

## Distributed Workforce Assessment Options

Service	Description	FUNDAMENTAL	ADVANCED	CUSTOMIZED
<b>60-Minute Leadership Interview</b>	Focuses on what success looks like to you, what your "up at night" issues are, what you observed about your managers and workflow/productivity of the team, etc.	✓	✓	✓
<b>All Staff Survey</b>	Survey used to benchmark your organization against our 5 Essential Elements.	✓	✓	✓
<b>Findings Analysis</b>	Overview analysis of survey data with 1 hour live debrief with leadership to present findings. Focus is on what assumptions we can make from data and where strengths/gaps stand out against the 5 Essential Elements.	✓	✓	✓
<b>Staff Interviews/ Focus Groups</b>	1:1 or group interviews focused on understanding deeper perceptions of staff, personal experiences, and context to the information we learn in the survey.		✓	✓
<b>Executive Summary of Survey &amp; Interview Findings</b>	Targeted summary of survey data synthesized with interview findings to identify top trends, strengths, and gaps more precisely. Includes a breakdown of your organization's strengths across the 5 Essential Elements, as well as targeted recommendations for next steps and a path forward.		✓	✓
<b>Full Survey Customization</b>	Includes adding questions as desired, creating unique "branches" so only select groups get specific or additional questions, and complete company branding and language.			✓
<b>Crosstab Analysis</b>	Includes deep analysis and synthesis of interview findings to identify trends and/or incongruencies within your organization. For example, when asked about feelings for growth and career advancement in their remote environment, this level of analysis will allow you to see how your managers vs. directors vs. individual contributors respond instead of just seeing one statistic for your staff at large.			✓
<b>In-Depth Analysis &amp; Report</b>	Detailed analysis and report of survey and interview findings, including in-depth strengths, trends, and gaps, as benchmarked across our 5 Essential Elements. The analysis will be presented to leadership in a 1-hour live debrief.			✓
		<b>\$3,500</b>	<i>Request Pricing</i>	<i>Request Pricing</i>

## The Achurch Approach to Consulting Services

### 5 Essential Elements of an Optimized Distributed Workforce™

1 **Communications**

**Co**

High-performing distributed workforces intentionally adopt standard communication practices to improve productivity and decrease employees' frustration

2 **Operations**

**Op**

Operations in a remote environment require company leaders to reimagine, not replicate, work processes and the workforce structure

3 **Employee Engagement**

**Em**

Engaged employees are proven to be more productive and efficient and tend to stay with their companies longer

4 **Manager Development**

**Ma**

Empathy, clarity in communication, and trust are critical to a manager's effectiveness and the overall success of a distributed team

5 **Culture**

**Cu**

A positive culture requires extra care and attention in distributed work environments where teams are physically separated

*In every organization, aspects of each of these elements will be core strengths, while other aspects may present challenges. Each element is essential to address individually so that when placed together, your organization has a cohesive structure that encourages trust, accountability, and productivity organization wide.*

**Contact us at [info@achurchconsulting.com](mailto:info@achurchconsulting.com) for more information.**