RAINMAKER THINKING®

<u>Management Practices Questionnaire</u>

Thank you for answering the following questions. Your answers and any information you provide will be used by our team and Bruce Tulgan to better understand your organization so that we may be of greater service. We hereby promise and guarantee that all information provided here and in any other communication with RainmakerThinking will be kept strictly private and confidential unless you direct otherwise.

First, may we ask, has your organization in the last three years conducted (internally or using an external vendor) an employee-opinion survey or a review or audit related to any of the following?

Staffing/hiring/recruiting

Orientation/on-boarding

Training and development

Performance management

Career paths

Leadership/management practices

Communication

Corporate culture

Rewards/incentives or compensation/benefits

Succession planning

Retention

If so, our ability to review any recent data and analysis will help us to accelerate our learning curve in seeking to better understand your organization. Would you be willing to forward us a copy of any reports you can make available?

To what industry does your organization belong?

What is the total number of employees working in your organization?

Total number of locations?

Globally based?

What are your hiring expectations in the coming year?

What is your turnover rate?

Do you consider this high?

Has your organization engaged in voluntary or involuntary downsizing in the last five years?

How are new employees recruited in your organization?

What kind of orientation is provided for new employees?

What is the length of initial training for new employees?

What kind of ongoing training is there?

How often do you conduct performance reviews?

What kinds of rewards are available as a direct result of performance?

What are the key staffing/human resource issues your organization is facing right now?

What are the top three management innovations or new business practices your organization has introduced in the last year?