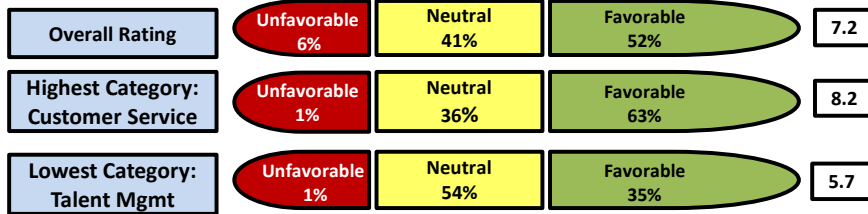
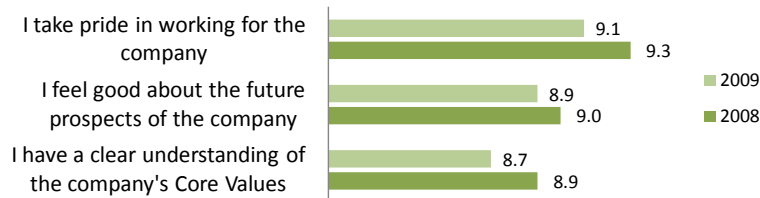


Managing for Success Roadmap

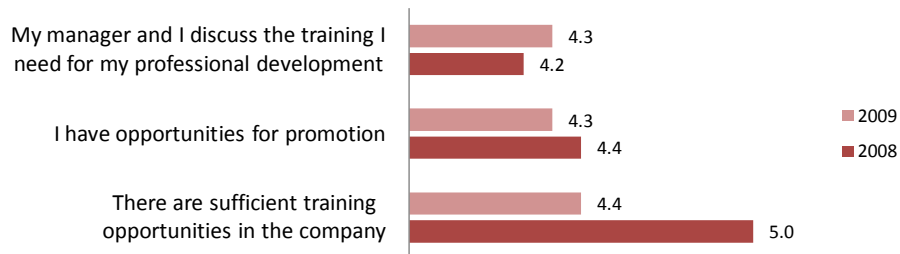
Overall Rating	2009	2008	2007	2006
	7.2	7.2	6.9	6.8



Three Top Scores



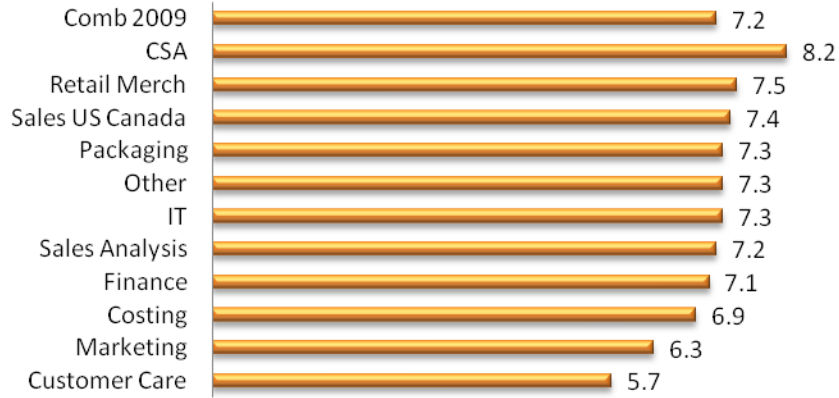
Three Lowest Scores



Positive Themes
The people – talented, friendly, youthful
The environment - high paced, creative and entrepreneurial, exciting, innovative,
Company image – pride in company and products
Openness, fun

Themes of Concern
Organizational Effectiveness – top heavy, too many meetings
Facilities – Need for better workspace, noise, poor housekeeping (esp. bathrooms), need for more meeting space
Communication – poor between departments, poor flow of information throughout company
Performance Management – need for more ongoing coaching, feedback
Talent Management – more training needed, better onboarding/orientation, need for IDPs and career pathing

Overall Department Ratings



Overall Category Ratings

