




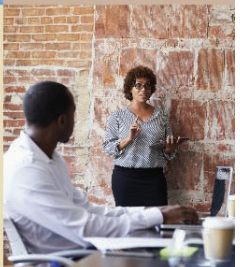
## 12-month Renewable Packages

Diagnostic Surveys that are scientifically designed to MEASURE Culture, Change Readiness, Engagement, Diversity & Inclusion, Wellbeing, Strategy Embedding & EVP.

BAOBAB PACKAGE ▾

MARULA PACKAGE ▾

### Our holistic, sustainable Employee Engagement Packages include:

	Diagnostic and Dynamic reporting	Tailoring to align Organisational Strategic Objectives, Values, Organisational Structure, and your EVP Model		Custom Survey Design & Inclusive AI Technology Tools
HR & Management support & Data access		Leadership and Management Culture & Change Management Training	Employee Engagement Interventions	

## Pricing

**Pricing for both the Baobab and Marula packages is dependent on:**

- The number of employees,
- Geographical/regional spread of employees (for focus group sessions and training),
- Access to online survey participation for all employees (the absence of which would require paper-based facilitated participation),
- Requirement of facilitation in different South African languages other than English.

## Contact us

**If you are interested in either of these packages and would like to discuss this further, please contact us on:**

+27 11 447 0306  
change@21century.co.za

**We will get back to you as soon as possible!**





## Baobab Package

*For organisations that have been regularly conducting engagement surveys and require up to 2 full surveys within the 12-month period.*

- Online survey platform 12-month subscription license for **up to TWO** employee surveys,
- Custom Survey design and independent administration with multi-level hierarchy support and custom demographics (e.g. age, gender, job level, region),
- 24-hour email support,
- Post-survey focus group sessions with a representative sample of employees,
- Detailed Analytics, including comprehensive Divisional, Regional, and Organisational Survey Report for HR and/or leadership,
- Report recommendations with a Change Management Plan and a Coaching Plan,
- Customised Change Management Champions Training for identified Change Champions.

### Optional Extras:

- Paper-based questionnaires for employees who are without technology, without technological literacy, or are remotely located,
- Facilitated survey participation in different languages.

## Marula Package

*For organisations that would like to focus on individual/theme-based and more regular surveys (unlimited) within the 12-month period.*

- Online survey platform 12-month subscription license for **UNLIMITED** baseline and pulse surveys,
- Custom Survey design and independent administration for employee or pulse surveys, with multi-level hierarchy support and custom demographics (e.g. age, gender, job level, region),
- Post-Survey focus group sessions with a representative sample of employees,
- Detailed Analytics, including Thematic and Sentiment Analysis and Comparative Analysis,
- Comprehensive Divisional, Regional and Organisational Survey Report for HR and/or leadership,
- Best Practice recommendations with Change Management Plan and Coaching Plan,
- Change Management Champions Training for identified team in charge of implementing Change Management Plan and Coaching Plan.

### In addition:

- Individualised feedback reports for personal employee engagement,
- 2 Day Change and Culture Leadership Training for Management,
- 2 Day Change and Culture Leadership Training for Senior Management.

### Optional Extras:

- Paper-based questionnaires for employees who are without technology, without technological literacy, or are remotely located,
- Facilitated survey participation in different languages.