

Norton Consulting Group

We work with you to **light fires** in your organisation. We craft moments of receptivity and appropriate interventions. Our recommendations are specific, frank, and precise based on the data from the EnergyScan™. We help you to the next level of excellence.

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Dedicated Internet

Each respondent chooses a user name and personal password at a dedicated website.

Anonymous

The responses are **anonymous**. However, if employees feel sufficiently comfortable, their data can be made available to appropriate individuals.

Focused questions

Respondents answer **21 closed questions** and **3 open-ended questions**. We know how to craft questions that make a difference.

Drill down

The questions drill down to further levels of inquiry relative to how the respondents answer. For example, if respondents indicate that they feel low energy, the program takes them to questions relevant to people with low energy.

EnergyScan™

EnergyScan™ Report

The EnergyScan™ Report gives comprehensive statistics and trends, user-friendly graphics, contextualised highlights, and internal and external norm comparisons.

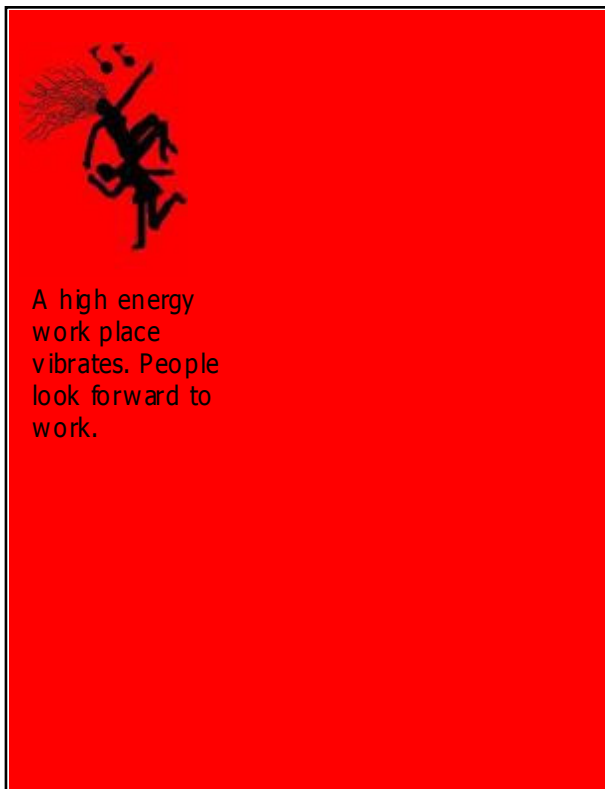
Interventions

We are experts in **change intervention**. We craft programs in consultation with you that match individuals and resolve problems.

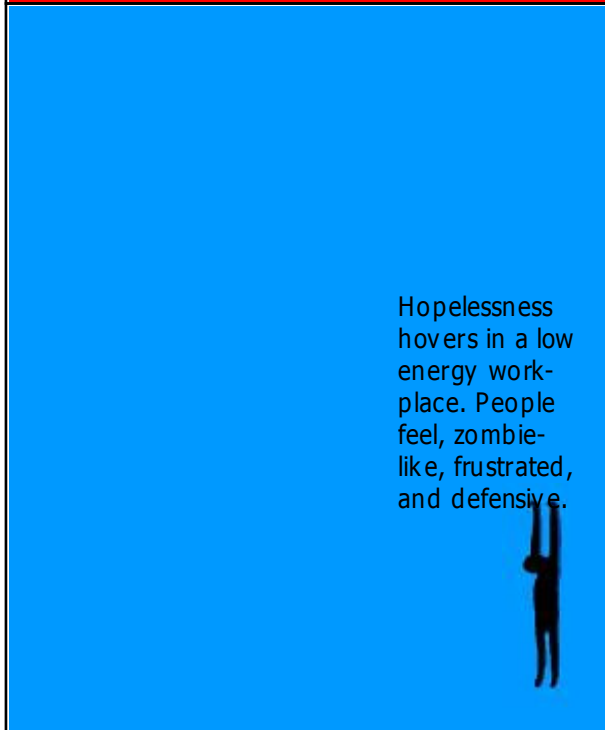
- ▲ Low energy individuals need different interventions than high energy individuals.
- ▲ People with average energy need programs to move them toward high energy performance.
- ▲ High energy employees need programs that sustain their efforts and take them to higher levels.

Communication

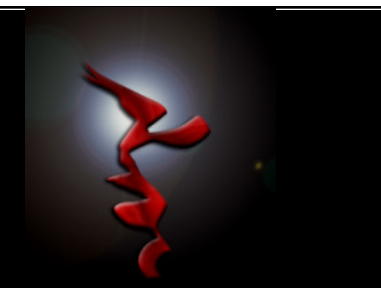
We provide feedback to your managers and employees. We design a **communication plan** to strategically and effectively communicate the results to your stakeholders.



A high energy work place vibrates. People look forward to work.



Hopelessness hovers in a low energy work place. People feel, zombie-like, frustrated, and defensive.



Energy Scan™

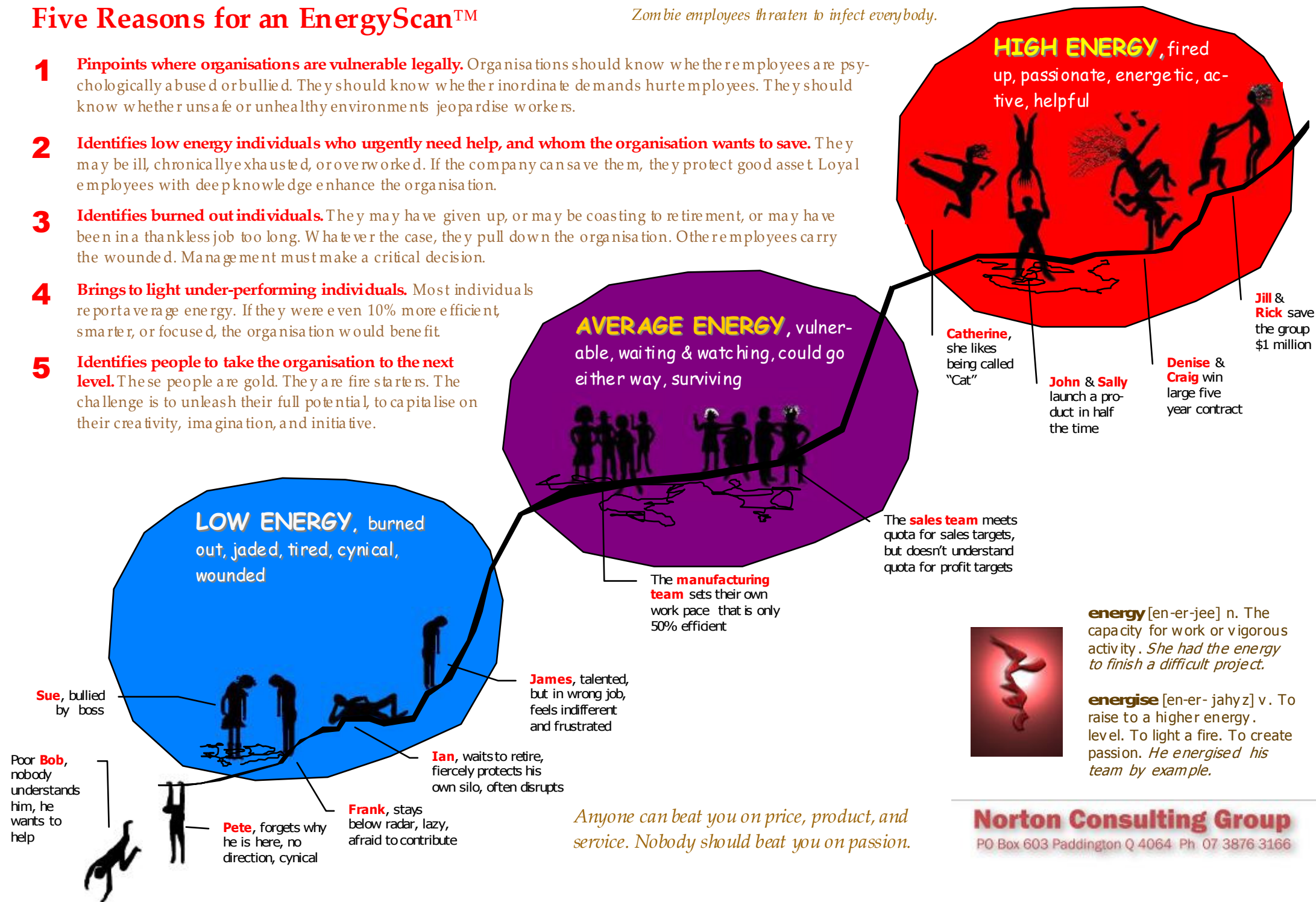
An organisation automatically checks its financial health. It schedules maintenance checks for machines, computers and cars. It examines its environmental impact. The same organisation, however, fails to monitor its employees' energy, — the fuel of passion.

Energy fuels the organisation!

Five Reasons for an EnergyScan™

Zombie employees threaten to infect everybody.

- 1 Pinpoints where organisations are vulnerable legally.** Organisations should know whether employees are psychologically abused or bullied. They should know whether inordinate demands hurt employees. They should know whether unsafe or unhealthy environments jeopardise workers.
- 2 Identifies low energy individuals who urgently need help, and whom the organisation wants to save.** They may be ill, chronically exhausted, or overworked. If the company can save them, they protect good asset. Loyal employees with deep knowledge enhance the organisation.
- 3 Identifies burned out individuals.** They may have given up, or may be coasting to retirement, or may have been in a thankless job too long. Whatever the case, they pull down the organisation. Other employees carry the wounded. Management must make a critical decision.
- 4 Brings to light under-performing individuals.** Most individuals report average energy. If they were even 10% more efficient, smarter, or focused, the organisation would benefit.
- 5 Identifies people to take the organisation to the next level.** These people are gold. They are fire starters. The challenge is to unleash their full potential, to capitalise on their creativity, imagination, and initiative.



energy [en-er-jee] n. The capacity for work or vigorous activity. *She had the energy to finish a difficult project.*

energise [en-er-jahyz] v. To raise to a higher energy level. To light a fire. To create passion. *He energised his team by example.*

Anyone can beat you on price, product, and service. Nobody should beat you on passion.

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