

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.



STRATEGY & LEADERSHIP PHILOSOPHY

Describe how engagement drives your business outcomes and objectives.

STRATEGY & LEADERSHIP PHILOSOPHY

How does your organization link engagement to your overall human capital strategy?

STRATEGY & LEADERSHIP PHILOSOPHY

How does your organization identify individual contributors with the talent to lead highly engaged, high-performing teams?

STRATEGY & LEADERSHIP PHILOSOPHY

What role do your leaders play in creating an environment that engages employees and creates a culture of engagement?

ACCOUNTABILITY & PERFORMANCE

How does your organization help managers link engagement to the business outcomes of their team?
Please provide examples of how managers are held accountable for engagement and performance.

ACCOUNTABILITY & PERFORMANCE

Please describe how best-practice managers and/or their team are recognized for maintaining certain engagement levels. What actions are taken if managers fail to maintain specific engagement levels?

ACCOUNTABILITY & PERFORMANCE

Managers are responsible for their team's engagement, but individual contributors should share some ownership as well. How are individual contributors in your organization expected or encouraged to participate in driving engagement efforts?

ACCOUNTABILITY & PERFORMANCE

What values and rituals within your company create and reinforce your organization's culture? Please provide specific examples.

COMMUNICATION & KNOWLEDGE MANAGEMENT

How does your organization create a culture of engagement in which managers are made aware of how they can use the Q¹² engagement items to manage and interact with their teams? Describe how your organization helps managers embed engagement into their day-to-day experiences. Please provide both formal and informal examples.

COMMUNICATION & KNOWLEDGE MANAGEMENT

How does your organization identify best practices that engage employees among workgroups, managers and leaders? Please provide specific examples of how your organization disseminates best practices to other workgroups, managers and leaders.

DEVELOPMENT & ONGOING LEARNING

What are your current learning and development initiatives? How do you integrate engagement concepts into these initiatives? Please provide specific examples of your most successful learning and development initiatives.

DEVELOPMENT & ONGOING LEARNING

How does your organization assess the return on investment for learning and development programs to ensure that time and money are invested wisely, the programs change participant behavior, and they are linked to improved business outcomes? Describe how your organization gathers feedback from attendees to gauge program effectiveness and inform enhancements to the program.

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