

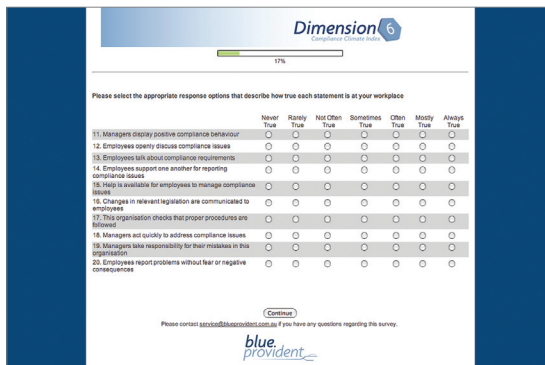
Dimension 6

Compliance Climate Index



The Dimension 6 Compliance Climate Index enables organisations to identify compliance risks and develop a positive culture for compliance. This unique tool empowers leaders to act on risk factors in advance of problems associated with fraudulent, illegal and unethical activities.

SIMPLE PROCESS



Dimension 6 is primarily a measurement tool, but also involves employees by collecting information in the same format as a traditional survey. Employees respond to questions in a confidential and easy to complete format, either on line or by completing a printed question booklet.

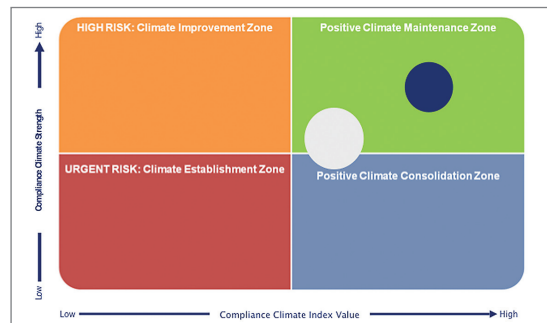
CUSTOMISATION

Choose a version that suits your needs.

Include additional questions to capture company-specific information.

Choose demographic groupings relevant to your organisation.

EASY TO INTERPRET RESULTS



Results are reported in a format that is easy to interpret at any level of the organisation. The unique “bubble chart” clearly shows the climate for compliance, as well as the relative climate strength.

Results can be provided for a single workgroup, a department, a physical location or an entire organisation.

RELIABLE INFORMATION

Recommendation	Type	Timeframe	
1. Communicate survey results	Critical	October 2008	<ul style="list-style-type: none"> Present survey survey
2. Develop survey action teams	Important	Ongoing from October 2008	<ul style="list-style-type: none"> Define and app planning in each
3. Enhance the clarity of policies and procedures	Important	By February 2009	<ul style="list-style-type: none"> Review the polic limited clarity. Review and sim procedures (wh Provide explana difficult to under
4. Train frontline leaders in people-focused issue management	Desirable	By November 2008	<ul style="list-style-type: none"> Train leaders to: <ul style="list-style-type: none"> Understand how Evaluate employ Identify & valida Involve employ

Dimension 6 was developed by combining rigorous scientific research processes with input from leading compliance experts. Features include a confidential measurement process and independent analysis of results in accordance with strict ethical guidelines.

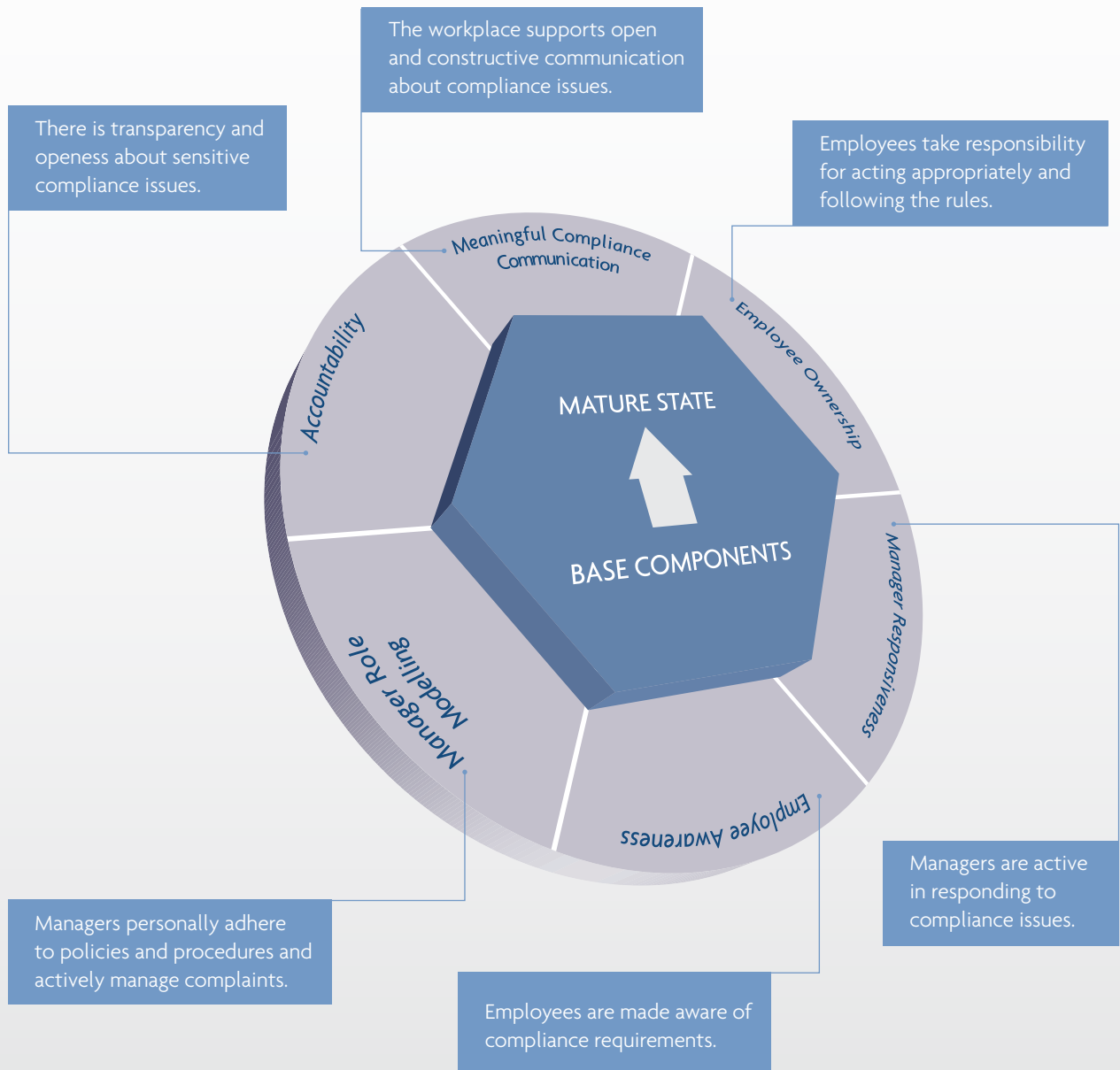
Measures that are not validated leave your decision making and action planning to chance.

WHAT IS COMPLIANCE CLIMATE?

Compliance climate is a means of measuring and understanding how the work environment supports or inhibits ethical and compliant work practices.

- *Employees are socialised into their work environment*
- *Employees learn what is actually acceptable and what is not*
- *Employee behaviour is influenced by how they perceive the workplace*
- *Measuring compliance climate is a way of understanding these perceptions*
- *Improving the compliance climate will reduce the risk of negative compliance outcomes*

THE DIMENSION 6 MODEL OF COMPLIANCE CLIMATE



WHY MEASURE COMPLIANCE CLIMATE?

When properly measured, employee perceptions are a powerful early warning system for compliance risks.

Understanding the compliance climate helps organisations protect themselves from the risks of fraudulent, illegal or unethical activities and develop more effective work practices.

- Evidence shows that improving the workplace climate leads to better business outcomes.
- Organisational leaders recognise the importance of reliable lead indicators that can quantify how the work culture influences compliance.
- Organisations need a road map to support them in developing the sustainable workplace practices and behaviours that will bring about positive compliance outcomes.

When things go wrong, organisations focus too heavily on the actions of individuals, rather than on the systems, processes, work practices and leadership behaviours that are within their direct span of influence.

DIMENSION 6 STANDARD

Assesses the prevailing climate for compliance, along with additional factors that are important to the development of a positive compliance environment.

An ideal diagnostic tool for evaluating the compliance environment.

DIMENSION 6 MONITOR

Measures the core compliance climate dimensions for a work group, department, physical location or organisation.

Ideal for regular or annual monitoring of the compliance climate and for inclusion in the organisational scorecard.

DIMENSION 6 MINI

A cost effective measure of compliance climate within a discrete work group of 5 or more employees, where no demographic comparisons are required.

Specifically designed for small workgroups.

Features	Dimension 6 Standard	Dimension 6 Monitor	Dimension 6 Mini
Inclusions			
6 core compliance climate dimensions	✓	✓	✓
Additional factors influencing culture development	✓	✗	✗
Number of customised closed response questions	5	3	3
Number of open ended questions	3	1	1
Number of demographic comparison groups	3	3	0
Applicable Target Levels			
Organisation, Division, Department, Location	✓	✓	✗
Work Group / Single Team	✓	✓	✓
Administration Formats			
On line	✓	✓	✓
Paper and pencil	✓	✓	✓
Additional Specifications			
Total number of questions	52	36	33
Average completion time per employee	15-20 minutes	10-12 minutes	8-10 minutes

Improve the way your organisation manages compliance

TAKE CONTROL OF COMPLIANCE RISKS

- Identify people-related compliance risks before problems arise
- Highlight the nature and severity of those risks
- Improve the allocation of audit resources
- Act on risks that would otherwise be intangible and difficult to manage

DEVELOP A POSITIVE COMPLIANCE CULTURE

- Understand what actually happens in the workplace - how compliance systems translate into practice
- Provide a roadmap for improving compliance practices and behaviours
- Demonstrate a commitment to ongoing measurement and improvement

The Dimension 6 tool is in your hands.

Measure Compliance Climate in three easy steps:

STEP 1

Select the version that meets your needs

STEP 2

Decide which customised questions to include

STEP 3

Decide on groups for analysis and comparison

Receive actionable results just two weeks from the survey closing date

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