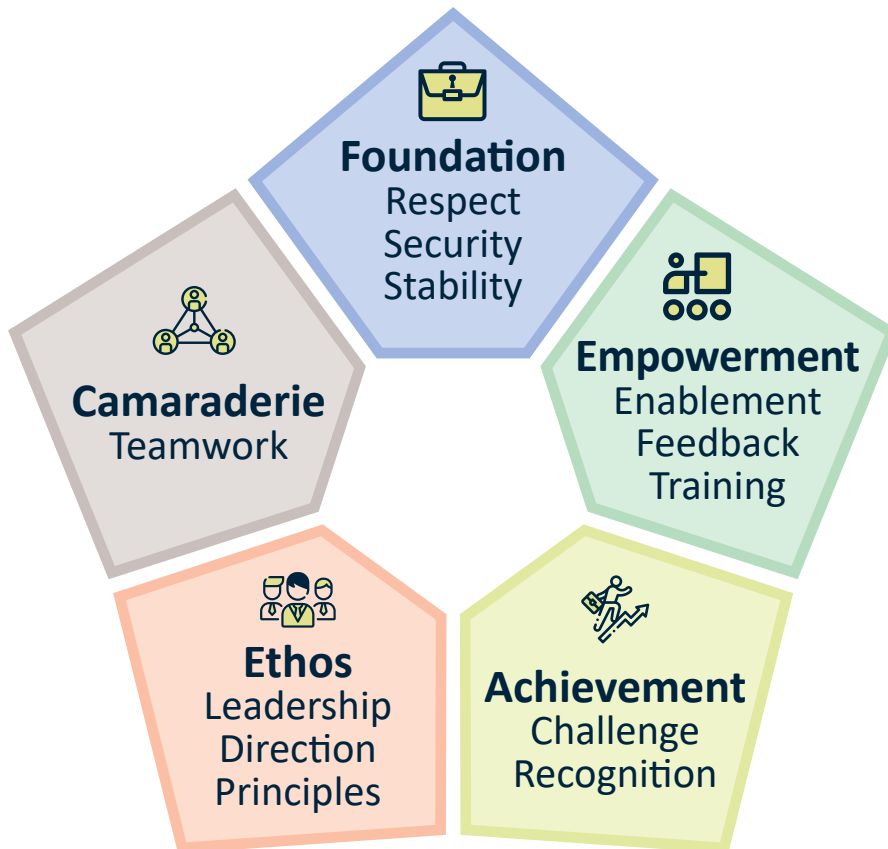
References: Harter, James K., Schmidt, Frank L., Agrawal, Sangeta and Plowman, Stephanie K., "The Relationship Between Engagement at Work and Organizational Outcomes." Gallop (February 2013). Corporate Leadership Council (2004). "Driving Performance and Retention through Employee Engagement: a quantitative analysis of effective engagement strategies." Corporate Executive Board. CBI-AXA (2007), Annual Absence and Labour Turnover Survey, as cited in MacLeod and Clarke (2009). Engagement and NPS in Serco (2011) AON Hewitt.

An Engaged Workforce Improves Your Business Outcomes!

— Understand Your Employees' Engagement: Optimizer —

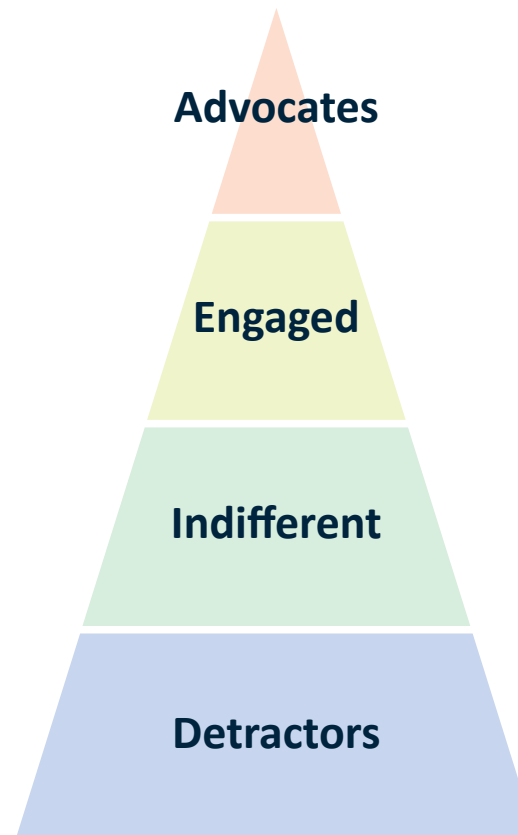
Drivers of Engagement

Determines Your Employees' Level of Engagement



Engagement Profile

Four Levels of Engagement



Business Outcomes

Your Engagement Profile Impacts

Financial

- Revenue
- Profit
- Shareholder Return

Customer

- Satisfaction
- Net Promoter Score (NPS)

Operations

- Productivity
- Safety Incidents
- Shrinkage & Quality
- Innovation
- Efficiencies

Employee

- Retention
- Absenteeism

Optimizer Features

Companies with high employee engagement scores have significantly better outcomes.



Survey

Reliable & valid anonymous online &/or paper survey that is customized to your requirements.



Groupings

Survey results are presented by unit, department, role, geography and specific to your needs.



Administration

Survey invitation, reminder emails, response monitoring and response improvement.



Correlations

Numeric correlations for each Driver of employee engagement.



Reporting

Easy to understand reporting with actionable recommendations.



In-Person Review

Review of your engagement report that “brings your results to life”.



Action Plan

ABARIS facilitates your ½-day action planning workshop.



Results Presentation

ABARIS provides a presentation that guides your communication to employees.



PulseWatch

Short & timely surveys to assess specific engagement Drivers.



Consulting Solutions

ABARIS helps you design, implement and sustain successful initiatives.



Optimizer Difference

Optimizer is not a DIY online survey, recognition tool or other stand alone “product”.

Optimizer does not require your employees to

- have extensive training in research or have established scientifically valid questions with correlation coefficients.
- spend countless hours pouring over data to understand the nuances and uncover high-value opportunities.
- determine the best approach to successfully realize the business benefits from your survey results.

Optimizer

- Provides reliable and valid engagement questions and the knowledge and experience to interpret the nuances.
- Minimizes the time and involvement of your staff so they can get on with their real jobs.
- Focuses your time and effort on those opportunities that create the greatest return to your business.
- Offers consulting solutions to successfully implement and realize the business outcomes from your opportunities.
- Creates a workforce that is hard for your competitors to duplicate.

Realize Your Business Outcomes

Optimizer measures your employee engagement, identifies tangible opportunities and offers the solutions to realize your business outcomes by...

Positively Impacting

- Communication
- Confrontation & Conflict Management
- Employee Recognition
- Employee Voice
- Emotional Intelligence
- Onboarding
- Strategic Direction
- Structure, Policies & Processes
- Talent Retention
- Team Work
- Full-Range Leadership

Through

- Consulting
- Facilitation
- Workshops
- Leadership Development

Using

- Balanced Scorecard
- Competing Values Leadership Appraisal
- Conflict Management Style Assessment
- Emotional Intelligence Skills Assessment
- Multifactor Leadership Questionnaire
- Individual & 360° Trust Assessments
- IPIP-NEO Personality Inventory
- iQ Assessment
- Organizational Change Management Assessment
- Organizational Culture Assessment Instrument
- Organizational Description Questionnaire
- QUEST
- Role & Responsibility Mapping
- Team Effectiveness Questionnaire

What Are You Waiting For?



Factor Gas Liquids has been working closely with Ron Robinson and ABARIS Consulting for the last 3 ½ years. Ron has worked with Factor to create and implement a yearly Employee Engagement Survey, the results of this yearly survey has become important in helping Factor management determine what is important to Factor employees. This information has helped us make critical changes in our policies to ensure that employees are happy and engaged overall leading to increased efficiency and productivity.



Tony Torti, CA, CPA
Chief Financial Officer

We hired ABARIS Consulting to conduct our Employee Engagement Survey, (Optimizer), and were very pleased with the outcome. The quality of the work was professional and polished, and the data gathered from the engagement survey was presented in a clear, easy to interpret manner. We thoroughly enjoyed working with Ron Robinson and would not hesitate to recommend him in this capacity.



CHARTERED
PROFESSIONAL
ACCOUNTANTS

Christina Atkinson, MA, CHRL
Director Human Resources

Having completed a one-year Employee Engagement Project with ABARIS Consulting, I am now convinced that focusing on improving employee engagement is the best technique to help deal with lingering corporate culture issues.

Simple and executable projects with measurable outcomes were carried out at a very reasonable cost, with full support from both our union and management staff.

The results are evident in improved employee engagement and some considerable break down in inter-departmental silos, which had plagued our organization for many years.

I would have to rate our engagement project 10 out of 10 on the successful outcomes scale and would highly recommend this process for smaller/mid-size organizations who are committed to improving their corporate culture, customer experience and overall employee relations.



Robert Underwood
President and CEO