

ADHD 360

# STAFF SATISFACTION SURVEY REPORT



## Background

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ADHD 360 contracted A7 Advisory to complete a short staff satisfaction survey to establish staff views on the organisation, leadership, culture, working conditions and to identify potential areas for improvement.

## Methodology

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As this was essentially a pilot survey, it was decided to complete a telephone survey against a set of 8 questions - 7 scored out of 10 and one free text answer.

The questions covered:

- Meaningfulness of their work
- Work/life balance
- Company purpose and mission
- Culture
- Working environment
- Feeling valued
- Opportunity for personal growth
- Potential reasons for leaving.

Five members of staff were surveyed, and the results collated into an anonymised set of results.

The survey was completed by Kevin Thistlethwaite – pen picture at Appendix 1.

## Summary Findings

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The survey took place on 12<sup>th</sup> February 2021. All staff surveyed were very content with the leadership, culture and working environment and expressed excitement for work at ADHD 360. Overall a high level of satisfaction with 2 potential, but non-priority, areas for improvement were work-life balance (however, a recent increase in staffing levels may improve this) and more information on personal development for new starters.

## A7 Advisory Staff Satisfaction Survey Results – ADHD 360

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Number of Staff Members Surveyed	5	Date	12 February 2021
Question Number	Question	Average Response out of 10	Comments
1	On a scale of 1 – 10 How meaningful do you find your work?	10	
2	On a scale of 1 to 10, how would you rate your work-life balance?	9	Slightly reduced marks from longest serving staff members - a result of additional work as the business expanded. Commented that additional members of staff had made a positive impact.
3	On a scale of 1 – 10 how inspired are you by the purpose and mission of ADHD 360?	10	
4	On a scale of 1 – 10 how comfortable are you with our company culture?	10	"I love it here"

5	On a scale of 1-10, how likely are you to recommend our company as a good place to work?	10	"I wake up happy to come to work"
6	On a scale of 1 – 10 Do you feel valued at work?	10	
7	On a scale of 1 – 10 how much opportunity do you feel there is for personal growth such as skill enhancement?	9.6	"Very supportive company"  Slightly reduced average score as a result of one respondent only recently joined and unsure of what might be available.
8	Hypothetically, if you were to quit tomorrow, what would your reason be?		<ul style="list-style-type: none"> <li>• "lottery win"</li> <li>• "the commute"</li> <li>• "unable to work for a personal reason"</li> <li>• "house move"</li> <li>• "family demands for more time at home"</li> </ul>

## Appendix A - Kevin Thistlethwaite MBA

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Kevin is an accomplished business and technology advisor with extensive experience of procurement and supply chain management in the UK public sector.

Prior to a full-time MBA at Strathclyde Business School, he was head of the Ministry of Defence £500m per annum fuels business. After his MBA, he had a career change to management consultancy and worked for 2 of the top advisory services firms in the UK. He initially specialised in the public sector market and gained valuable experience in preparing successful proposals for public sector contracts. In addition to bid-writing, he specialised in leadership, recruitment, preparing business cases, strategy, change plans and developing innovative solutions to complex business issues.

Kevin's consultancy career included advising chief executives, venture capitalists, senior government officials and chief officers of police and fire services. His assignments ranged from reviews of unprofitable joint ventures in the nuclear industry, through the development of a market for forensic science services, to planning new arrangements for the support provided by the Ministries of Health and Education to disabled children. He was also seconded to the Home Office for a year to manage a programme to improve police intelligence sharing following a high-profile murder case. As a Practice Leader, he had both P&L and Divisional Board level responsibilities

Kevin spent 2 years at the British Medical Journal Group as Head of Government Solutions and Special Commercial Projects. He has been responsible for initiatives in Latin America, the Middle East and North Africa; including, the design of innovative solutions to improve the global impact of medical research and tools for point of care clinical decision-making. He was also the BMJ representative on the Saudi British Joint Business Council.

Kevin is now a director of a small advisory services firm specializing in high value interventions to support companies and organisations preparing tender responses or business cases. Between Jan 2016 and Nov 2018, Kevin was the Student Enterprise Adviser at the University of Cumbria and lectured on business and project management. He is currently a guest lecturer at University of Cumbria, the Brathay Trust and teaches post-graduates on the Energus Nuclear Industry programme.

In addition to his MBA, Kevin holds a City and Guilds Teaching Qualification He is also a graduate of the RAF Ground Instructional Techniques Course



*"Kevin is one of the most creative yet organised minds I have met in my professional life. Every meeting he has something new and interesting. He enjoys creating new business models and mixing cards to come up with a win-win solution." Dr Mohamed Abu Shady, Director SCORE Training.*