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# PARTNERSHIP insight SURVEY

## Background

In an effort to achieve and maintain effective collaboration, coordination, and communication within partner teams and across our combined team, we have engaged Performance Insight, LLC, to facilitate their PARTNERSHIPinsight™ Program. In order to establish an accurate baseline, Performance Insight is conducting a survey to gather input on how our partnership can be executed more effectively in the future. Key members of both critical constituent groups will participate in the survey. Performance Insight will identify patterns and trends in the survey responses and will make specific recommendations for addressing the issues identified. Results of the survey will be presented to both constituent groups. Response trends will also be used to tailor the agenda content and flow for subsequent offsites that will focus on action planning to resolve issues identified in order to facilitate effective execution and cross-constituent collaboration/partnering. Your responses to the survey questions will be anonymous. Performance Insight uses an outside vendor to distribute the survey and collect and consolidate survey responses. In the survey summary report, your responses will be aggregated with the responses of all other survey participants and, therefore, will remain strictly anonymous. We appreciate your time in providing your detailed and candid responses. The survey contains six multi-part questions and requires approximately 20 minutes to complete. You will start the survey by clicking "next" below. You can begin the survey and return to complete it later by simply following the link in the invitation or reminder memo you received. Note that only responses to completed pages will be stored.

**First, please indicate your organization:**

- Contractor
- Government

Please click "next" to begin taking the survey.

Next >>

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## 1. Clarity of the program strategy

(a) On a scale from 1-10, please indicate your level of clarity on/certainty of the program strategy.

1 2 3 4 5 6 7 8 9 10  
extremely unclear/uncertain extremely clear/certain

(b) Please articulate the program strategy in your own words.

(c) What are your recommendations for clarifying the program strategy to lead to more effective execution?

<< Prev Next >>

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## 2. Roles, Responsibilities, and Areas of Authority

(a) On a scale from 1-10, please indicate your level of clarity on/certainty of the roles, responsibilities, and areas of authority of the **contractor**.

1 2 3 4 5 6 7 8 9 10  
not at all clear/certain extremely clear/certain

(b) Please articulate the **contractor's** roles, responsibilities, and areas of authority in your own words.

(c) On a scale from 1-10, please indicate your level of clarity on/certainty of the roles, responsibilities, and areas of authority of the **government**.

1 2 3 4 5 6 7 8 9 10  
not at all clear/certain extremely clear/certain

(d) Please articulate the **government's** roles, responsibilities, and areas of authority in your own words.

<< Prev Next >>

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## 3. Execution on the Program

(a) On a scale from 1-10, please indicate your confidence in the ability of the joint Program Team (i.e., contractor and government) to effectively execute the strategy (i.e., produce quality results on schedule and budget).

1 not at all confident    
  2    
  3    
  4    
  5    
  7    
  8    
  9    
  10 extremely confident

(b) Each of the factors below is a potential barrier to effective execution of the program strategy. Using the pull-down menu, indicate whether you see this as a barrier in the contractor only, in the government only, in both teams, or in neither team.

	Barrier?
Lack of organization alignment	This is a barrier in both teams
Unclear objectives, goals, and priorities	
Unclear roles, responsibilities, and authority	
Lack of sufficient head count to meet program needs	
Lack of technical expertise in critical areas	
Lack of program management experience in critical areas	
Incentives/rewards not linked to performance	
Need for training and education	
Poor performance/negative	

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## 4. Recommendations for Improving Execution

**In the spaces provided below, please provide specific recommendations for addressing each factor you indicated as a barrier to effective execution of the program strategy.**

Lack of organization alignment	<input type="text"/>
Unclear objectives, goals, and priorities	<input type="text"/>
Unclear roles, responsibilities, and authority	<input type="text"/>
Lack of sufficient head count to meet program needs	<input type="text"/>
Lack of technical expertise in critical areas	<input type="text"/>
Lack of program management experience in critical areas	<input type="text"/>
Incentives/rewards not linked to performance	<input type="text"/>
Need for training and education	<input type="text"/>
Poor performance/negative behaviors not addressed	<input type="text"/>
Lack of effective planning	<input type="text"/>
Overly aggressive/optimistic schedules	<input type="text"/>
Balancing quality with meeting deadlines	<input type="text"/>
Lack of effective integrated	<input type="text"/>

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## 5. Team Effectiveness

(a) On a scale from 1-10, please indicate your perception of the effectiveness of the **contractor team**.

1 not at all effective    2    3    4    5    7    8    9    10 extremely effective

(b) On a scale from 1-10, please indicate your perception of the effectiveness of the **government team**.

1 not at all effective    2    3    4    5    7    8    9    10 extremely effective

(c) On a scale from 1-10, please indicate your perception of the effectiveness of the **joint program team (i.e., contractor team and government team)**.

1 not at all effective    2    3    4    6    7    8    9    10 extremely effective

(d) Each of the factors below is a potential barrier to team effectiveness. Using the pull-down menu, indicate whether you see this as a barrier in the contractor team only, in the government team only, in both teams, or in neither team.

	Barrier?
Competing objectives, goals, and priorities	This is not a barrier in either team
Changing objectives, goals, and priorities	This is a barrier in the contractor
Distrust among team members	This is a barrier in both teams
Ineffective information flow (e.g.,	

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## 6. Recommendations for Improving Team Effectiveness

**In the spaces provided below, please provide specific recommendations for addressing each factor you indicated as a barrier to team effectiveness. Also, be as specific as possible in terms of any perceived within-team differences (e.g., part(s) of the team/suborganization(s) that may be creating the barrier).**

Competing objectives, goals, and priorities	<input type="text"/>
Changing objectives, goals, and priorities	<input type="text"/>
Distrust among team members	<input type="text"/>
Ineffective information flow (e.g., lack of access to critical information)	<input type="text"/>
Poor communication skills (e.g., listening, verbal communication)	<input type="text"/>
Ineffective resolution of disagreements/conflicts	<input type="text"/>
Lack of collaborative problem solving forums	<input type="text"/>
Ineffective team meetings	<input type="text"/>
Unclear team member roles and responsibilities	<input type="text"/>
Lack of decision-making authority	<input type="text"/>
Geographic constraints/dispersion	<input type="text"/>
Lack of team orientation/mentality (operating in "silos")	<input type="text"/>
Lack of appreciation of others'	<input type="text"/>

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## Survey Complete

Please click "Done" to submit your completed survey. When you do so, your browser will automatically close. If you desire to revisit your survey responses or if you have begun the survey and would like to finish it at a later date, just exit the survey (top right corner) and follow the link in your invitation email later. Thank you for your participation!

<< Prev Done >>