



INFORMATION

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With Two Way Vision, Rhema provides access to tailored online employee surveys.

"It was a great step forward – at last I feel I am being listened to". This heartfelt appreciation was just one of many glowing responses to a Two Way Vision web-based employee survey.

Recognising the quality, flexibility and effectiveness of Two Way Vision's online employee survey, the highly respected human resource development specialist Rhema Group has formed a strategic partnership with Two Way Vision – to offer yet more added value to clients who want to quickly and accurately obtain the views of their employees on key issues relating to them, and their psychological contract with the organisation.

The Two Way Vision employee survey includes the following key issues:

- Employee satisfaction and motivation
- Quality of internal communications
- Corporate governance and compliance.

Surveys can be customised to the client's needs, although typically they consist of about 60 questions, taking between 10 and 20 minutes to complete. Users can be divided into tiers or groups but to ensure that people can answer candidly, responses are aggregated and the anonymity of participants is protected. Combined results are made available online to nominated people, displayed in easily assimilated bar charts. The whole system is web-based for ease of completion, review and maintenance: it is also password protected and accessed by secure (SSL) link.

Two Way Vision was established in 2004 to offer a fast and effective online solution to the needs of companies and professional firms for improved internal communications.

Co-founders Tim Martin and Giles Cory have extensive experience in rapidly growing and changing environments and the communication challenges they create. Says Tim: "We believe that the ease of set up, customisation and use of the Two Way Vision survey system makes it an ideal product to add to the services of Rhema Group, and we are excited about working with them. Their operations and values are a perfect fit with our goal of enabling employees and organisations to communicate more effectively using new technologies."



Tim Martin, Two Way Vision

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Notes to Editors

The Rhema Group www.rhemagroup.com is a highly respected and well-established UK human resource development company which also operates globally. Founded in 1985 by MD Jeremy Francis, Rhema (a name derived from the Greek for *inspired word*) has won a solid reputation for innovation, quality and reliability of delivery of people development and performance.

Focusing on Talent Development, Management Development, Performance Management, Sales Training and Skills Development, Rhema provides on a 24/7 basis customised and blended solutions involving business consultancy, assessment/psychometrics, training, coaching, software and E-learning (via internet and client intranets).

Rhema Group includes a roster of talented and experienced UK consultants, and through 15 international partners of best practitioner status in Europe, USA, South Africa, Australia and S.E. Asia, Rhema delivers proprietary products and services globally in a variety of languages – in particular to multinationals looking for high quality, customised and consistent international roll-out of centrally mandated people development programmes and assessments. Clients include Microsoft, Société Générale, Reed Business Information, BOC Group, International Financial Data Systems, Institution of Civil Engineers and leading Dutch vendor lease organisation De Lage Landen.

Two Way Vision www.twowayvision.com is a web-based staff survey system for business. It covers areas such as: Employee satisfaction and motivation; Corporate governance Operational review and feedback .The system has been built with functionality and ease of use as prime aims. Surveys can be any length the client requires, although they typically consist of about 60 questions. Most questions are answered on a scale of 0-10, although other scales can easily be selected, and questions allowing free text answers are also included. Completion of surveys typically takes around 10-20 minutes. The whole system is web-based for ease of completion, review and maintenance. Key Two Way Vision characteristics are that it can be preconfigured-there is a series of questionnaires for different businesses and industries: it is flexible-questions can be customised through a web-based client interface; clients' explanatory system e-mails can also be customised.

Use of the Two Way Vision system can help provide for participating businesses reduced risk to all stakeholders; enhanced experience for staff, investors and other stakeholders; and potential for increased return on investment or reduced costs.