

### Participation Fee

This is due on receipt of your 'Participation Pack', which will be sent to you as soon as Deloitte has received your completed application form.

### Make a lasting difference to your organisation: Enter Now!

Participation rules:  
Participation in the survey is subject to acceptance of our standard terms and conditions, which are outlined in the application form.  
Deloitte & Touche and their promotional agencies may not participate.

For more information:  
Visit [http://www2.deloitte.com/za/en/pages/human-capital/solutions/best\\_company\\_to\\_work\\_for.html](http://www2.deloitte.com/za/en/pages/human-capital/solutions/best_company_to_work_for.html)  
or call +264 81 140 3304 / +264 61 285 5015.  
Alternate contact +27 11 517 4056.

### Best Company to Work For Survey

Tel: +264 81 140 3304  
Email: [mdupreez@deloitte.co.za](mailto:mdupreez@deloitte.co.za)

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee (DTTL), its network of member firms and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as "Deloitte Global") does not provide services to clients. Please see [www.deloitte.com/about](http://www.deloitte.com/about) for a more detailed description of DTTL and its member firms.

Deloitte provides audit, consulting, financial advisory, risk management, tax and related services to public and private clients spanning multiple industries. With a globally connected network of member firms in more than 150 countries and territories, Deloitte brings world-class capabilities and high-quality service to clients, delivering the insights they need to address their most complex business challenges. Deloitte's more than 225 000 professionals are committed to making an impact that matters.

This communication contains general information only, and none of Deloitte Touche Tohmatsu Limited, its member firms or their related entities (collectively, the "Deloitte Network") is, by means of this communication, rendering professional advice or services. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser. No entity in the Deloitte network shall be responsible for any loss whatsoever sustained by any person who relies on this communication.

© 2016. For information, contact Deloitte Touche Tohmatsu Limited

Designed and produced by Creative Services at Deloitte, Johannesburg. (000000/dbn)

# Deloitte.

Best Company to  
Work For Survey  
Measure. Inspire.  
Motivate. Engage.



## The new organisation – Different by design

There is a struggle to drive employee engagement and retention, improve leadership and build meaningful culture, heads of industry have come to understand that there is a need to redesign the organisation itself. The new organisation as, we call it, is built around highly empowered teams, driven by a new model of management, and led by a breed of younger, more diverse leaders thus driving the need to reshape the workplace, the workforce, and work itself.

Four powerful forces – from demographic upheavals and the rise of digital technology to rapid business-model innovation, and socially driven evolution in the employer-employee relationship – are driving change for both HR functions and the organisations they serve, creating talent challenges and potential solutions radically different from those faced by previous generations of leaders.

To lead this shift toward the new organisation, CEO's and HR leaders are focused on understanding and creating a shared culture, designing a work environment that engages people, and constructing a new model of leadership and career development. The potential a business has to grow is not only tied to market demand, but also to how the company manages and develops the strengths of its employees. Therefore the driving force behind change is the employer-employee relationship. The days of when a worker would spend majority of their career moving up the ladder at one company is changing. Young leaders and talent anticipate working for many employers and demand an enriching experienced at every stage. This leads to expectations for rapid career growth, a compelling and flexible workplace, and a sense of mission and purpose at work. Thus top executives are increasingly recognizing the need for a conscious strategy to shape their corporate culture that is responsive. A survey such as Best Company to Work For, allows businesses to become highly empowered teams, driven by a new model of management, and led by diverse leaders who are equipped with insight and answers based on the experiences of the employees.



### Why should you participate

The survey aims to identify and celebrate the best companies to work for in Namibia as rated by their most important stakeholder group, namely, their employees.

Apart from the benefits of Industry and Size Category each participating organisation gains invaluable insights into the reported employment priorities and experiences of its employees which can serve as the basis to optimise their overall employment experience and thereby enhance the organisation's performance and status as a recognised employer of choice.

The Best Company to Work For survey has been conducted annually by Deloitte since 2000 during which time it has emerged as the pre-eminent survey of its kind.

### What are the important dates?

#### Breakfast Launch:

Windhoek	21 April 2016
----------	---------------

<b>Closing date for entries</b>	10 June 2016
<b>Questionnaires returned by</b>	19 August 2016

#### Awards Ceremony:

Windhoek	12 October 2016
----------	-----------------

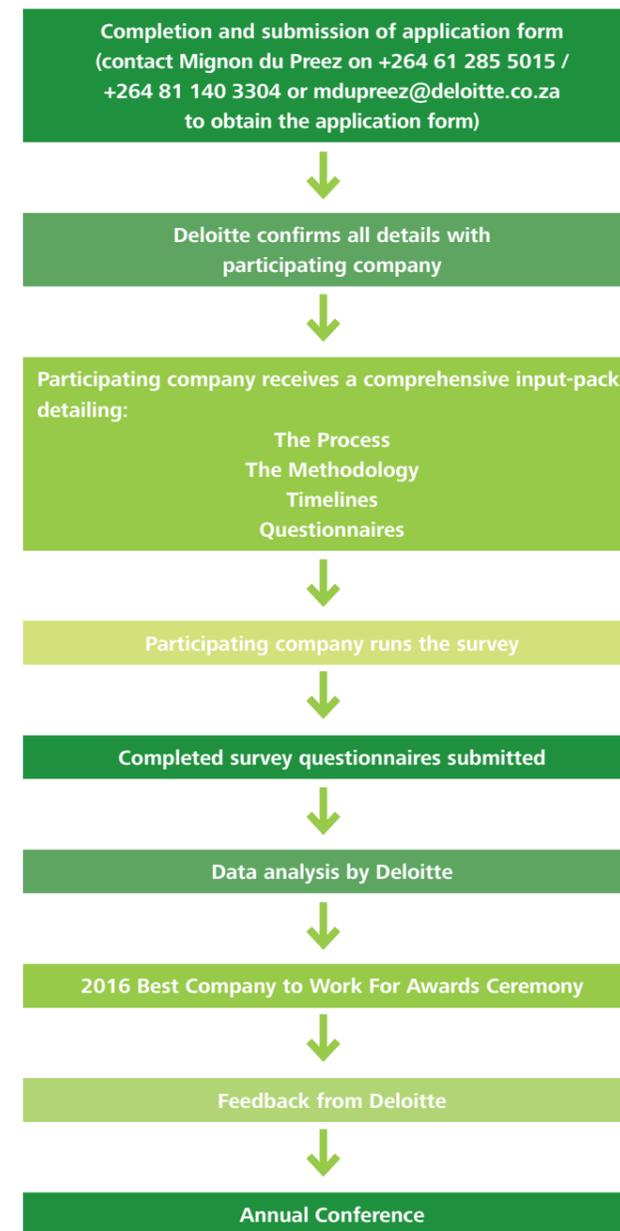
#### Conference:

Windhoek	To be advised
----------	---------------

### Employee responses are captured according to the 10 dimensions listed below:

- Leadership
- Operational Effectiveness
- Inclusion
- Relationship with Manager/Supervisor
- Fairness & Equity
- Overall Job Satisfaction
- Learning & Development
- Value & Culture
- Performance and Recognition
- Remuneration

## How does the participation process work?



## Survey Participation Fees

	Silver	Gold	Platinum
	1 Year	2 Year	3 Year
No. of Employees	Excl. VAT	Excl. VAT	Excl. VAT
Less than 500	N\$ 46 000	N\$ 80 800	N\$ 115 600
501 - 5 000	N\$ 54 200	N\$ 96 900	N\$ 137 500
5 001 - 10 000	N\$ 61 200	N\$ 110 900	N\$ 157 000
> 10 000	N\$ 69 200	N\$ 123 600	N\$ 169 800

### Business Unit Segmentation

N\$ 5000.00 per Business Unit will be charged for over and above the standard participation fee. This cost will be incurred annually.

Cost of paper based questionnaires will be dependent on the needs of the individual client and number of questionnaires received.

### Survey Participation Options

#### 1. Standard Survey Participation

The standard participation option includes analysis of all the demographic categories listed below:

- Level
- Gender
- Age
- Tenure (length of service)

#### 2. Virtual Survey Participation

This option follows the same process and provides the same feedback as Standard participation; the only difference is that a virtual participant elects to be "anonymous" to all other participants: they do not receive any ranking that is reported in the public domain, and are therefore not eligible to be recognised as the Best Company to Work For in any of the Size or Industry Categories at a National level.