



AMOS ENGAGE



# Delivering a Meaningful Employee Voice Programme for Glanua

amos



## EXECUTIVE SUMMARY

When Glanua set out to understand how its people felt about culture, leadership, and wellbeing, the company needed a solution that could deliver clear insights—quickly, securely, and without adding pressure to internal teams.

Within just four weeks, AMOS Engage designed and ran a fully confidential engagement survey for over 500 employees, achieving high participation and providing Glanua's leaders with actionable insight to strengthen culture and drive improvement.

The project demonstrated how a trusted partner, a clear process, and a commitment to employee anonymity can turn feedback into progress.

## AT A GLANCE

<b>Client</b>	Glanua
<b>Sector</b>	Environmental engineering and utilities
<b>Audience</b>	525 employees across multiple sites
<b>Project Type</b>	Organisation-wide Employee Engagement Survey
<b>Timeline</b>	4 weeks from kickoff to final reporting
<b>Key Deliverables</b>	Custom survey design, secure hosting, real-time monitoring, executive summary, detailed reporting pack, and leadership presentation
<b>Outcome</b>	Delivered trusted, actionable insights that Glanua leadership could use immediately to guide people strategy

# THE CHALLENGE



## THE CHALLENGE

Glanua wanted to listen deeply to its people, understanding what was working and where there was room to grow.

Previous in-house efforts had made progress, but leadership recognised that a successful engagement survey required full confidentiality and the time and expertise to handle data properly.

They needed a partner who could move quickly, protect anonymity, and translate hundreds of responses into clear, actionable insight—all without creating extra work for internal teams.

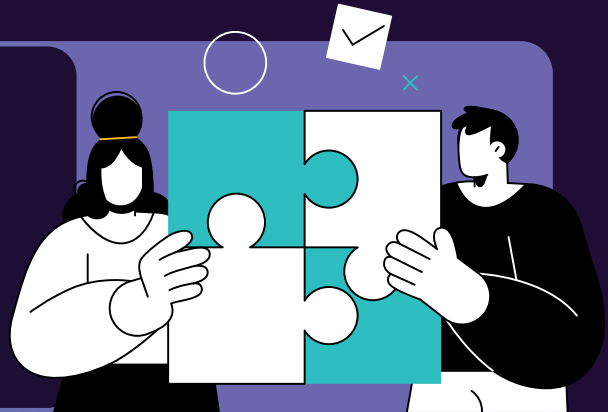


## WHY GLANUA CHOSE AMOS ENGAGE

After exploring options, Glanua selected AMOS Engage for three main reasons:

### Trust and Understanding

AMOS already had a strong grasp of what Glanua was trying to achieve and could tailor the approach accordingly



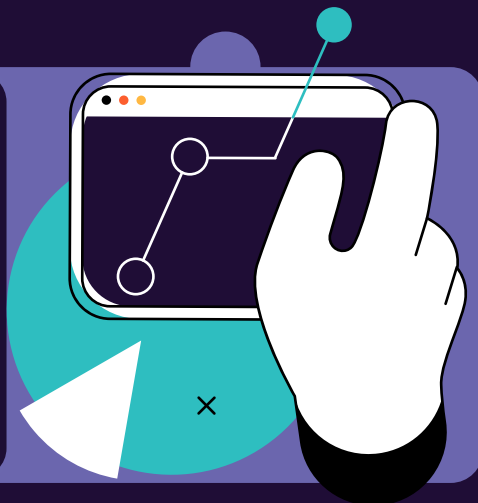
### True Anonymity

Employees needed to feel free to speak honestly. AMOS' managed, independent platform ensured that feedback was fully confidential.



### Speed and Structure

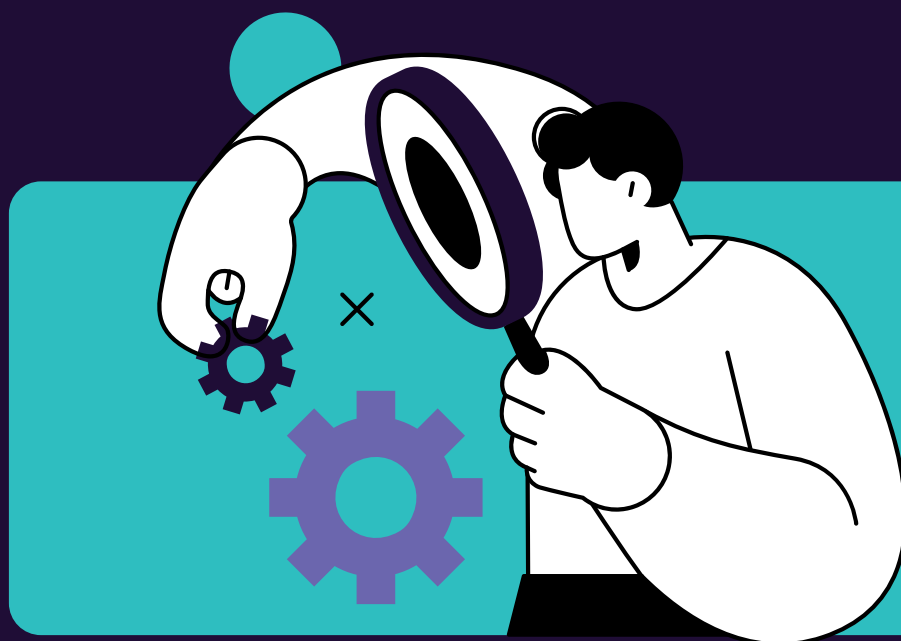
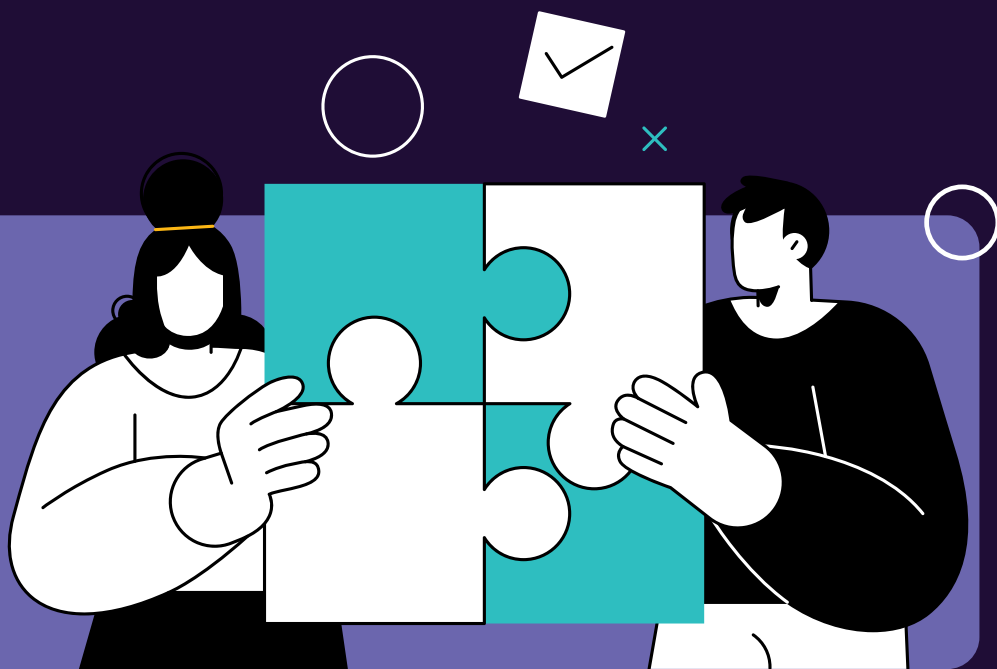
AMOS' repeatable, methodology-driven process meant the entire project, from defining the question set to delivering final reports, was completed in just four weeks.



**As one Glanua team member put it:**

“AMOS made it simple. We could trust them to handle everything quickly, securely, and professionally.”

# THE SOLUTION



## THE SOLUTION

AMOS Engage implemented a fully managed engagement survey designed around Glanua's values and operating culture.

A custom question set aligned to Glanua's culture, leadership, and wellbeing priorities.

Secure distribution to 525 employees, each with a unique anonymous access code.

Real-time monitoring to track response rates while maintaining full confidentiality.

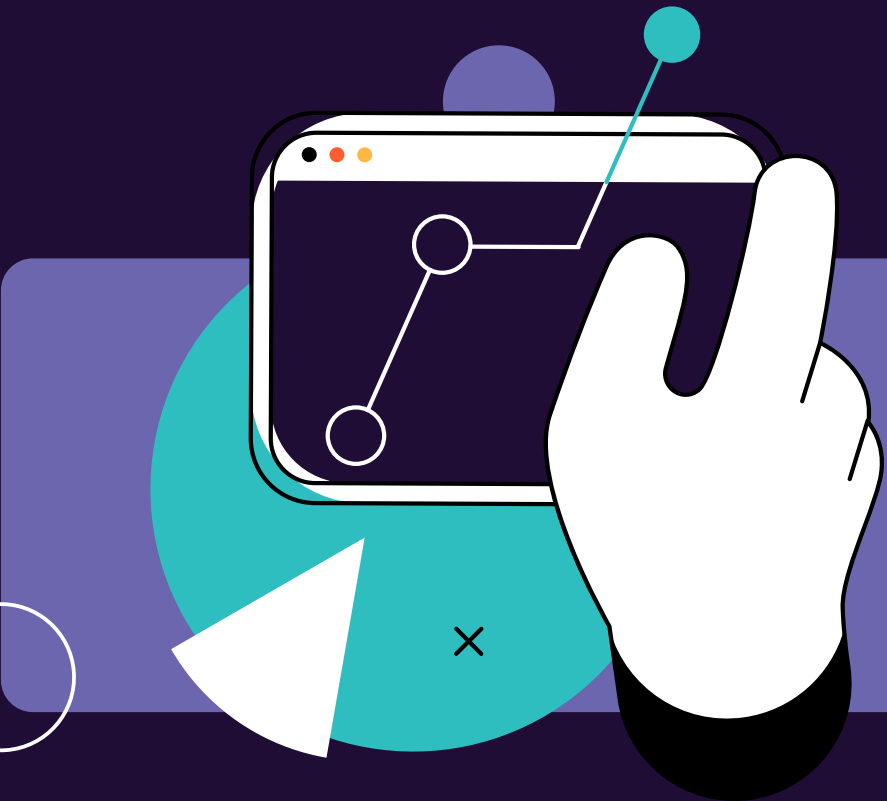
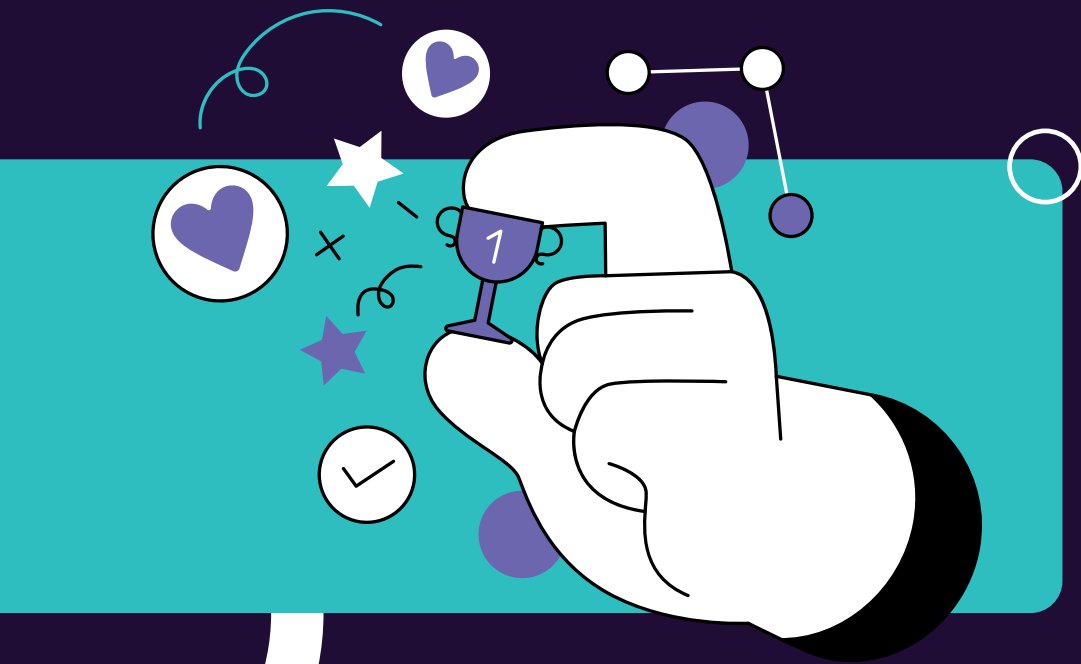
Interim updates to keep leadership informed throughout the process.

Comprehensive final reporting: an executive summary deck highlighting key insights and recommendations, and a detailed data pack breaking down responses by site, function, and demographics.

## IMPLEMENTATION TIMELINE

<b>Planning &amp; Design</b>	Question set finalised and employee data prepared	Early October
<b>Communication</b>	Town Hall and internal launch	9 October
<b>Survey Live</b>	Two-week response period	20–31 October
<b>Analysis &amp; Reporting</b>	Final reporting pack and leadership presentation	Early November

# THE RESULT



## THE RESULT

The project achieved strong participation and delivered a detailed picture of how employees felt about their experience at Glanua.

Leaders gained clear visibility into:

### Core Strengths

Strengths in teamwork, pride, and commitment to sustainability.

### Growth Areas

Opportunities to improve communication and professional development pathways.

### Next Steps

Practical recommendations to act on immediately.



Perhaps most importantly, employees reported greater confidence that their feedback was both heard and handled respectfully, an important outcome in its own right.

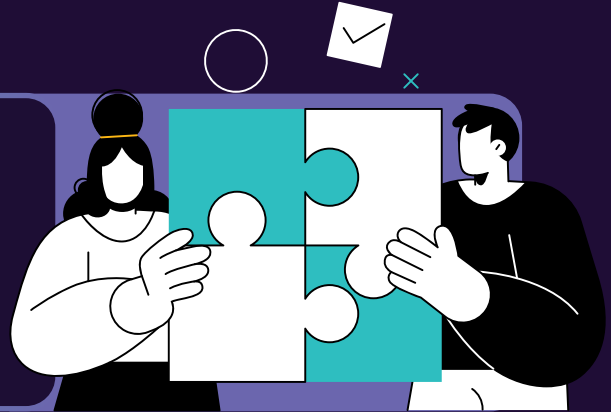


## WHY IT WORKED

The Glanua engagement survey succeeded because of three key ingredients:

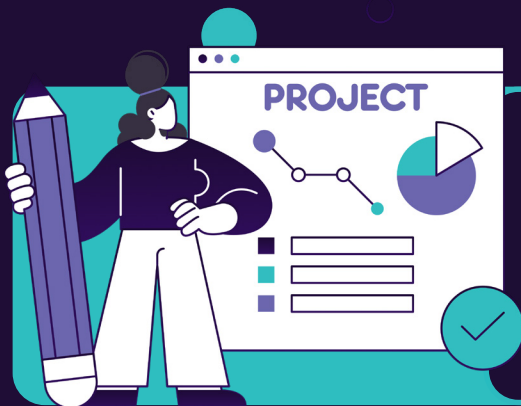
### Trust and Independence

Employees were more open knowing their responses were handled externally and anonymously.



### Process and Speed

AMOS' methodology reduced setup time while keeping quality high.



### Actionable Reporting

Leadership didn't just receive data, they received clarity and next steps.



## LESSONS LEARNED

Early communication from leadership builds buy-in and participation.

An independent partner helps employees speak freely.

Fast turnaround keeps insights relevant and actionable.

Repeatability means Glanua can run future surveys annually with minimal effort.

## NEXT STEPS

Following the success of this survey, Glanua plans to repeat the engagement programme annually using AMOS Engage, continuing to build a culture of listening and improvement.

“The survey gave us exactly what we needed, honest feedback, quick turnaround, and a clear view of what matters most to our people.”



# Explore what **Amos Engage** can do for your team.

We help organisations capture meaningful employee, customer, or community feedback, quickly, securely, and independently.

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