

Supports the change process in the company

What is Change Indicator and where do we use it?

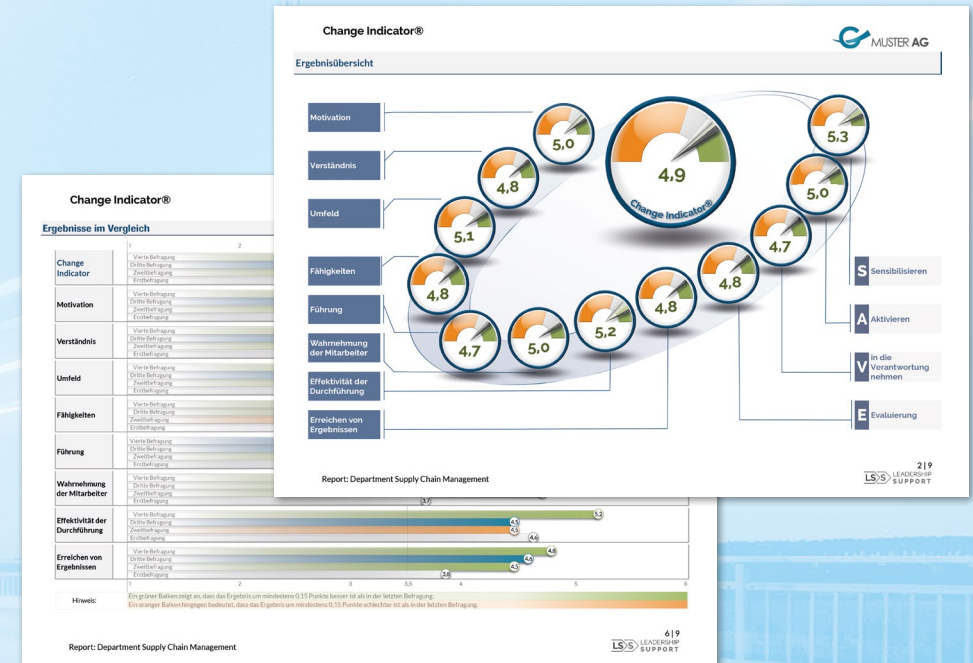
Change Indicator is an instrument that analyzes and summarizes employee feedback on how the management of the change process is perceived.

How does Change Indicator work?

A survey of 12 questions and 2 open comments helps to generate reports on 13 change factors, which allow to follow through the change process in the company. The questions explore the factors that may be affected as a result of change in the leaders' behavior.

Challenges for leaders, teams and the organization

Challenge	Our solution
Difficulties in tracking the employees' perception about how the change process is advancing according to them	Employees' perceptions are summarized using 13 change factors and their variations are visualized
Identification of where the negative attitudes or resistance to change come from	Feedback and results' comparison by departments
During the change process, the atmosphere of trust is threatened	By surveying the employees' opinions, a stable environment of trust is built



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HR AREA:	USAGE:	FEEDBACK TYPE:	PARAMETERS:	FORMAT:
HR management Organizational development	Web-based Mobile App Training with moderators	Self-assessment Multi-rater Employee survey	Time to complete: 3-5 minutes Standard - English, Bulgarian, German Can be developed in every other language	Standardized Adaptable

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