

ALIGN Assessment

Proposal for Employee Engagement & Culture
Assessment



Introduction to Perforam

Perforam is a performance management company that delivers comprehensive performance management solutions including employee engagement and culture assessments designed to improve alignment between leadership and employees. We specialize in uncovering not only the strengths and weaknesses of organizational culture but also the critical misalignments that may exist between management and the workforce.

Our proprietary tools, the **ALIGN Assessment** and **Engage 2:10**, provide a detailed view of the factors driving employee engagement, culture, and overall performance. These tools give you actionable insights to help foster alignment, boost morale, and drive growth across your organization.



ALIGN Assessment Key Insights

Leadership & Employee Alignment:

The ALIGN Assessment helps uncover discrepancies between how leadership perceives key elements like trust, communication, and engagement compared to employee perceptions. These misalignments, if unaddressed, can lead to disengagement and morale issues.

Trust & Accountability:

If accountability is strong in the report, trust between leaders and employees could be misaligned. Perforam can provide strategies to improve transparency, fairness, and communication, which are critical to building trust.

Energy & Engagement:

High energy levels were reported, but maintaining that energy while ensuring alignment with the company's mission will be a key priority. Initiatives like wellness programs, recognition systems, and clear goal-setting processes can help sustain engagement over time.



Why Choose Performam?



Performam offers a holistic and tailored approach to employee engagement and cultural alignment:

- **Alignment Between Leadership & Employees:** Our assessments not only measure engagement but also help bridge the gap between leadership perceptions and employee experiences, ensuring everyone is on the same page.
- **Regional and Departmental Insights:** We offer detailed breakdowns to target specific areas in need of improvement.
- **Actionable Roadmaps:** Beyond providing data, we help your team design and implement strategies to improve culture, engagement, and performance, ensuring a unified and cohesive workforce.
- **Implementation Support:** We provide ongoing support through coaching, development programs, and performance management systems to help you put the insights into action.

