

RBC Workplace Survey



Richard Bland College
of WILLIAM & MARY

FEBRUARY 7, 2018

BLOW MEMORIAL HALL BOARD ROOM

PRESENTED BY

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Workplace Survey Stats



99

Total Responses
of 201 invited

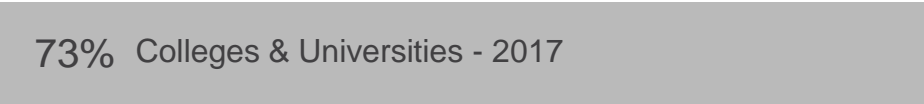


290

Comments and
Improvement Ideas

Hours	% of Responders	Responders
Full-time	80%	79
Part-time	15%	15
Unspecified	5%	5

Response Rates



The RBC survey was conducted from December 4, 2017 to December 17, 2017

Benchmarks



Company Average
Departments compared to your
company average.



Colleges & Universities - 2017
Benchmarks were pulled from Energage database of 6,000 organizations surveyed in the last 12 months nation-wide. Benchmarks represent aspiring top workplaces, NOT industry averages.

Survey Themes

How are the results organized?

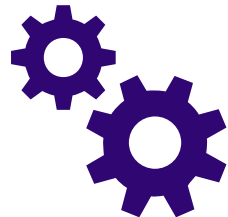
OrgHealth™ measures the organization's long term potential based on four themes from the survey:

- Organizational alignment
- Effective execution
- Meaningful connection with employees
- Management skills

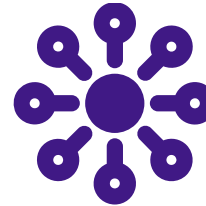
Alignment



Effectiveness



Connection



My Manager



The Bubble Up Approach



Bubble up - Frontline departments discuss their results immediately after the survey ends. They decide what they can do and what the manager needs to escalate. Each team of managers then repeats this process all the way to the top.

- Establish a task force
- Meet with unit heads
 - Unit heads will meet with staff
- Offer town halls, forums, etc. to facilitate dialogue
- On-going communication with faculty, administrators, and staff