

Deloitte.

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



Leading in the new world of work

One trait all businesses share – whether they sell a product or service – is the drive for growth. 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.

Of course, as a company grows, so does the need to assign greater responsibilities to employees, including roles or functions associated with positions of leadership. However, what most companies overlook in this process is the need to offer guidance and support to their newly appointed leaders on how to function successfully in their new roles.

Critical new skills are scarce and their uneven distribution around the world is forcing companies to develop innovative new ways to find people as well as to develop capabilities and expertise. How can human capital strategies power companies to thrive in this area of rapid change? According to our Human Capital Survey three key areas of strategic focus were noted:

- Lead and Develop
- Attract and Engage
- Transform and Reinvent

The largest capability gaps, reported by leadership, are analytics, reskilling HR, talent acquisition and access and the overwhelmed employee. Leadership is the top priority in developed and growing economies. The human capital trends also found that Human Capital priorities vary by industry with one exception: Leadership. The market environment places a premium on speed, flexibility and the ability to lead in uncertain situations. Today's workers expect to be held accountable for results, but they also expect coaching, development and regular feedback.

The challenge is to develop leadership pipelines that are global, broad and deep, reaching to every level of the organization. Perhaps the biggest challenge to Businesses and HR Leaders is whether they are confident that they are doing enough and whether they are exploring new approaches to move the needle on their business's leadership requirements.



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	29 April 2015
----------	---------------

Closing date for entries	12 June 2015
Questionnaires returned by	21 August 2015

Awards Ceremony:

Windhoek	14 October 2015
----------	-----------------

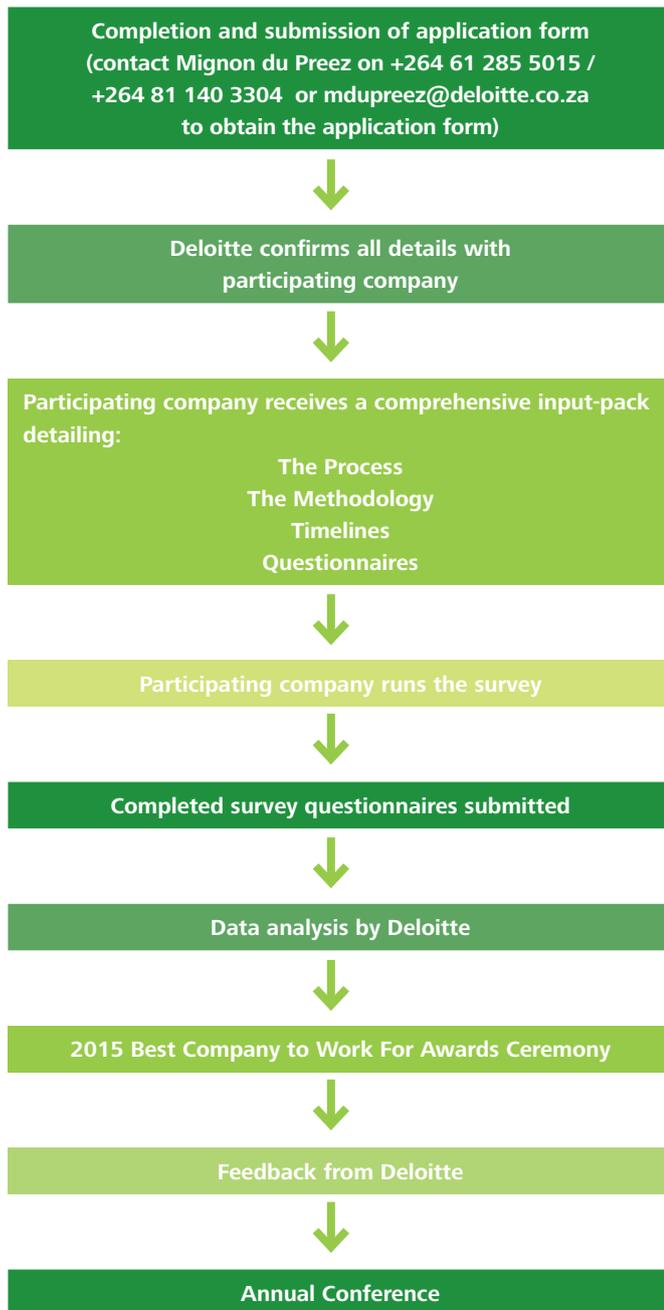
Conference:

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\$ 43 000	N\$ 75 500	N\$ 108 000
501 - 5 000	N\$ 50 700	N\$ 90 600	N\$ 128 500
5 001 - 10 000	N\$ 57 200	N\$ 103 600	N\$ 146 700
> 10 000	N\$ 64 700	N\$ 115 500	N\$ 158 700

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.

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

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

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 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. The more than 210 000 professionals of Deloitte are committed to becoming the standard of excellence.

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. No entity in the Deloitte network shall be responsible for any loss whatsoever sustained by any person who relies on this communication.

© 2015 Deloitte & Touche. All rights reserved. Member of Deloitte Touche Tohmatsu Limited

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