

ACME Financial

Understanding the ACME Financial Strategy Summary Report

Total Surveys	4636
Completed Surveys:	3322
Survey Response Rate	72%

Survey Response Rates

NB: Totals will not add to sum of scores because a) senior person(s) is not included in the sub scores and b) some individuals serve more than one Dpt.
 *To maintain confidentiality, results for this team/group were not shown because the group size was less than 4. These scores are however included in the totals.

	Total	Complete	Percent	0	25	50	75	100
ACME Financial	4636	3322	71.66%					
Division 1	276	186	67.39%					
Department 1	146	108	73.97%					
Department 2	104	61	58.65%					
Department 3	17	10	58.82%					
Department 4	5	4	80.00%					
Division 2	332	259	78.01%					
Department 1	76	59	77.63%					
Department 2	59	45	76.27%					
Department 3	55	40	72.73%					
Department 4	55	38	69.09%					
Department 5	13	12	92.31%					
Department 6	33	26	78.79%					
Department 7	34	33	97.06%					
Division 3	3557	2551	71.72%					
Department 1	64	27	42.19%					
Department 2	191	141	73.82%					
Department 3	18	18	100.00%					
Department 4	168	131	77.98%					
Department 5	573	418	72.95%					
Department 6	375	260	69.33%					
Department 7	74	61	82.43%					
Department 8	88	79	89.77%					
Department 9	131	82	62.60%					
Department 10	226	171	75.66%					
Department 11	136	97	71.32%					
Department 12	45	40	88.89%					
Department 13	61	37	60.66%					
Department 14	494	327	66.19%					
Department 15	97	85	87.63%					
Department 16	321	266	82.87%					
Department 17	463	282	60.91%					
Division 4	471	326	69.21%					
Department 1	84	60	71.43%					
Department 2	92	59	64.13%					
Department 3	74	47	63.51%					
Department 4	*	*	*					
Department 5	16	13	81.25%					
Department 6	121	84	69.42%					
Department 7	*	*	*					
Department 8	17	13	76.47%					
Department 9	4	3	75.00%					
Department 10	18	14	77.78%					
Department 11	15	11	73.33%					
Department 12	12	7	58.33%					

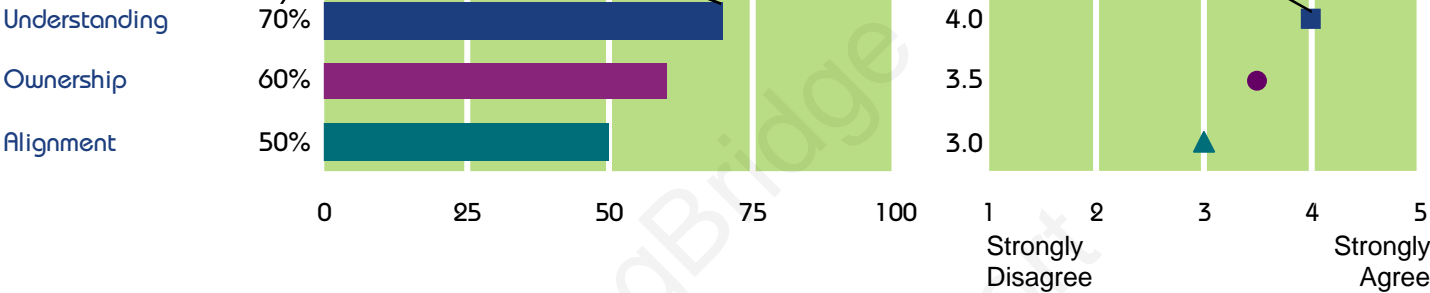
Section 1: How To Read Your Report

This section of the report provides an overview of the level of understanding, ownership, and alignment for ACME Financial overall, each Division, and each Department. The scores on the left represent the percentage of the population that responded with a 4 or 5 on a 1-5 scale (1=Strongly Disagree, 5=Strongly Agree). The graph on the right represents the average scores on the same 1-5 scale.

Percent Favorable: Represents the percentage of the population that responded with a 4 or 5 on a 1-5 scale

Average score for each category

ACME Financial

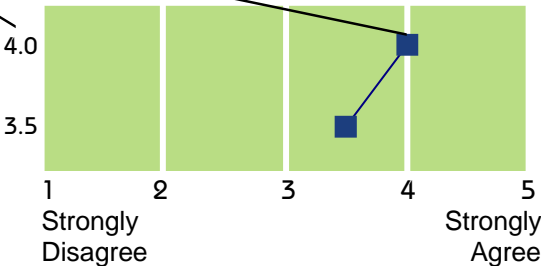


Pages showing the average scores by question are included after the summary graphs.

Average score for each question

Understanding

- I understand the general direction of where ACME Financial is going over the next 1-3 years.
- I have a clear picture of the direction of my Department over the next 1-3 years.



Section 2.1: Understanding, Ownership, And Alignment Summary

Summary for the Division broken out by Department

Division 1



Department 1



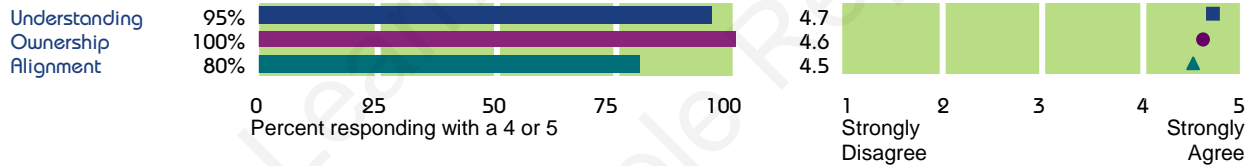
Department 2



Department 3



Department 4



Section 2.2: Department Comparative Summary

Summary by question for the Department compared to ACME Financial overall

Division 1 - Department 1

Understanding - 3.2

I understand the general direction of where ACME Financial is going over the next 1-3 years.

I have a clear picture of the direction of my Department over the next 1-3 years.

I have a clear picture of the direction of my Business Unit over the next year.

I understand how my Business Unit contributes to the future success of my Department.

I have sufficient information regarding the future direction of my Business Unit to have a discussion about my priorities with my manager.

Ownership - 3.3

I believe the overall direction of my Department is right, given the ACME Financial marketplace globally.

I participate in establishing priorities for my Business Unit.

I help others understand how the priorities of my Business Unit fit with the strategy.

I determine how I execute my priorities.

I take personal responsibility for making the strategy succeed in my Business Unit.

Alignment - 3.5

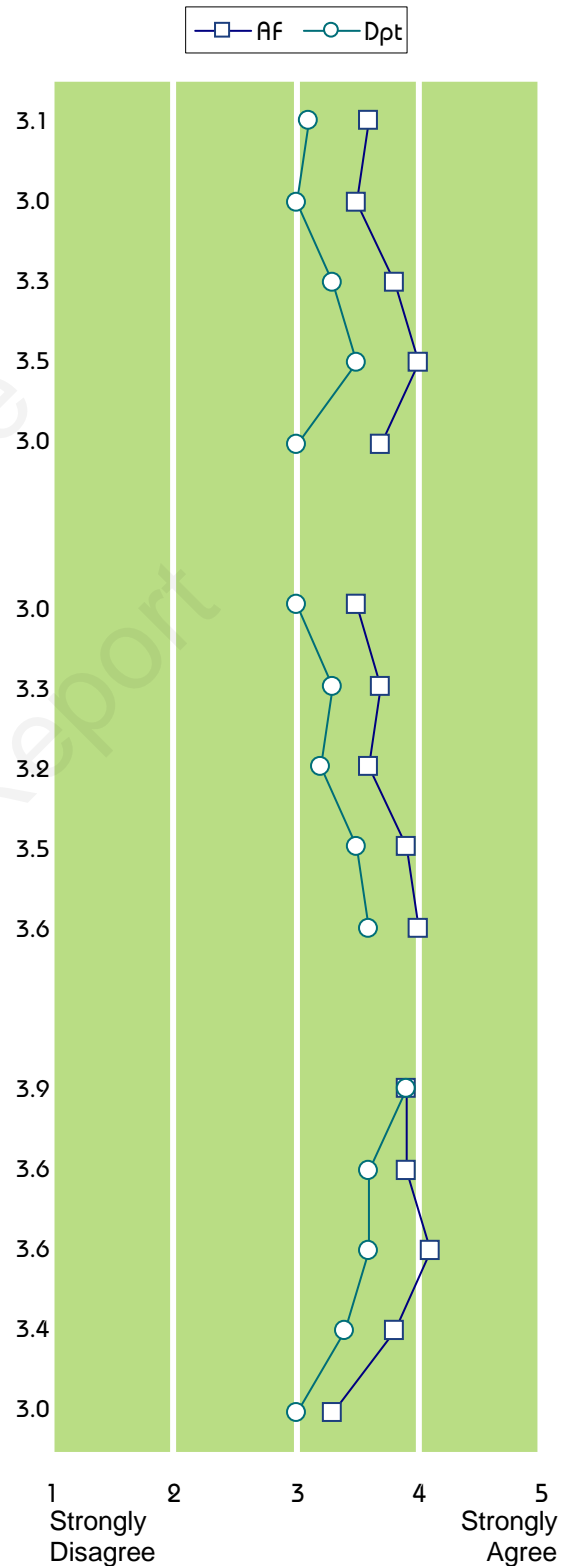
My Department strategy influences the way in which I do my job.

My Business Unit works well as a group to focus resources on our priorities.

My day-to-day actions are consistent with my Business Unit priorities.

Based on the priorities of my Business Unit, I know what I should STOP doing.

I am rewarded for taking actions that support the strategy.



Section 3: Business Unit Comparative Summary

Summary by question for the business unit as compared to ACME Financial overall and Department 1

Department 1 - John Doe

Understanding - 3.6

I understand the general direction of where ACME Financial is going over the next 1-3 years.

I have a clear picture of the direction of my Department over the next 1-3 years.

I have a clear picture of the direction of my Business Unit over the next year.

I understand how my Business Unit contributes to the future success of my Department.

I have sufficient information regarding the future direction of my Business Unit to have a discussion about my priorities with my manager.

Ownership - 3.6

I believe the overall direction of my Department is right, given the ACME Financial marketplace globally.

I participate in establishing priorities for my Business Unit.

I help others understand how the priorities of my Business Unit fit with the strategy.

I determine how I execute my priorities.

I take personal responsibility for making the strategy succeed in my Business Unit.

Alignment - 3.5

My Department strategy influences the way in which I do my job.

My Business Unit works well as a group to focus resources on our priorities.

My day-to-day actions are consistent with my Business Unit priorities.

Based on the priorities of my Business Unit, I know what I should STOP doing.

I am rewarded for taking actions that support the strategy.

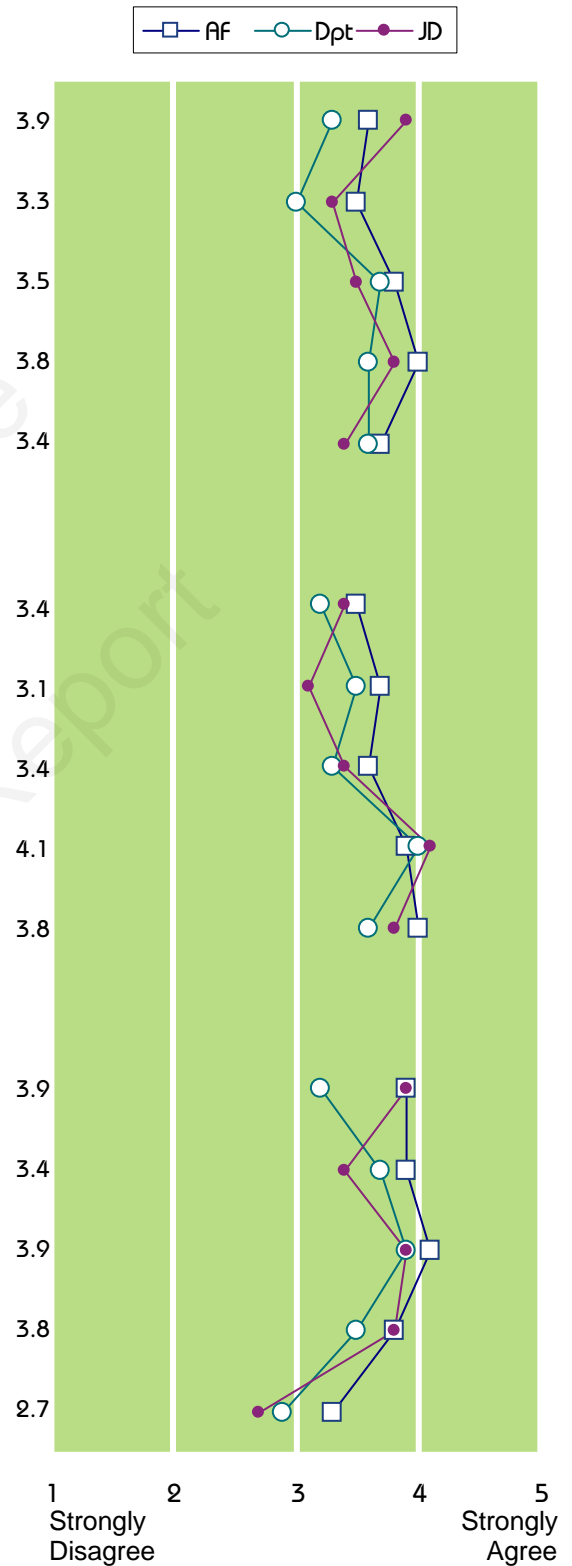


Table 1: Understanding, Ownership And Alignment Scores By Department

	% Favorable			Average		
	Understand	Ownership	Alignment	Understand	Ownership	Alignment
ACME Financial	62%	63%	67%	3.7	3.8	3.8
Division 1	67%	73%	70%	3.8	4.0	3.9
Department 1	62%	69%	66%	3.7	3.9	3.8
Department 2	70%	77%	74%	3.9	4.0	3.9
Department 3	72%	68%	71%	3.9	4.0	4.0
Department 4	95%	100%	80%	4.7	4.6	4.5
Division 2	77%	73%	76%	4.1	4.0	4.1
Department 1	84%	78%	81%	4.2	4.1	4.2
Department 2	69%	70%	74%	3.9	3.9	4.0
Department 3	75%	68%	71%	3.9	3.9	4.0
Department 4	83%	85%	85%	4.4	4.4	4.4
Department 5	49%	58%	57%	3.7	3.7	3.8
Department 6	75%	67%	69%	4.0	3.9	3.9
Department 7	76%	70%	73%	4.0	3.9	4.0
Division 3	59%	60%	64%	3.6	3.7	3.8
Department 1	66%	68%	73%	3.8	3.8	3.8
Department 2	59%	70%	69%	3.6	3.9	3.9
Department 3	87%	88%	83%	4.3	4.4	4.3
Department 4	70%	70%	77%	3.8	3.9	4.1
Department 5	51%	48%	61%	3.4	3.4	3.6
Department 6	66%	64%	70%	3.8	3.8	3.9
Department 7	65%	69%	70%	3.7	3.9	3.9
Department 8	43%	47%	52%	3.3	3.5	3.5
Department 9	72%	71%	69%	3.9	3.9	3.8
Department 10	50%	55%	60%	3.4	3.6	3.7
Department 11	71%	74%	78%	3.9	4.0	4.1
Department 12	62%	75%	72%	3.7	3.9	3.9
Department 13	66%	67%	66%	3.8	3.9	3.8
Department 14	64%	63%	66%	3.7	3.7	3.8
Department 15	42%	47%	52%	3.2	3.3	3.5
Department 16	54%	56%	61%	3.6	3.6	3.7
Department 17	54%	55%	54%	3.5	3.5	3.4
Division 4	72%	75%	75%	4.0	4.0	4.0
Department 1	74%	81%	76%	4.0	4.1	4.0
Department 2	69%	68%	69%	3.8	3.8	3.9
Department 3	66%	68%	72%	3.8	3.8	3.9
Department 4	*	*	*	*	*	*
Department 5	75%	82%	79%	4.0	4.2	4.0
Department 6	69%	75%	74%	3.9	4.0	4.0
Department 7	*	*	*	*	*	*
Department 8	78%	73%	77%	4.2	4.1	4.1
Department 9	47%	70%	60%	3.7	3.8	3.7
Department 10	80%	81%	83%	4.3	4.3	4.2
Department 11	76%	69%	68%	3.9	3.9	3.9
Department 12	89%	100%	91%	4.4	4.7	4.4

Table 2: Summary Question Scores By Department

	Understanding					Ownership					Alignment				
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
ACME Financial	3.6	3.5	3.8	4.0	3.7	3.5	3.7	3.6	3.9	4.0	3.9	3.9	4.1	3.8	3.3
Division 1	3.9	3.6	3.9	4.0	3.8	3.6	4.0	3.9	4.1	4.3	3.9	4.0	4.1	4.0	3.4
Department 1	3.8	3.6	3.8	3.9	3.7	3.4	3.8	3.9	4.1	4.3	3.7	4.1	4.0	3.8	3.3
Department 2	3.9	3.6	4.0	4.2	3.8	3.7	4.1	3.9	4.1	4.4	4.1	3.9	4.1	4.2	3.4
Department 3	4.1	3.4	3.9	3.9	4.0	3.8	3.9	3.9	4.0	4.3	4.4	3.8	4.3	3.8	3.6
Department 4	4.5	4.8	4.8	5.0	4.5	4.5	4.8	4.3	4.8	4.8	4.8	4.3	5.0	5.0	3.5
Division 2	3.6	4.1	4.2	4.4	4.1	4.0	3.9	3.8	4.1	4.2	4.1	4.1	4.3	4.0	3.8
Department 1	3.9	4.1	4.3	4.5	4.1	4.0	4.1	3.8	4.1	4.3	4.2	4.2	4.4	4.1	3.9
Department 2	3.6	3.9	4.0	4.3	3.9	4.0	3.8	3.7	3.9	4.1	4.2	4.0	4.2	3.9	3.6
Department 3	3.3	3.9	4.1	4.3	4.0	4.1	3.7	3.6	4.2	4.0	4.0	4.0	4.2	3.8	3.9
Department 4	3.4	4.4	4.8	4.6	4.6	4.2	4.4	4.2	4.6	4.5	4.3	4.6	4.6	4.4	4.1
Department 5	3.0	4.0	3.7	3.8	3.8	4.0	3.6	3.8	3.4	3.9	4.4	3.4	3.7	3.7	3.6
Department 6	3.5	4.0	4.2	4.4	4.2	3.8	3.9	3.7	4.0	4.1	3.8	4.0	4.2	3.9	3.5
Department 7	3.7	4.0	4.0	4.2	3.8	3.8	3.7	3.6	4.0	4.2	4.2	4.2	4.2	4.0	3.6
Division 3	3.5	3.3	3.7	3.9	3.6	3.5	3.7	3.5	3.8	4.0	3.8	3.9	4.0	3.8	3.3
Department 1	3.6	3.0	4.4	3.9	4.0	3.3	4.1	3.7	3.7	4.3	3.4	4.4	4.1	4.0	3.3
Department 2	3.4	3.1	3.7	4.2	3.7	3.3	3.9	3.8	4.0	4.4	3.9	4.0	4.3	3.9	3.4
Department 3	3.9	4.4	4.4	4.5	4.2	4.7	4.3	3.9	4.4	4.4	4.1	4.3	4.5	4.2	4.2
Department 4	3.8	3.7	3.8	4.1	3.7	4.0	3.8	3.6	3.9	4.1	4.1	4.2	4.3	4.1	3.5
Department 5	3.4	3.2	3.5	3.8	3.4	3.4	3.3	3.2	3.5	3.7	3.8	3.7	3.8	3.6	3.3
Department 6	3.5	3.5	4.0	4.3	3.9	3.5	3.8	3.6	3.9	4.2	3.7	4.0	4.2	4.0	3.5
Department 7	3.4	3.2	3.9	4.2	3.9	3.4	4.1	3.7	4.1	4.1	3.7	4.2	4.2	3.9	3.5
Department 8	3.1	3.2	3.3	3.7	3.1	3.3	3.7	3.4	3.5	3.7	3.6	3.6	3.9	3.6	3.0
Department 9	3.9	3.8	3.8	4.0	3.7	3.9	4.0	3.7	3.9	3.9	3.9	3.9	4.1	3.9	3.1
Department 10	3.4	3.2	3.4	3.9	3.2	3.1	3.6	3.4	3.8	3.9	3.8	3.9	3.9	3.7	3.0
Department 11	3.6	3.7	4.1	4.2	4.0	3.7	4.1	3.9	4.0	4.4	3.9	4.3	4.3	4.2	3.7
Department 12	3.5	3.5	3.8	4.3	3.5	3.9	3.9	3.6	4.1	4.2	3.9	4.1	4.4	4.0	3.1
Department 13	3.7	3.7	3.7	4.4	3.6	3.5	4.1	4.0	3.7	4.3	4.0	4.0	4.1	3.8	3.2
Department 14	3.7	3.5	3.8	3.9	3.6	3.6	3.7	3.5	3.8	4.0	3.8	3.9	4.0	3.8	3.4
Department 15	3.1	3.0	3.3	3.5	3.0	3.0	3.3	3.2	3.5	3.6	3.9	3.6	3.6	3.4	3.0
Department 16	3.5	3.3	3.6	3.8	3.6	3.3	3.6	3.5	3.8	3.9	3.7	3.9	3.9	3.9	3.2
Department 17	3.3	3.0	3.7	3.6	3.6	3.2	3.5	3.3	4.0	3.6	3.2	3.7	3.9	3.5	2.9
Division 4	3.8	3.8	3.9	4.4	3.9	3.8	4.0	4.0	4.0	4.4	4.4	4.0	4.2	3.9	3.5
Department 1	3.9	4.0	4.0	4.4	3.9	3.8	4.1	4.1	4.1	4.5	4.3	4.1	4.1	3.9	3.6
Department 2	3.5	3.6	3.8	4.4	3.9	3.6	3.9	3.7	3.9	4.1	4.6	3.8	4.1	3.8	3.2
Department 3	3.9	3.5	3.8	4.1	3.8	3.5	3.8	3.6	4.0	4.3	3.9	4.0	4.2	3.6	3.6
Department 4	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Department 5	3.2	3.5	4.2	4.7	4.3	3.2	4.4	4.6	4.2	4.6	4.2	4.0	4.4	4.2	3.1
Department 6	3.8	3.6	3.7	4.4	3.8	3.7	3.9	4.0	4.0	4.3	4.5	3.8	4.2	3.9	3.4
Department 7	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Department 8	3.5	4.2	4.4	4.8	4.2	4.5	3.8	3.6	4.1	4.3	4.6	4.3	4.5	4.3	3.1
Department 9	3.7	3.7	3.3	4.0	4.0	3.7	4.5	3.5	3.3	4.0	4.0	4.0	3.7	3.3	3.7
Department 10	4.0	4.3	4.5	4.6	4.1	4.4	4.3	4.3	4.0	4.5	4.4	4.3	4.4	3.9	4.2
Department 11	3.5	3.7	3.9	4.4	3.8	3.5	3.5	4.0	4.0	4.3	4.7	3.8	4.3	3.4	3.2
Department 12	3.4	4.7	4.3	4.9	4.7	5.0	4.7	4.4	4.6	5.0	4.7	4.4	4.6	4.4	3.9