

Engagement options

You can engage with BP2W at different levels

Options	Details	Delivery	Training support	Time
Level 1	Satisfaction@Work diagnostic + review activities + 1-2-1	Online	None required	1 month
Level 2	Everything from Level 1 + Speed training	PropBox or Online	Familiarisation workshop for team leaders	12 months
Level 3	Everything from Level 2 + Additional activities, resources and diagnostics	Online	Key skills training	12 months
Level 4	BP2W as a business tool	Online	None required	As required

Poor working relationships are the greatest source of inefficiency for most organisations

An Even Better Place to Work is a developmental solution. Levels 1, 2, 3 are designed to transform behaviours and mind-sets. Level 4 will maintain these changes. While each level stands alone, used sequentially, they become a powerful tool for culture transformation that will be sustained.

Level 1 – the Satisfaction@Work Diagnostic

The 7 **Satisfaction@Work (S@W)** indicators are measured and tracked in a 28 question diagnostic. Results are immediately available and teams meet to review scores and set team and personal goals.

The leadership team can review the **S@W** scores across the whole organisation and make targeted interventions.

Level 2 – Speed Training (12 months)

This comprises short, fun, team based activities grouped around the 7 **Satisfaction@Work** indicators. It provides 'safe', low level feedback within the team and comes with an optional resource kit for ease of delivery. The **Satisfaction@Work** diagnostic can be retaken as often as required.

Level 3 – In depth Training (12 months)

Everything from Level 2 is here, plus full access to a range of supplementary indicators, 29 additional activities, videos and further resources. It provides high level feedback with people proactively inviting feedback from their colleagues, other teams, customers, suppliers, and problem solving on needs (often described as an extended self-managed 360).

Level 4 – Maintaining the Changes (as required)

As the need mind-set and behaviours are likely to be now in place, it will no longer be necessary to run the team activities, but we strongly suggest the **S@W** diagnostic is re-taken every 3 or 4 months, to ensure performance levels are maintained. It is now no longer a 'programme' but becomes a business tool for people excellence.

The BP2W transformation journey begins with 1-2-1 relationships, moves to teams, across teams, the whole organisation and finally to customers and suppliers. This journey takes place when people engage with Levels 1, 2 and 3.