

50 BEST PLACES TO WORK

Great
Place
To
Work®

VIRTUALLY POSSIBLE
Building a dynamic
workforce for the digital era

2019 EDITION

Great
Place
To
Work®

2019

BEST PLACES TO WORK CONFERENCE

Virtually Possible:
Navigating talent in a digital world
How leadership, empowerment
and sustainability are future-proofing
the best workplaces.

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greatplacetowork.com.au





Zrinka Lovrencic
Managing Director
Great Place to Work

Welcome to the 2019 50 Best Places to Work benchmarking study.

This year has highlighted how the digital dissemination of fake news and alternative facts enables the corrosion of political discourse and the trust on which it depends, offering us all an opportunity to pause and reassess our terms of reference.

What does trust mean to us, and for our study, what is the role of trust in organisations?

Since 1981, Great Place to Work has been researching workplaces. What began as an unexpected discovery has remained the same for almost 40 years now; the core of creating great workplaces is building high-quality relationships in the workplace, relationships based on trust.

What has changed over the last four decades is the landscape in which organisations operate, and how they prepare themselves to tackle the obstacles of building and maintaining trust in the digital world.

Over the last 12 months we surveyed 85,471 Australian employees from 163 companies to bring you our 12th edition of the annual 50 Best Places to Work Study.

We are expanding our learning and understanding of workplaces by introducing new technologies which bring global learning closer through close partnerships.

Let's celebrate those who are dedicated to building great workplaces and congratulate the companies on this year's 50 Best Places to Work list.

These organisations have set themselves apart from their competitors where employees are respected and treated fairly, leaders are credible, and trust is nurtured.

How The 50 Best Are Selected

The 50 Best Places to Work are selected and ranked by Great Place to Work Australia, a global workplace research and consulting firm.

Each company participating in the study for this list earns a score based on two factors. Two-thirds of the total score comes from employee responses to a 58-statement survey.

The survey is distributed on a census basis and minimum completion rates are calculated using a 95% confidence interval.

The remaining one-third comes from our evaluation of the company's policies and procedures in nine specific practice areas created by Great Place to Work Inc.

Best Places to Work Key

-  Industry
-  Sector
-  Head Office Location
-  Number of People
-  Currently Hiring

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VIRTUALLY POSSIBLE:

Building a dynamic workforce for the digital era

In an increasingly changing world, people and technology are bringing to organisations new solutions and new challenges.

The much discussed war for skilled talent that existed in certain industries has now turned into an economy-wide talent scrum.

This is one of the key trends our study has observed, and two areas emerging and playing a leading role in how organisations are reshaping technology and human resources.

Traditional approaches to human resource management saw no need to invest in employee welfare to retain or motivate workers as employees generally performed unskilled tasks, and departures were easily replaced.

The world is different today.

Almost every organisations is going through a digital transformation, and with it an increasing need for skilled, technology savvy talent.

In this new economy, employees are the key source of value creation, and most of their outputs are intangible.

To improve both retention and productivity, organisations are investing in their people.

HR is increasingly rebranded to People and Culture (P&C) and is no longer viewed as a cost center but rather a source of value creation.

The influence of P&C on the strategic direction of the organisation is on the rise. 92% of P&C heads at the 50 Best Places to Work are part of the senior leadership team, up from 70% just two years ago.

At the best places to work the ratio of P&C team members to employees has increased from 56 to 63 per employee.

The 50 Best Places to work are showing a slowdown in revenue growth of 3.31% over the last 12 months, however the headcount growth is down by 0.06%.

Retaining talent has surpassed attracting talent as the number one priority for P&C Directors.

Technology is also reshaping the way organisations are managing their workforce. The increasing use of artificial intelligence (AI) is improving P&C's delivery of services and experiences.

By utilising technology, P&C are increasing the quality of hiring decisions and time taken to make them. AI is being used to assess responses to screening questions. This allows the recruiter to spend more time analysing and evaluating eligible candidates.

AI's capacity to remove bias is another valuable asset. Using only data, AI is not influenced by sex, race, writing style, candidate alumni or other factors, resulting in diverse shortlisting.



Salesforce

On-boarding plays an important role in retention rates of employees. Organisations are using AI to create customised on-boarding procedures for every position, with the capacity to deploy lists of job-specific contacts for new starters, individual learning pathways and provide graphical representations of core competencies, comparing one employee to their peer group.

By enabling access to learning when and where needed, AI is assisting the acquisition of strategic skills for organisations. AI is enabling learning management systems to display metrics and create an overall picture of how the organisation is doing through learning dashboards, which display visual progress towards closing identified skill gaps in the organisation. Promising is the AI tagging of learning content. With AI tagging, resources such as images and documents that are uploaded to learning management systems are enriched with metadata through AI technologies. This helps learners locate the training content and use it efficiently.

Almost 80% of organisations in our study consider employee retention as their biggest challenge.

AI has the ability to analyse and predict the needs of each employee, and assist the organisation in early interventions.

P&C empowered by technology enables organisations to move from evaluating against short term performance to encouraging the long term wellbeing of companies and society.



Amicus

What does the average best company with over 1,000 employees look like?

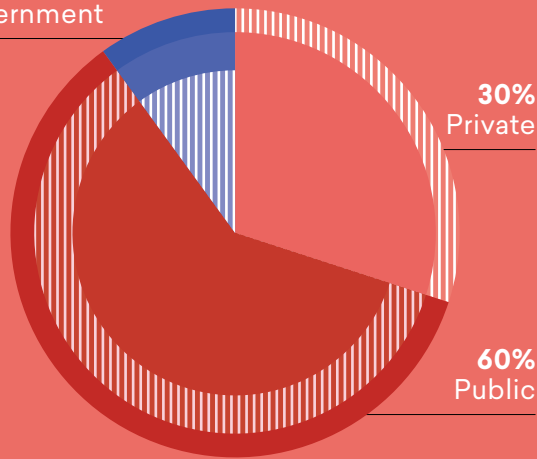
Company

Average Company Age **40 years**

Non Mgmt / Middle Mgmt / Snr Executive **78 / 18 / 4**

SECTOR

10%
Government



+6.2%

**AVERAGE
REVENUE
GROWTH**

Leadership

Female / Male **20% Female / 80% Male**

Average Age **49**

Average number of years with company before becoming CEO **9 years**





Service NSW

AVERAGE JOB GROWTH

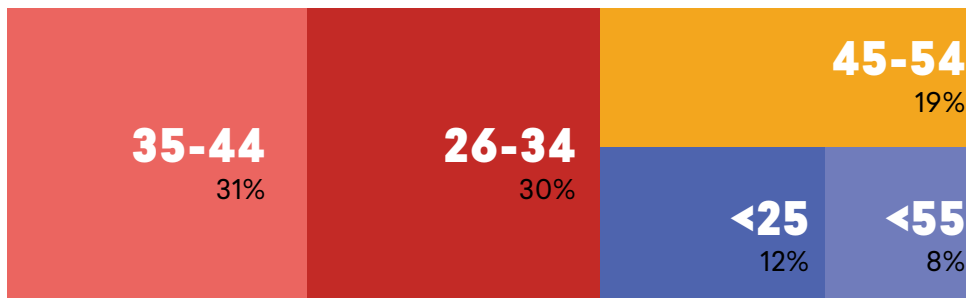
11.32%

People

Ratio of HR to staff **66 : 1**

Full Time / Part Time / Casual **78 / 12 / 10**






Average Age



REA Group



#1 Salesforce

	Information Technology		
	Public		1473
	USA		Yes

Salesforce, the Customer Success Platform and world’s #1 CRM, empowers companies to connect with their customers in a whole new way. The company was founded in 1999 on three disruptive ideas: a new technology model in cloud computing, a pay-as-you-go business model, and a new integrated corporate philanthropy model. Salesforce starts every presentation with a “Thank you” slide. To make it easy for their employees to recognise their peers for a job well done, they have created “Thanks” badges on Chatter. Each employee can easily post on a fellow employee’s Chatter profile, whether it be to honour employees from living the values to upholding their #SalesforceOhana culture to rocking a project.






What their employees had to say!

“There is a specifically designed culture of unity and diversity. The foundation of our culture is the metaphor that we are one united family”



OVER 1000 EMPLOYEES.

#2 Cisco Systems Australia

 Information Technology	
 Public	 1288
 USA	 Yes

Cisco Systems Australia, a worldwide technology company best known for their networking products, inspires their team to play an active role in making a change. The AUSTEM2020 commitment will see 20% of Cisco Systems Australia employees providing mentoring to existing and prospective STEM students.






What their employees had to say!

“Cisco has an amazing workplace culture which promotes learning and personal & professional development. This company has been a great place for me to learn and grow as a new graduate entering the workforce.”



Mecca Brands

#3 Hilton






 Hospitality	
 Private	 1849
 USA	 Yes

Team recognition is a key priority for one of the largest hospitality companies in the world, Hilton. They host a number of tools and practices to thank team members and encourage recognition across the enterprise. These include shout-outs from the President & CEO and guests recognising exceptional service, and team members simply saying thanks to a peer for helping out.

What their employees had to say!

“The learning and development opportunities are incredible. I was supported through my studies and had sponsors that put me forward for roles throughout my career.”

#4 MECCA Brands


 Retail	
 Private	 2873
 Australia	 Yes

MECCA Brands continue to live by their commitment to helping Australia’s women look and feel their best. Paving the way in growing diversity and inclusion, MECCA Brands encourage listening sessions facilitated with their mature-age and culturally diverse team members.

What their employees had to say!

“I am proud to work at MECCA Brands. The values and the culture that underpin the company are unique and special. The heart and soul of the company makes me feel like I am making a difference to people’s lives, whether they are my team or my customers.”

#5 MARS Australia

 Manufacturing & Production

 Private  2085


 USA  Yes

For over 100 years, MARS Australia has evolved to manufacture products and provide services that people and their pets love. With a strong connection to the Mars Purpose, the new global program 'Be Well' supports Associates to live physically energised, emotionally resilient, mentally focused and purpose driven lives.

What their employees had to say!

“The five principles (quality, responsibility, mutuality, efficiency, and freedom) are incorporated into everything we do, which drives the family culture.”

#6 REA Group

 Media - Radio, Television & Online

 Public  1207

 Australia  Yes

A leading global digital business, the purpose at REA Group is to 'change the way the world experiences property'. REA Group fosters learning through innovation via the 'REAio three-day Hack Days', three times a year. The agile way of working is also enabling learning through 1-1 collaboration within teams.

What their employees had to say!

“The people here are what makes the difference, as they create such an engaging experience everyday. Management genuinely care about inclusiveness, sharing and stimulating growth among the team. I am genuinely proud to work for REA Group and I've never felt so at home.”



OVER 1000 EMPLOYEES.

#7 SAP Australia

 Information Technology

 Public  1511

 Germany  Yes

SAP Australia, one of the largest enterprise software companies, helps businesses of all sizes in all industries run better. SAP Australia understands that a large part of their workforce are mature age. 'Envisage', their transition to retirement program, provides 4-hour workshops to employees across a number of pillars.

What their employees had to say!

"It's the value of the unique leaders who are the real heroes in our organisation, these are the people who are able to see the value of the individuals and help to give them a voice and an ability to shine and really contribute to lead great outcomes for our business and teams."

#9 Atlassian

 Information Technology / Software

 Public  1293


 Australia  Yes



Atlassian is a leading provider of collaboration, development, and issue tracking software. They believe that a culture of continuous feedback and growth empowers Atlassians to have greater impact. Atlassians have many ways to make their perspectives, opinions, and suggestions heard.

What their employees had to say!

"This is the first company I've worked at that truly seems to live its values - they aren't something that has been conjured by an executive team but truly represent the culture."

#8 Service NSW

 Government Agency

 Government  2629


 Australia  Yes

Since their launch in July 2013, Service NSW have successfully transformed and streamlined NSW Government service delivery with cutting edge digital solutions and a customer centric culture. Inspiration and workplace meaning come from continuous feedback from customers, communities and the difference that employees make in people's lives.


What their employees had to say!

"It is unique for any company, let alone a government organisation, to be so genuinely focused on providing a great customer experience and be supported by all levels of management to provide solutions for our customers."

#10 Campbell Arnott's

 Manufacturing & Production

 Public  2110

 USA  Yes

Campbell Arnott's is one of the largest food companies in the Asia Pacific region. The Culture Chief, Tiny Teddy, is in charge of all things fun. From celebrating service milestones to offering employees the opportunity to be the first to taste new products, people love celebrating and having fun at Campbell Arnott's.

What their employees had to say!

"There is always encouragement from the managers and team leaders to help you, in every way possible, to feel like it's a family and not just a workplace."

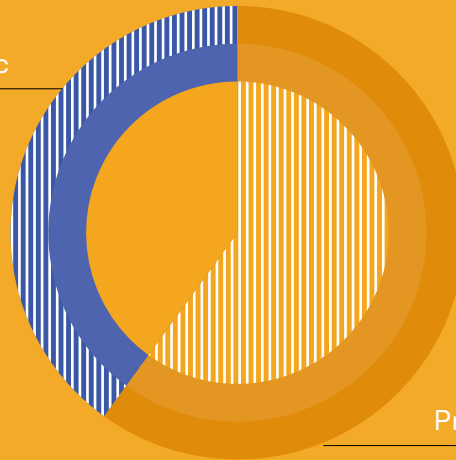
What does the average best company with 100 - 999 employees look like?

Company

Average Company Age	19 years
Non Mgmt / Middle Mgmt / Snr Executive	75 / 17 / 8

SECTOR

40%
Public



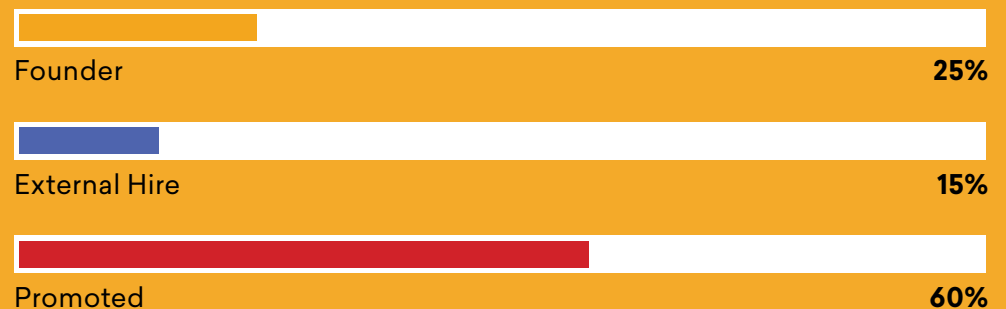
60%
Private

+22.4%

**AVERAGE
REVENUE
GROWTH**

Leadership

Female / Male	25% Female / 75% Male
Average Age	47
Average number of years with company before becoming CEO	9 years





Canva

AVERAGE JOB GROWTH

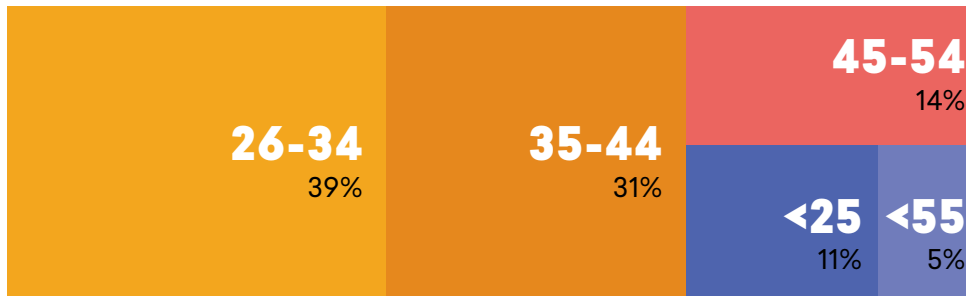
14.45%

People

Ratio of HR to staff **56 : 1**

Full Time / Part Time / Casual **84 / 9 / 7**

Average Age



Carnival Australia



#1 Stryker



Healthcare



Public



558



USA



Yes

Customers and patients are at the heart of everything Stryker does and they express this through their mission: “Together with our customers, we are driven to make healthcare better.” Stryker foster a culture of driven, hard working, passionate people who love working for a company that makes a real difference in this world. A key aspect of living the ‘Stryker People Formula’ is to develop through strengths. This development philosophy is centred on the belief that the best development occurs when people identify their natural talents and develop them into strengths. Some of the most original development programs include ‘Women Without Limits’ and The Emerging Leaders Program for high-potential employees which consists of self-awareness activities and experiential learning designed to challenge and push limits.

What their employees had to say!

“The sense of family and working as a team is very strong. People genuinely like one another and know that they are working with a committed group of individuals to make healthcare better.”



100 – 999 EMPLOYEES.



#2 Canva

Information Technology / Software

Private 367

Australia Yes

With Canva, if you can imagine it, you can design it with their user-friendly, seamless online platform. To inject a little more fun into the on-boarding experience, Canva introduced a “treasure hunt”, a value-based activity where newbies are given clues to uncover certain locations and people around the office.

What their employees had to say!

“It’s the strong values of the company which makes it unique. From the founders down to the employees. We don’t just have an exceptional product but we have the innate desire to inspire and empower the world.”

#3 Intuit Australia

Information Technology / Software

Public 174

USA Yes

Intuit’s mission is to ‘power prosperity around the world’ through their global products and platforms. In order to cater for mental, physical and financial well-being of employees all over the world, Intuit’s ‘Health Allowance and a Wellness For Life’ program offers work-life balance and flexibility amenities unique to each of their geolocations.


What their employees had to say!

“Never have I worked for a company that truly lives by its values and strives to continue to deliver the very best experiences for both its customers and employees. I feel as though I make a difference working for Intuit.”



100 – 999 EMPLOYEES.

#4 OMD Australia

 Advertising, Marketing & Communications

 Private  454

 USA  Yes

Since launching in 2000, OMD Australia has grown to become Australia's largest media and community agency. Every OMDer is on a personalised course, to inspire career acceleration skills. Courses are designed to future-proof OMDers in a rapidly disrupting world, equipping them with the EQ human skills needed for the future.

What their employees had to say!

“Flexible working - preached, practiced and encouraged. Great emphasis on team culture, bonding and cohesion. I feel as though the business cares about me outside of work as an individual and not just an employee.”

#6 Adobe

 Information Technology / Software

 Public  425


 USA  Yes

Adobe, the makers of tools that creative professionals can't live without, sets aside 1% of their pre-tax profits to invest in local communities through the 'Adobe Pro Bono' initiative. Adobe employees are involved by lending their skills, backgrounds and perspectives to these projects.


What their employees had to say!

“The opportunity to learn, grow, excel and achieve is prevalent and encouraged throughout the entire organisation. The benefits are not just arbitrary, the company has a genuine care in what they are providing.”

#5 AbbVie

 Pharmaceutical

 Public  343

 USA  Yes

AbbVie is a biopharmaceutical company with the inquisitive spirit of a biotech and the deep expertise of an innovative medicines leader. On any day of the week at AbbVie you will see acts of appreciation taking place. The organisation has a 'Random Acts of Kindness Day' which encourages employees to “pay it forward”.

What their employees had to say!

“People at AbbVie are highly motivated to make a difference to patients' lives. There is a high degree of individual accountability that culminates to extraordinary outcomes that make me proud to work at AbbVie. People can bring their best selves to work here.”

#7 Envato

 Online Internet Services

 Private  318


 Australia  Yes

Envato is an Australian online marketplace where creatives sell their work to millions of customers around the world. From the catchphrase “Think it, Say it”, to a focus on coaching good recognition practices, and their goal-setting tool, Envato's new recognition approach has been rolled out in a variety of ways.

What their employees had to say!

“There are many things that make Envato an excellent place to work. The most impactful would be the culture that has been fostered and nurtured to bring out the best in every person that joins the company.”

#8 Optiver

 Financial Services / Banking & Finance

 Private  287


 Netherlands  Yes

Optiver is a combination of the Dutch words for ‘trading’ and ‘options’. And that’s what they do. To enable potential candidates the driver’s seat in learning about the Optiver life and the opportunities that await, Optiver has created a bespoke Visual Reality headset experience. The VR sets offer a ‘choose your own adventure’ style tour of the company and its culture.

What their employees had to say!

“Optiver is genuinely collaborative. I’ve never worked with people who are so generous with their time and knowledge. The openness and desire to engage, inform and connect make it very easy to keep momentum and strengthen the work being delivered.”

#9 Nous Group

 Professional Services / Consulting & Management

 Private  333

 Australia  Yes

Nous Group deliver bold and personalised consulting services with a team of expert and engaging people. Positive influence is Nous Group’s first reason for being. At their bi-monthly staff meeting, Nous showcase projects to demonstrate the positive influence they deliver through their work.






What their employees had to say!

“Nous Group is committed to continuous improvement, does great work aligned with its values, and has the genuine intention of treating everyone fairly and with respect.”



100 – 999 EMPLOYEES.

#10 Richard Crookes Constructions






 Construction	
 Private	 590
 Australia	 Yes

Richard Crookes Constructions is a private, family-owned and managed construction company. Given their significant growth in the last few years, hiring and integrating new employees into the RCC family has been a key focus area as they try and build on the existing culture. Induction sessions include stories from founder Richard Crookes and the pride he feels in his company.

What their employees had to say!

“The business is owned and run by the Crookes family and this has led to a great culture. The business is about its people and I feel that we are a part of it and we want to contribute to its success.”

#11 Insight

 Information Technology	
 Public	 272
 USA	 Yes






Insight is a Global IT provider of hardware, software, cloud and service solutions. Insight encourage employees to bring their whole self to work. Insight endeavour to provide a comfortable and inspiring physical work environment that accommodates all styles of work. They provide spaces that suit the loud talkers, quiet thinkers, desk jockeys, social butterflies, rainmakers and everyone in between.

What their employees had to say!

“Cutting edge and constantly transforming to stay at the top of the Industry. Creative management team but extremely fair and approachable.”



#12 Kronos


 Information Technology	
 Private	 193
 USA	 Yes

Kronos is a technology company dedicated to delivering human capital management and workforce management solutions. The ‘Manager Effectiveness Index’ program encourages impactful conversations between managers and their direct reports. Since MEI’s launch, senior leaders have taken employee feedback to heart, empowering all employees to openly address topics they might not have otherwise.

What their employees had to say!

“Despite our size, Kronos has a real family feel about it which comes right from the top. I love that there is such a passion to deliver high quality outcomes for our customers, not just service the bottom line.”

#13 UBank

 Financial Services / Banking & Finance

 Public  230


 Australia  Yes

With a focus on alignment, this Australian digital bank has a one-pager outlining their long-term strategy including their vision, purpose and mission. ‘Strategic Performance Templates’ help define how employees get closer to their goals, and every role in the business has one, so each person can clearly understand how their role is going to help deliver on the strategy.


What their employees had to say!

“For such a small team, we’re able to do a huge amount, because there’s a real sense of being one team at UBank. We work together to get results for ourselves, each other and our customers. When I meet new people, I’m proud to tell them where I work.”

#15 The Physio Co

 Healthcare

 Private  133


 Australia  Yes

The Physio Co specialises in physiotherapy for older people - wherever they call home. The Physio Co team is spread far and wide across many states, cities and teams, however, their culture and inspiring approach is alive and well at every one of those places. They do that by embracing the opportunity to connect in a variety of ways to ensure the The Physio Co team always feel connected.


What their employees had to say!

“Each and every team member is made to feel welcome and important, both professional and personal achievements are recognised and celebrated. We have a daily “huddle call” to keep each other updated and support one another.”

#14 HTG

 Telecommunications

 Private  175

 Australia  Yes






HTG is a leading telecommunications brand. HTG designed a values-based full day workshop for their newcomers, that covers the behaviours that support and detract from their values. HTG’s Senior Leadership Team also created a list of ‘Uncompromising Standards’ including the expected behaviours of employees in line with each of the company values.

What their employees had to say!

“This company just really appreciates its employees, the people in it always go out of their way to encourage people, and reward people not only for success but for improvement or even just hard work put in.”



#16 SAS






 Information Technology / Software	
 Private	 299
 USA	 Yes

SAS helps organisations extract insight from data, enabling them to make better decisions. They offer tools, digital resources and mobile learning apps to inspire primary age children to continue their STEM studies. Their philanthropic programs target education initiatives in STEM subjects to ensure that the next generation of innovators has the knowledge and skills to succeed.

What their employees had to say!

“The people at SAS are amazing, talented, committed individuals, always willing to go above and beyond to help their colleagues.”

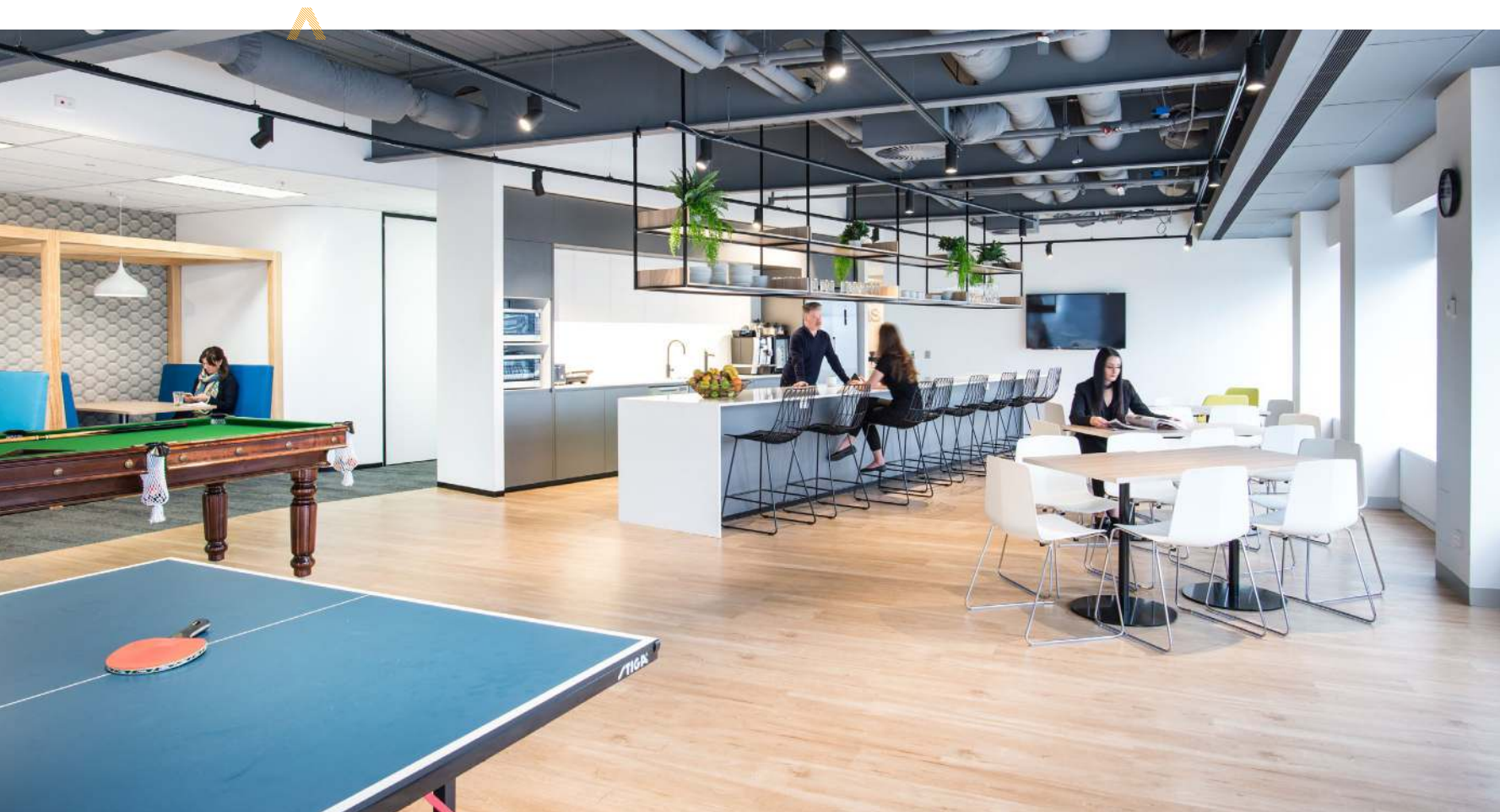
#17 Nintex

 Information Technology / Software	
 Private	 148
 USA	 Yes

Nintex is a process automation and management platform that enables business users to visualise and streamline organisational processes. Nintex launched their first graduate program aimed at finding upcoming talent in Developers and Automation Testers. The program is designed to mentor, coach, and develop graduates internally into a career in software development and engineering.

What their employees had to say!

“People around the office are very friendly and everyone makes you feel welcome. I look forward to going to work every day because it’s fun and I feel like I am being recognized for my work. People actually care about what you are doing and how you are feeling.”



100 – 999 EMPLOYEES.



#19 eBay Australia

Online Internet Services	
Private	106
USA	Yes

eBay Australia facilitates consumer to consumer, and business to consumer sales through their website. eBay Australia ensures that it has a number of programs in place to safe-guard and support its employees if and when a need should arise. These include 24/7 virtual support for cancer patients, information and support from world-leading doctors and Cleo, eBay's maternity and parental support program, helping employees transition to parenthood.

What their employees had to say!

“Great people and culture. I genuinely enjoy working with my team to reach goals. We're constantly encouraged to balance work/life and it feels like management genuinely care about mental health.”

#18 Wavemaker

Advertising, Marketing & Communications	
Public	188
UK	Yes

All newcomers to Wavemaker, a media, content and technology agency, go through an extensive induction programme, including personalised induction passport, regular check-ins and lunch with the Managing Director. Their app 'Future Me', provides an agile career development solution through goal setting, real-time feedback, performance measurement and check-ins.

What their employees had to say!

“We live our behaviours of caring, creating & growing - this applies to the work we do for our clients, the way we operate as a team & how we embrace & develop our people.”

#20 Carnival Australia

Travel & Tourism	
Public	377
USA	Yes

Carnival Australia represents seven leading cruise brands in Australia. In support of their Diversity Policy, Carnival established a variety of diversity work groups. These groups are created and led by employees from across the organisation representing all levels and cover topics such as gender equality, people with disability, sexuality and equality for all.

What their employees had to say!

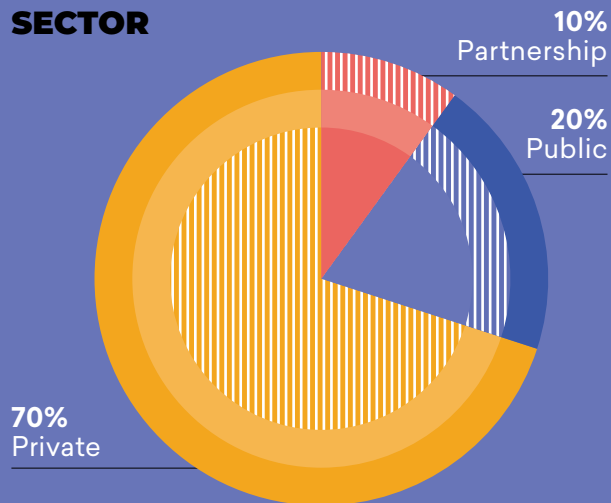
“The culture of this organisation is outstanding, it is based on genuine care for one another and a diverse and inclusive workplace. We take great care of one another.”

What does the average best company with under 100 employees look like?

Company

Average Company Age	21 years
Non Mgmt / Middle Mgmt / Snr Executive	75 / 17 / 8

SECTOR

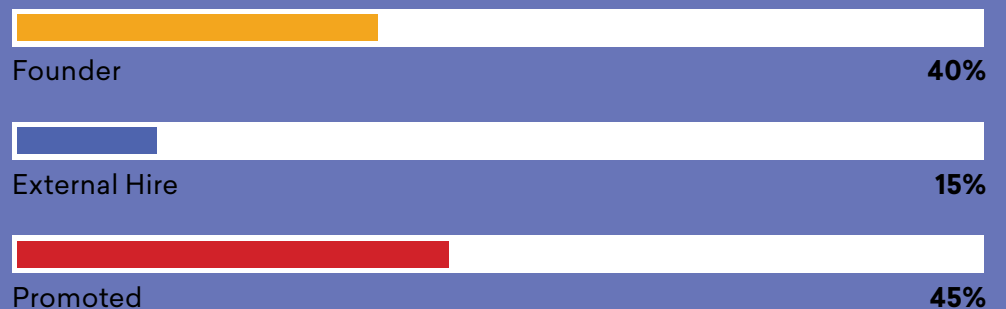


+15.7%

**AVERAGE
REVENUE
GROWTH**

Leadership

Female / Male	15% Female / 85% Male
Average Age	47
Average number of years with company before becoming CEO	4.5 years



RE
WE
AND
20
20
20



Amicus

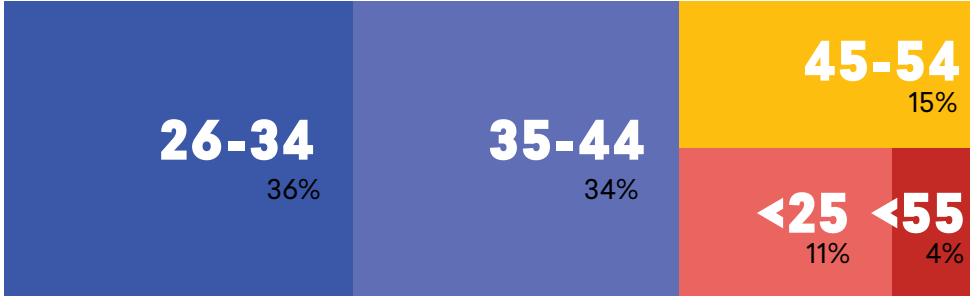
AVERAGE JOB GROWTH

15.38%

People

Ratio of HR to staff	45 : 1
Full Time / Part Time / Casual	86 / 8 / 6

Average Age



VERSA



#1 Avenue Dental

-  Healthcare

-  Partnership  65

-  Australia  No

Avenue Dental is a group of dental practices on the Sunshine Coast in Queensland. At Avenue Dental, their purpose is to “positively transform dentistry.” When a team member is caught exhibiting a value of Avenue Dental, their colleagues write them a BOOM! card and they add it to the BOOM! card wall. These cards as well as patient feedback are read out at the weekly meeting with each person receiving snaps (clicking of fingers from the whole team). The whole team then votes for whom they think best lived the values that week and that person receives a tooth pin. This process reinforces the values and recognises and rewards great performance, as well as helps show the team how they matter to their patients.

What their employees had to say!

“The people make the place, the relationships I have formed make me feel like Avenue Dental is my family! It’s so great having passionate leaders in the practices. You are made to feel important and that what you are doing is valued.”



UNDER 100 EMPLOYEES.

#2 LogMeIn Australia

 Information Technology / Software

 Public  66


 USA  Yes

LogMeIn is a global public SaaS company simplifying internal and external collaboration and creating a more empowered workforce. The LogMeIn team developed the 'LABS Rewards & Recognition Program'. The goal of this program is to align and award all innovation at LogMeIn and to recognise the efforts that employees put in to develop the next great product, solution or service.

What their employees had to say!

"The leadership team of LogMeIn work hard to cultivate a culture of high performance, learning and development. There is a constant focus on supporting employees in connection with business performance and accountability."

#4 Amicus

 Professional Services / Consulting & Management

 Private  75


 Australia  Yes


Amicus help their clients rethink how their workspaces can inspire employees and customers. There is a variety of gratitude programs available at Amicus, including peer-to-peer values-based awards for employees who go above and beyond their role, annual awards, and 'Thank You' packs sent to the partners of team members who have worked long hours to complete a project.

What their employees had to say!

"Amicus has a strong focus on people, whether it be supporting them in difficult times, being flexible with work and home demands or providing great benefits. I always feel looked after here."

#3 Insentra

 Information Technology / IT Consulting

 Private  63

 Australia  Yes


Insentra is a collaborative IT Services partner delivering specialised Professional and Managed Services exclusively through the IT channel. Every Insentra meeting starts by asking each person present "How are you?" and "How do you rate yourself on both a personal and business level" - out of 10. Any score of 7 or below is checked upon to see what can be done to help.

What their employees had to say!

"The vibe around the place is unique - people genuinely want to be here and contribute to the success of their careers and to the business' ambitions. There are no 'lines' between the different crews - anyone can jump in anywhere and assist without the 'let me clear this with the manager'."



#5 Cobild

 Construction

 Private  82


 Australia  Yes

Cobild are big-picture construction specialists with an eye for detail. The 'Annual Strategy Day' is an opportunity for the team to contribute to the Cobild journey by having input into the strategic direction of the company. Additionally, the Innovations Team present to the Board their new solutions to shape and mould Cobild to be an industry leader.

What their employees had to say!

"I really do feel a part of the family and I have had countless opportunities to learn skills that will help me live a better life than I would if I was not at Cobild."

#6 SC Johnson & Son

 Manufacturing & Production

 Private  47

 USA  Yes

SC Johnson & Son have been making trusted household brands for more than a century. The organisation inspires their team members through the clarity and direction embodied in their 'Strategy 2021'. The pillars of 'Strategy 2021' are captured on the walls of the offices, infused in the communications and weaved through the daily workplace with inspiring messages.

What their employees had to say!

"Family values are really highlighted in this company. Line managers really care about the development of their people."



UNDER 100 EMPLOYEES.

#7 VERSA

 Advertising, Marketing & Communications

 Private  51


 Australia  Yes


VERSA is an independent digital experience and design agency. “Happiness” is the daily 3pm walk where everyone that is not in a meeting, goes for a walk together for ten minutes. It is a chance to talk to different people, get a breath of fresh air and stretch their legs after sitting all day.


What their employees had to say!

“An amazing balance of professionalism, fun and hard work. Everyone really leans in to genuinely do the best they can. There is a wonderful vibe in the air. It is very unique.”

#9 Beaumont People

 Professional Services/ Staffing & Recruitment

 Private  40


 Australia  Yes


Beaumont People are a specialist recruitment consultancy. Their Not-For-Profit division largely operates on a ‘for purpose’ model. They also participate in a number of charity events; hosting an annual charity trivia night. Each member has three volunteer days and staff are encouraged to take time to contribute to the community.

What their employees had to say!

“We have a unique culture that empowers employees to be themselves and work to their strengths.”

#8 Altis Consulting

 Information Technology

 Private  93

 Australia  Yes

Altis Consulting help clients to access, use, and understand their data to make more effective business decisions. They strongly believe in ‘work life alignment’ which means that each aspect positively impacts each other. This is reinforced by their ‘Connecting with Courage, Heart and Insight’, where every team member and their families are taken on an annual getaway.

What their employees had to say!

“Altis Consulting feels more like a family than a place of work. The people and management are fantastic at encouraging growth as an individual and as a company.”

#10 Morgan McKinley

 Professional Services/ Staffing & Recruitment

 Private  50

 Ireland  Yes

Morgan McKinley is a specialist global recruitment consultancy. From a social perspective, new employees are encouraged to get involved through many channels. The on-boarding program runs for 90 days with sessions delivered by everyone from Senior Consultants through to Managing Directors. Check-ins with managers are regularly scheduled to ensure employees are on track.

What their employees had to say!

“The culture created is one that supports, encourages and enables people to thrive. There is a common collective feel for ensuring success, and everyone within the business is selfless and supportive.”

#11 BigCommerce





 Information Technology / Software	
 Private	 66
 USA	 Yes

Founded in 2009, BigCommerce is a leader within the eCommerce software industry. Fostering learning and innovation, Hackathon events are designed to unleash employees' creativity and innovation, and employees run technical workshops and brown bag lunches to upskill each other on coding best practices and standards to help make work more efficient.

What their employees had to say!

"It's really special to have the company support things employees REALLY want and also empowering employees to make a difference or create the company culture they want. It's not just a business but people do feel respected, included, heard, human."

#13 Rackspace






 Information Technology	
 Private	 96
 Switzerland	 Yes

Rackspace help companies plan and manage their path through the multi-cloud world. The Rackspace Leadership Pipeline development program prepares high performing, high potential Rackers for next level roles. It features development opportunities across a range of delivery methods including workshops, peer-to-peer coaching, virtual instructor-led classes, on the job learning and on demand self-paced learning.

What their employees had to say!

"Rackspace is like one of those companies that you can truly feel like being part of a family and friends rather than a company. Everyone here treats each other equally and I am very proud of my company."

#12 Lundbeck Australia






 Pharmaceutical	
 Public	 49
 Denmark	 No

Lundbeck Australia employees feel pride knowing they are helping to make a difference and have aligned their CSR initiatives to their purpose. Employees actively participate in mental health awareness and fundraising initiatives such as the Wellness Walk and volunteering at the Pioneer Club House.

What their employees had to say!

"A progressive and exciting company to work for, where employees are empowered to make a difference and encouraged to be at their best."

#14 i2C Architects

 Professional Services	
 Private	 62
 Australia	 No

i2C Architects have established themselves as one of Australia's leading architectural firms. i2C Architects produces an annual yearbook and they gift it to the team at their annual team building event. It is full of information and recognition for what the team have achieved over the year, personally, professionally and in the community.

What their employees had to say!

"The culture is very supportive and I feel valued."

UNDER 100 EMPLOYEES.



#15 Hub Australia

 Real Estate & Property	
 Private	 61
 Australia	 Yes

Hub Australia runs premium serviced co-working spaces for growing businesses. Every team member is encouraged to join the six monthly “Impact Goals” to gain social and environmental development. In addition every team member receives twenty hours volunteer leave per annum to use to further develop their social awareness.

What their employees had to say!

“The caring and considerate nature of the team - it’s unusual to have a company that puts so much into developing teams and creating a great work environment.”

#16 Bluefin Resources






 Professional Services/ Staffing & Recruitment	
 Private	 80
 Australia	 Yes

Bluefin Resources are experts in strategic recruitment methodologies and consultative services. At Bluefin, the ‘Vitality Program’ tackles the three pillars of well-being: physical, nutritional & emotional. The organisation offers flexible work practices where desired and possible, and the options to benefit from paid leave in advance and extended leave without pay.

What their employees had to say!

“The people at Bluefin Resources are really what makes the company unique. When you join the team you are made to feel welcome, you are given the tools and training to be the best you can be.”

#17 The Works

 Advertising, Marketing & Recruitment	
 Public	 57
 Australia	 Yes

The Works’ primary business is to help brands in Australia market their story and products to create company growth, customer engagement and brand loyalty. The Works’ biggest focus this year is on mental health and encouraging mindfulness. This is reflected in the organisation’s ‘FlexiWorks’ policy, which allows their team to work in a way that best supports them.

What their employees had to say!

“We have an amazing culture where people are given autonomy and are trusted - and having flexible work conditions, we can fit work in around our lives. It’s amazing!”

#18 Sentrian

Information Technology

Private 37

Australia Yes

Sentrian are a Managed Services Provider operating in the IT infrastructure support area. One of their values 'Never be Satisfied' underpins the 'GoalKick' program, where employees are encouraged to examine their professional and personal goals each year and develop a plan to achieve them.

What their employees had to say!

"Everyone at Sentrian truly acts like a family and takes the motto "we're in this together" well above and beyond. Our training perks are probably some of the best that I've ever seen."

#20 Smokeball

Information Technology / Software

Private 64

Australia Yes

Smokeball is an Australian-owned tech company that provides end to end practice management software. The SB Star is awarded every month to an employee that goes above and beyond. This is a peer nomination that is posted on the company wide Slack channel 'People Love'. The channel is one of the company's most used channels.

What their employees had to say!

"The company definitely cares about the happiness of their employees and cultivates a hard working but happy and fun atmosphere."

#19 Macquarie Cloud Services

Information Technology

Public 89

Australia Yes

Macquarie Cloud Services are cloud hosting experts, providing flexible custom hybrid IT solutions. Macquarie Cloud Services' employees are encouraged to ask questions through any method they are comfortable with. The organisation seeks questions in the monthly Town Hall gathering and even gives a prize for the best question!

What their employees had to say!

"This is one of the best places to work, as each and every one of us is able to make a difference. People work together for the best outcomes for our customers and collaborate so well."





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