



Climate and Commitment Survey Results

# Executive Presentation

- GEB Presidential Committee



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welcome to brighter



# Agenda

1. 2022 Talent Trends
2. Technical Data and General Results
3. Final Recommendations and Next Steps



2022 Climate and Commitment Survey

# 2022 Talent Trends and Conceptual Framework



# 5 Global Talent Trends, 2021-2022: “The Rise of Relationship-Based Organizations”

About the Study: Employees, HR professionals and executives from 13 sectors and 16 geographic locations expressed the importance of learning how to relate in these times of change

## Readjusting what is relevant

Accelerating the adaptive capacity of employees by building resilience and sustainability that enhances the connection with the Purpose.



## Working collaboratively

Enabling equitable, transparent and rewarding relationships by defining golden rules for the new work modalities



## Offering total well-being

Creating a healthy work environment in which employees perceive relevant benefits to achieve comprehensive well-being according to their expectations



## Enhancing employability

Connecting the organization’s future needs with management based on people skills



## Promoting collective energy

Evolving work environments to focus on human beings








2022 Climate and Commitment Survey

# General Results



# 2022 Measurement Data Sheet

Date of last measurement:  
April 4 to April 29, 2022

	<b>Participation (GEB)</b>	<b>93%</b> Of total staff
	<b>Survey</b>	<ul style="list-style-type: none"><li>• 62 closed-ended questions</li><li>• 3 open-ended questions</li></ul>
	<b>Confidentiality</b>	<ul style="list-style-type: none"><li>• A minimum of 5 respondents per microclimate</li><li>• A minimum of 10 comments to open-ended questions</li></ul>
	<b>Comparable Markets</b>	<ul style="list-style-type: none"><li>• <b>Colombia (+126 companies):</b> Grupo Argos, Nutresa, Comfama, Vanti, Continental Gold, Casa Luker, Grupo Empresarial Ecopetrol, ISAGEN</li><li>• <b>LATAM 75<sup>th</sup> percentile (+285 companies):</b> VISA, Haceb, FEMSA, Brenntag, Shell, Banco Santander, YPF, CMI, Tinguirrica Energía</li><li>• <b>Energy (+45 companies):</b> Minesa, Ecopetrol, Vanti, Isagen, Stakraft, Petróleos de Perú.</li></ul>
	<b>Measurement Modality</b>	<b>100%</b> Online



# Our dynamic alignment model has had over 40 years of research

The **Dynamic Alignment model** defines the four components and their interactions that impact employee experience and business performance.

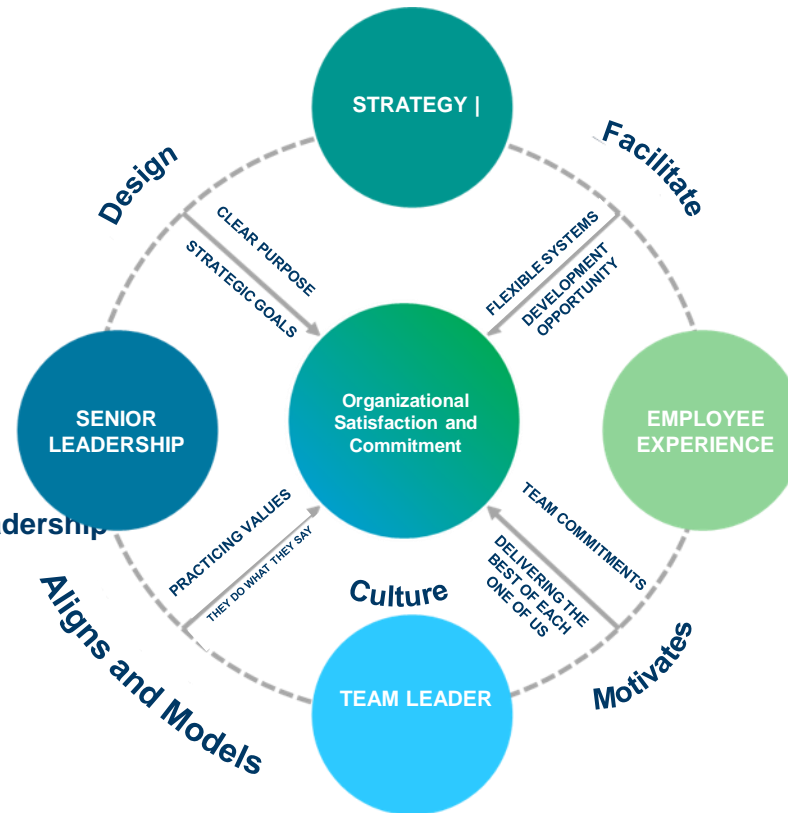
In order to create Dynamic Alignment, organizations must:

1. Confidence
2. Strategic Approach

8. Performance Activation
9. New Work Modalities

3. The Effectiveness of Leadership
4. Agility and Innovation

5. Diversity and inclusion
6. Employee Experience
7. Equitable Rewards



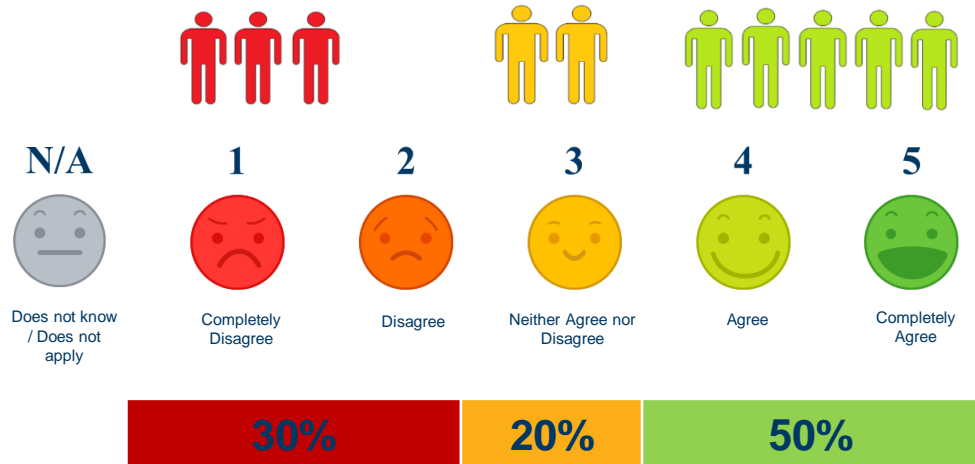
Having alignment between these factors, which will influence the organization's capacity to drive performance.

The Dimensions surrounding the Model are the reflection of the Organization's management of Employee Experience (and comprise the Organizational Climate index).

# How to read the results.

## For example:

My job allows me to achieve a balance between my work and personal life.



The results must be considered...	If the favorability % is...
Areas for Improvement	55% or less
Service area	56-64%
Moderate strength	65-74%
Strength	75% or more

How differences are shown with respect to 2019 / comparable markets.

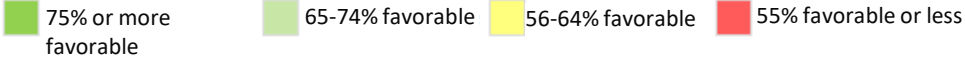
Regulation	Type of Difference
+3	Not significant
+7	Positively significant
-5	Negatively significant
--	No comparison

When is a difference significant?

Answers	Less than 50	50 to 100	More than 100
Significant Difference	+/-15%	+/-10%	+/-5%



# GEB (Corporate) - Results by First Level



**Participation: Good confidence levels from employees**

	Population
	Corporate
Answers	281
Satisfactory	92
Commitment	93
Organizational Climate	88
Performance Activation	85
Agility and Innovation	86
Confidence	91
Diversity and inclusion	89
The Effectiveness of Leadership	87
Strategic Approach	91
Employee Experience	84
New Work Modalities	90
Equitable Rewards	89

Participation			
Company	Employees who participated	Target Employees	% of participation
<b>GEB</b>	<b>2252</b>	<b>2338</b>	<b>96%</b>
Cálidda	354	407	87%
Cantalloc	324	324	100%
CONECTA	131	132	99%
Contugas	125	127	98%
Corporativo	281	302	93%
Electro Dunas	239	239	100%
TGI	452	454	99%
Transmisión	346	353	98%

With respect to the aspects of **Job Satisfaction** and **Purpose**, the survey includes two questions that allow us to measure these aspects:

- How would you rate your overall satisfaction level at the company at this time?
- I have the motivation to do more than what is normally expected for my company to achieve results.



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