

CELEBRATING
Extraordinary
WORKPLACES

WHAT MAKES A WINNING WORKPLACE

GREAT WORKPLACES HAPPEN when leaders place an exceptional culture at the heart of their business strategy. They create a positive, supportive employee experience that unleashes human motivation, creativity and innovation. And they attract the best talent, coach them to high performance and retain them at significantly higher rates than their competitors. Great workplaces pursue excellence year over year, bringing to life a culture focused on strengths, growth and high expectations. As a result, they achieve exceptional returns: increased productivity, better customer experiences, true organic growth and higher revenue.

For over a decade, Gallup has recognized the world's most elite workplaces with the Gallup Great Workplace Award. These organizations are committed to investing in their people and cultivating a culture of employee engagement, performance and development.

Backed by Gallup's world-class analytics and research into high-performance workplaces, this honor is presented to organizations that have proven their ability to achieve exceptionally high levels of workplace engagement by investing in their people.

Requirements for a Complete Application

- + online application registration to share contact and consent information
- + written PDF application using questions provided by Gallup, or completion of a video conference (available to applicants who have won the award three or more consecutive times)
- + a PowerPoint presentation (up to 10 slides) detailing how your organization has linked engagement to business outcomes
 - Analysis can focus on trends at the organizational or workgroup level. If available, applicants can showcase individual-level analysis, as provided by Gallup.
 - Organizations that purchase the Gallup Q¹²® survey from q12.gallup.com should include slides detailing local-level workgroup engagement data (if available).
- + a PowerPoint presentation (up to five slides) showing engagement in action within your organization (optional)
- + an official company logo in .eps or .ai file format

If you have questions concerning the application process, please email GallupGWA@gallup.com.

NOTE: This condensed application is for organizations that have won the Gallup Great Workplace Award three or more consecutive times. All other organizations are required to complete the full application.



STRATEGY & LEADERSHIP PHILOSOPHY

Describe how your organization creates an engaged workplace culture that drives performance, business outcomes and objectives. Share the role that human capital strategy plays and how managers and leaders sustain an engaged culture. Describe how individual contributors with talent are identified to lead highly engaged, high-performing teams.

ACCOUNTABILITY & PERFORMANCE

How does your organization equip managers to drive business outcomes through a culture of engagement? Explain how managers are recognized for high levels of performance, including engagement levels. Share how individual contributors are encouraged or expected to drive engagement efforts.

COMMUNICATION & KNOWLEDGE MANAGEMENT

How does your organization share best practices across the organization, departments, teams and managers to drive engagement and build high-performing teams?

DEVELOPMENT & ONGOING LEARNING

Explain how learning and development programs integrate engagement concepts, change participant behavior and lead to improved business outcomes. Share how your organization gauges program effectiveness.

MANAGER OF THE YEAR NOMINATION

Consider managers whose teams are consistently in the 90th percentile or above in overall engagement, show high performance levels and attain high employee retention. Consider success stories that have generated best practices within your organization. As the judging panel reviews nominations, they may contact managers to gain additional insights regarding their achievements.

MANAGER OF THE YEAR NOMINEE