

2023 BEST PLACES TO WORK

Wellbeing is the Future of Work

Discover Australia's 2023 Best Places to Work and how holistic wellbeing practices are driving their Employee Engagement.





Zrinka Lovrencic—CEO, WRK+

WRK+ is proud to present the 2023 Best Places to Work study.

The 2023 Best Places to Work are creating an employee experience that is human-centric, designed to support team members' wellbeing, flexibility, and growth.

They are creating remote work experiences that are just as effective and engaging as the office worker experience.

The employees at the 2023 Best Places to Work are telling us that they feel engaged, included, and connected. They feel they are heard by their leaders and supported in dealing with the current cost of living pressures, flexibility needs, and holistic wellbeing support. They have access to technology and tools they need to succeed in this new hybrid world of work, they enjoy the work they do, and they feel connected to a bigger purpose.

For the first time in the 17 years I have been curating the Best Places to Work benchmarking study, the impact of the last three years and the current economic pressures have become evident in the data.

The employee experience of the best organisations is somewhat atypical, with the majority of employees in the study reporting that their employee experience is not living up to the value proposition presented by the organisation. In particular, remote and hybrid team members are telling us that they feel communication, development, and recognition is lacking in their work experience.

The appetite to invest in the employee experience has historically been stronger during favourable economic times, however it is most important and imperative to invest in during harder times. When an organisation gets its employee experience right, their employees will stick around and help the organisation thrive in difficult times.

To be resilient, the 2023 Best Places to Work truly put their people experience first. Whilst we seem to read daily about organisations going out of business or going through yet another round of redundancies, the 2023 Best Places to Work have increased their revenue on average by 17.77%, and headcount by 8%.

Let's celebrate those who are dedicated to building great workplaces and congratulate the organisations on this year's Best Places to Work list! And in case you are wondering... YES, THEY ARE ALL HIRING!

Visit www.workforthebest.com to explore the opportunities at the 2023 Best Places to Work.

Methodology

The 2023 Best Places to Work study was conducted between September 2022 and June 2023. The results represent 43,047 Australian based employees from 101 organisations.

The study recognises organisations in two size categories: under 100 employees, and over 100 employees.

How The Best Are Selected

The Best Places to Work are selected and ranked by WRK+, an Australian based global workplace research and consulting firm.

The Best Places to Work benchmarking study is a national recognition program based on a rigorous methodology and validated employee feedback. Each organisation participating in the study for this list earns a score based on two factors. 60% of the total score comes from employee responses to Engaging People ©, a 52-statement employee engagement survey.

The survey is distributed on a census basis and minimum completion rates are calculated using a 95% confidence interval. The remaining 40% comes from the WRK+ Culture Insight ©, an evaluation of the organisation's policies, practices, and procedures in specific people and operations practice areas.

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Best Places to Work Key

-  Industry
-  Number of People
-  Currently Hiring



Find the best workplace for you

Take our workplace compatibility quiz to find your perfect workplace match.

[FIND YOUR MATCH](#)



Work for the best

Take our workplace compatibility quiz to find your perfect workplace match.

[FIND YOUR MATCH](#)



BPTW 2023

View the complete list of the 2023 Best Places to Work.

[VIEW THE LIST](#)



Be the Choice

Find out how your organisation can distinguish itself as a great employer.

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The world of work is undergoing a transformation—

From digital transformation to covid, artificial intelligence, and new definitions of a workplace—what, how, where, and when humans currently work and will be working in the future is changing.

While demographic shifts and technological advancements play a role, the health and stress of employees, their wellbeing, is an essential factor that will impact and define the future of work.



Holistic Workplace Wellbeing and the Employee Experience

Today, workplace wellbeing is so much more than a fruit bowl in the break area.

Broader and more relevant wellbeing encompasses an individual's primary health dimensions — physical, mental, and financial. Nurturing these dimensions can help your team members live longer and happier lives as well as be more productive at work.

Investment in multiple dimensions of wellbeing is correlated with high levels of employee engagement, productivity, loyalty, and employee wellbeing.

Numerous studies have shown that companies with high levels of employee engagement deliver higher returns than their peers. When you invest in your people, you invest in the organisation's success. Investing in your employee's holistic wellbeing is an important part of creating an engaged workforce and an effective way of reducing turnover for your business.

Three key investments have been observed at the 2023 Best Places to Work study when it comes to employee wellbeing; investing in personal and professional development, fostering a healthier work environment, and competitive compensation.

Learning & Development at the best.

Learning and development is key to organisations attracting and retaining top talent. Recently we have seen an increase in team members feeling disconnected and disengaged at work, and a big part of that is due to a lack of challenges and development.

Whilst better compensation has and continues to be the main driver for employees seeking new employment, a lack of career development and not feeling challenged is currently a close second.

80% of the employees at the Best Places to Work report they have meaningful conversations with their manager.



What does personal and professional development at the Best look like?

%

Hours

88 60

of the Best workplaces have a development plan in place for each team member.

average hours of allocated professional development per year.

Foster a healthier work environment.

When a person is in good mental and physical health, they are more resilient. They are also more productive because they have enough energy to focus on their work and make time for colleagues.

A healthy workplace is one where both team members and leaders work together to promote healthy actions and behaviours to keep everyone safe and well.

Taking care of your teams' mental and physical health has many benefits. Making healthy habits as easy as possible will also help your teams make better decisions about their wellbeing.

When it comes to flexibility, 100% of the Best Places to Work offer hybrid working solutions.

How do their teams work?

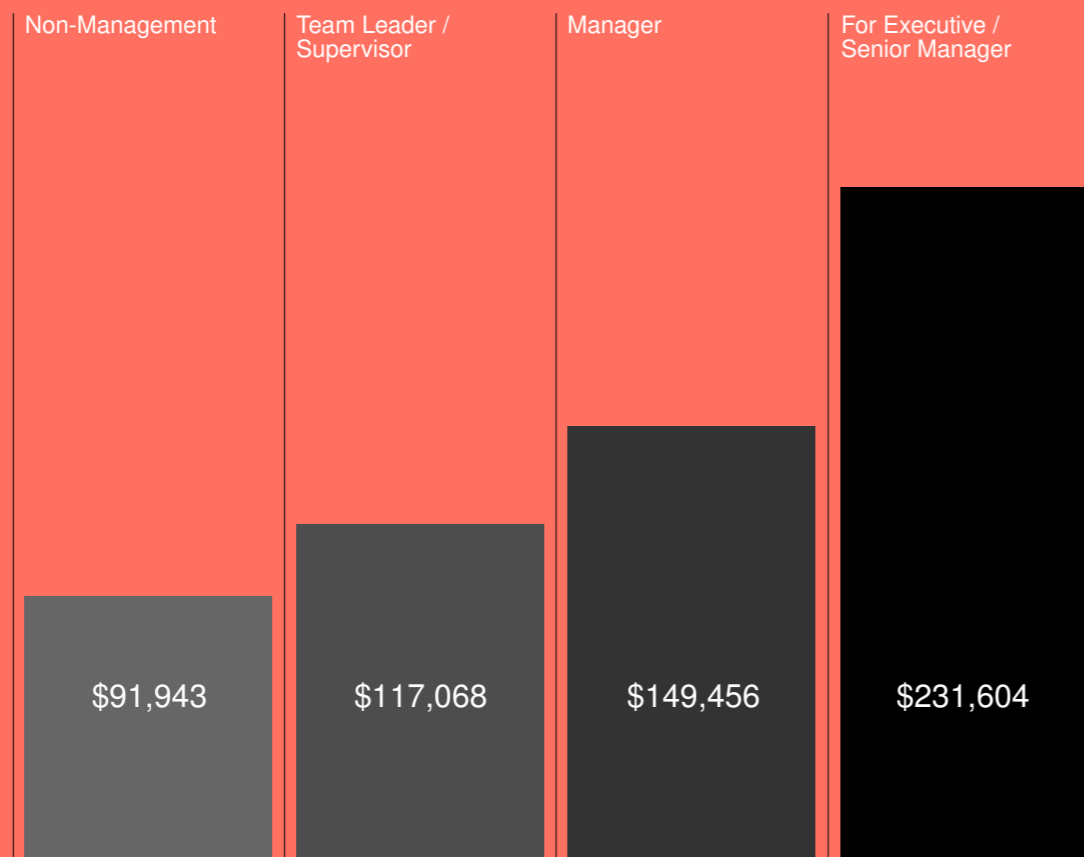


Compensate competitively.

As the cost of living increases, both organisations and individuals are concerned about their financial wellbeing. A strong financial wellbeing indicates a person has enough money to live comfortably. A lack of money is a significant worry for a lot of people and the anxiety it induces is very distracting.

Ensuring your team members are fairly compensated shows that you care about their financial position, thus boosting their morale and security.

Average Annual Salary at the Best Places to Work.



%

96

pay a referral for a successful applicant, average payment = \$2,275.

%

20

of roles are filled by employee referrals on average.

%

80

have conducted an Equal Pay Audit in the last 12 months.

%

88

have conducted a Market Salary Survey Comparison in the last 12 months.

Business benefits of creating a Best Place to Work.

Great workplaces prioritise employee engagement and create an environment where employees feel valued, motivated, and connected to their work. Engaged employees are more committed, productive, and willing to go the extra mile, leading to higher performance levels.

Investments in multiple dimensions of wellbeing is connected to high levels of employee productivity, loyalty, and employee wellbeing.

The 2023 Best Places to Work prioritise their employees' wellbeing, foster a positive culture, attract and retain top talent, encourage innovation, and ultimately deliver superior performance as a result.

Start your journey to becoming a Best Place to Work at www.wrklplus.com



The 2023 Best Places to Work report they experience:

Increased Employee Engagement

Increased Quality of Candidates

Reduced Employee Turnover

Decreased Absenteeism and Health Care Costs

Increased Innovation and Adaptability

Increased Profit and Productivity

Business benefits of creating a Best Place to Work.

Increased Employee Engagement

Average level of employee engagement at the Best.

85 % By fostering a positive culture where trust, respect, and collaboration are emphasised, employees feel supported and included in the workplace culture. This encourages open communication, teamwork, and innovation, creating a conducive environment for high performance.



Increased Quality of Candidates

Average percentage of headcount growth over the last 12 months at the Best.

08 % When organisations prioritise employee wellbeing, offer competitive compensation and benefits, and provide opportunities for growth and development, they become more attractive to skilled professionals who want to be part of a thriving work environment. Great workplaces are known for attracting and retaining top talent.

52

Average number of applicants per open role over 12 months.

Business benefits of creating a Best Place to Work.

Reduced Employee Turnover

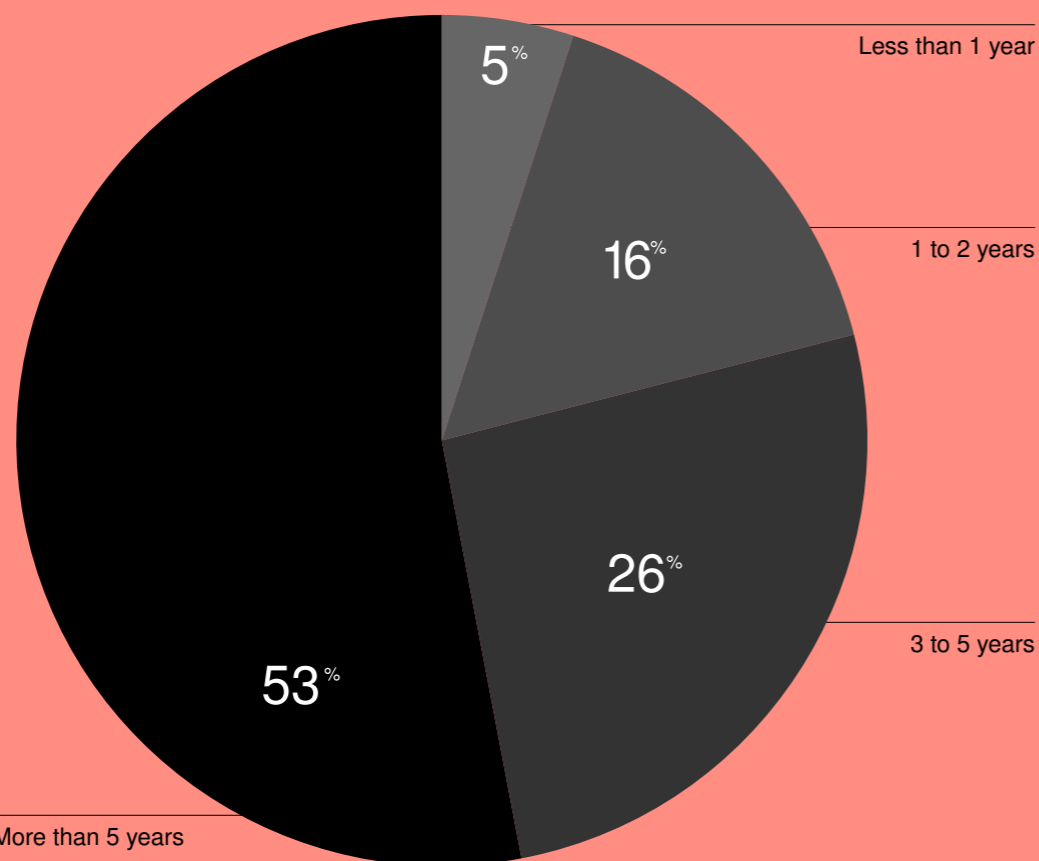
The Best experience 50% lower turnover than others in their industry.

50

%

Investing in employees results in workplaces experiencing a lower level of turnover, on average 50% lower than others in their industry. Depending on the role, the total costs of replacing an employee can vary from 30-150% of their salary. This amount represents a substantial expense for a business of any size.

We asked team members at the 2023 Best Places to Work how long they intend to remain at their company?



Decreased Absenteeism and Health Care Costs

The best experience an average of 3 days of absenteeism per year.

3

The Best experience reduced absenteeism and the use of extended health benefits due to less stress on employees.



Business benefits of creating a Best Place to Work.

Increased Innovation and Adaptability

The Best workplaces encourage creativity and innovation.

They provide the necessary resources, autonomy, and support for employees to explore new ideas, experiment, and take calculated risks. By fostering a culture of innovation and adaptability, organisations are enabled to stay ahead of the curve and outperform competitors.

%

88

of employees at the Best feel encouraged to bring forward new ideas.

%

89

say their co-workers welcome opinions and ideas different from their own.

Increased profit and productivity

Average increase in revenue over the last 12 months at the Best.

18




% The 2023 Best Places to Work have benefited from higher productivity and profitability than their competitors due to the high levels of employee cooperation and commitment.



Over 100 Employees.



#1 Coloplast

-  Health Care
-  120
-  Currently Hiring

Coloplast provides medical devices and services related to ostomy, continence, wound care and urology. At Coloplast each team has their own team charter, starting with the Executive team. The team charter includes each team's purpose (with a clear link back to overall business goals), behaviours and how the department will engage with others across the business.

Organisational alignment is further supported by individual development goals which are defined for each team member and link back to overall short and long term business goals. Goal setting is cascaded down from the Executive team and team members can clearly see how their goals contribute to the overall goals of the organisation and how their work fits into the bigger picture.

Annual team building sessions are held to link each department's role to the organisation's goals.

Team charters are reviewed in addition to a whole day of fun activities to help team members get to know each other and the business better.

Customer success stories and testimonials are powerful tools for optimising value-based cultures.

The Coloplast consumer care team regularly share stories and feedback received directly from consumers on how the Coloplast products and services have impacted their lives. This allows all team members to understand how their roles both directly and indirectly affect an end user who relies on Coloplast products and services for survival and quality of life.

Coloplast encourage their team members to connect in the office 2 days per week to allow for face-to-face engagement and incidental conversations that make their winning culture as rich as it is. The remainder of their time can be worked from anywhere and in a flexible working hours arrangement.

Coloplast team members enjoy two wellbeing leave days to do anything that brings them joy! It could be used for personal development or just a 'me' day.

Coloplast senior executives are measured on meeting inclusion and diversity targets. One of the innovative practices Coloplast have introduced is a public holiday exchange policy which gives team members the choice to swap a public holiday to support cultural and religious celebrations.



#2 Jetts Fitness

- Sports & Recreation
- 396
- Currently Hiring

Jetts is a leading national gym franchise with over 270 gyms in 6 countries. Fostering a sense of pride in the organisation requires creating a culture that values and celebrates the contributions of its team members. Jetts achieve this through several programs including recognition and appreciation, providing opportunities for growth and development, creating a positive work environment, encouraging team member involvement, and clearly communicating the company purpose, values and mission. Being aligned to the company values and mission provides a sense of purpose and belonging to something bigger. Wellbeing initiatives at Jetts start with leaders setting clear expectations regarding workloads, deadlines, and performance metrics to help team members manage their workload effectively. This helps prevent burnout and enables team members to prioritise their personal commitments. Jetts conduct workshops on mental health awareness, stress management techniques, resilience-building, and other relevant topics with an aim to improve the team's understanding of mental health and equip them with tools to maintain their wellbeing.



#3 hipages Group

- Information Technology
- 195
- Currently Hiring

hipages Group creates effortless solutions that help tradies streamline and grow their business and delight their customers. hipages recognise the value in involving their teams in setting the company strategy, ensuring each team understands how they and their role influence the strategic pillars. The company strategy is communicated via several mediums, including a one-page summary, presentations, videos, strategy townhalls, and on-line learning modules.

Embracing a hybrid working model, hipages empower their team members to work flexibly in a way that works for them. hipages team members spend half their hours working remotely, with flexible start and finish times amongst other practices.

hipages parental leave policy is centred around providing flexibility. Whilst on parental leave, team members are encouraged to take advantage of up to 10 paid 'keeping in touch days'. This enables the individual to stay connected with their teams for significant events such as offsites and team activities.



#4 Kapitol Group

- Construction
- 197
- Currently Hiring

Kapitol Group is an innovation-driven and rapidly growing construction company based in Melbourne. Kapitol recognise the importance of sharing information for transparency, learning and ensuring a consistent culture across all work locations. Innovators in their industry, Kapitol senior leaders are hands on and provide oversight on all their projects, and their Construction Management team work together to ensure consistency in quality, process, culture, and customer experience across sites. They regularly 'check' each other's work and share innovations to foster this consistency. Quarterly forums for key roles in the business allow for the sharing of what is working well within their domain, along with how Kapitol can improve systems, processes and culture. This encourages communication across sites and allows team members working on other projects and construction sites to build strong relationships. Revolutionising construction industry norms, Kapitol implemented a 5-day work week for all team members, allowing for true work/life balance, time with family, and improved wellbeing. Minimising the risk of fatigue can also lead to improved safety and quality outcomes.



#5 Avenue Dental

- Health Care
- 136
- Currently Hiring

Avenue Dental is a culture focused group of dental practices on the Sunshine Coast and North Brisbane. Avenue Dental understand that the overall business outcomes depend on every team member performing their day-to-day role to the best of their ability. Avenue Dental enable team members to link their day-to-day role with the overall business outcomes by cascading priorities. Long term goals are broken down into 90-day objectives which focus on the team's efforts to a core element of the business, with critical numbers to track, a theme, and a reward. Team member accountability for performance is driven by using individual coaching plans and weekly coaching conversations. Avenue Dental's cohesive and positive company culture is, in part achieved through a training program each team member completes. With a focus on understanding the company purpose, values, and how through their role they can collectively transform dentistry for the team, patient lives, dental experiences and the dentist standards in Australia. Avenue Dental have created an achievement wall to celebrate significant work milestones reached by team members and includes when team members complete a certificate 3 or 4, get a promotion or master a clinical procedure.



#6 Smokeball

- Information Technology / Software
- 155
- Currently Hiring

Smokeball is a cutting edge legal practice management software for small-medium law firms. Connecting team members with the company purpose, brand promise, and strategic plans is at the core of how Smokeball work and deliver business outcomes. Their CEO and Divisional Leaders present strategic plans to team members every four months. These sessions are held via Zoom to enable all team members to attend. Based on these targets and updates, all teams and individuals across the business then establish their own goals and objectives. Smokeball host frequent meetings such as Global Huddles, Office Huddles and Team All Hands where the leaders go into detail on the performance of each goal, current status and forecasting. These meetings offer an opportunity for the People and Culture team to deliver awards for outstanding contributions across the business which support the achievement of business outcomes. This is one of the methods for Smokeball to demonstrate how each team and team member's goals are directly related to the broader business outcomes, and clearly articulates how an individual's day-to-day role and contributions help support the achievement of these goals.



#7 Interactive

- Information Technology
- 558
- Currently Hiring

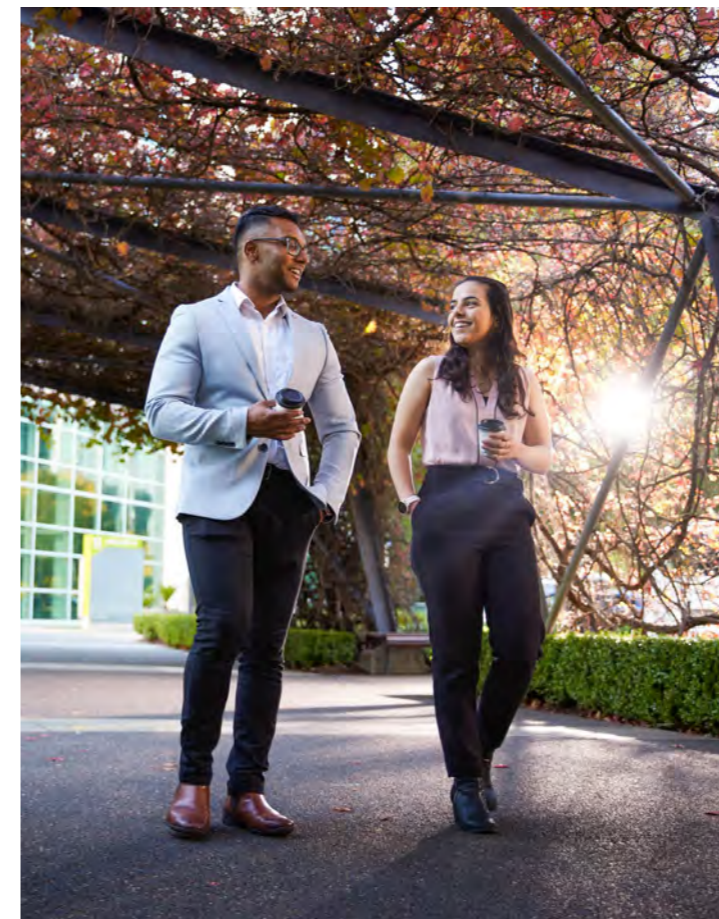
Interactive is an end-to-end IT services provider delivering an integrated suite of managed and professional services. Interactive make a conscious effort to inspire their team members through a culture of connectedness – to each other, to the company purpose, customers, community, and the environment. When their team enter the workplace, whether it be virtually or physically, they know they are contributing to something that really matters. This is achieved in part by consulting all team members in the journey to redefine the company purpose. Through interviews, workshops, and testing, a new purpose was introduced in 2019, which today underpins the Interactive goals and way of working. Leaders are trained in championing the company purpose, inspiring, and supporting their team members in understanding their contribution. Recognising that financial wellbeing is a key component of overall wellbeing, Interactive host a financial wellbeing program, a 6-part series educating their team around financial wellbeing at different life stages. Wellbeing is further supported at Interactive through support programs including guest speakers, education programs, leader training, wellbeing and first-aid training.



#8 Keypath Education

- Education & Training
- 282
- Currently Hiring

Keypath partners with educators to develop, design, and deliver career-relevant online education. Keypath is a highly collaborative hybrid matrix organisation, and their communication strategies ensure all team members have access to the information they need in order to feel connected and engaged, as well as have a clear understanding of the overall mission, vision, values, and goals. By doing this, Keypath have been able to build a sense of community and encourage collaboration across all functions and levels. As a hybrid organisation, Keypath have found creative ways to keep their shared spaces and sense of community alive using the intranet, employee forums, Teams channels and their HRIS system. A healthy workplace environment is promoted at Keypath by offering all team members two mental health days of leave to rest, relax, and support their mental health. All managers at Keypath receive training in managing mental health at work, with refresher courses offered every six months. Keypath offers weekly meditation and yoga to all staff, and the Diversity and Inclusion Committee arranges regular initiatives throughout the year such as fundraising awareness campaigns to further highlight their team's wellbeing.



#9 Nova Systems

- Professional Services / Consulting & Management
- 712
- Currently Hiring

Nova Systems is a global engineering services and technology solutions company. A clearly defined operational framework sets out how business is done across Nova. The framework is based on the Nova principles and values, and outlines how Nova operates, all team members roles and responsibilities, and the process and policies everyone adheres to. This framework creates clear alignment between individual contribution and the company goals. Recognition and reward programs are also aligned to the Nova values, which is important to attract and retain talent, build on the Nova employee engagement and experience, and create further support to the organisational alignment.

Nova strives to provide a holistic approach to wellbeing that in turn fosters an environment where their team members can achieve a healthy work/life balance. Understanding that a one size model doesn't fit all, Nova developed a Ways of Working framework which defines how, when and where work gets done and offers individuals and teams the autonomy in designing what works best for them to achieve business goals and client outcomes.



#10 DKSH Smollan

- Retail
- 1924
- Currently Hiring

DKSH Smollan are the leading providers of field sales and marketing solutions. DKSH Smollan believe that team members are more likely to feel pride in their work when they understand how it contributes to the organisation's overall mission and goals. The organisation communicates their vision and values to all teams and help them understand how their work aligns with these principles. They employ many elements to maintain that connection including communication, aligning individual and team KPIs, and incentive structures are built around this.

DKSH Smollan use their performance management process as a tool to enable leaders and team members to foster their relationship and facilitate ongoing transparent conversation throughout the year with a focus on how the team member's purpose, contributions, success and two-way feedback aligns with the overall business outcomes. Quarterly business briefings provide updates on how the company is tracking against the objectives. DKSH Smollan offer team members an extra paid day off during months that do not have a public holiday providing a well deserved break for them to relax and reset.



#11 KOJO

- Advertising, Marketing & Communications
- 102
- Currently Hiring

KOJO is a sport, experiences and entertainment company creating premium work in sport, events, film and TV. KOJO's success can be attributed to the attention to detail that is placed in aligning the team members day to day role to their KPI's, development plans, and in turn the company's overall strategy.

KOJO foster a sense of pride in their work by encouraging team members to share wins and highlights via Teams and Slack. These highlights are collated and shared monthly in a spotlights session to showcase the amazing work everyone has worked on over the last month.

Offering gender equal parental leave KOJO continue to make superannuation contributions during this period.

The annual Blue Sky award is a peer nominated award designed to showcase a team member who best represents the KOJO values, mission and vision. The Blue Sky Award winner receives a \$5,000 budget and one week of paid leave to travel anywhere they want in the world. Finalists also receive travel vouchers to the value of \$500.



#12 The Ascott Limited / Quest Apartment Hotels

- Hospitality
- 114
- Currently Hiring

Quest Apartment Hotels, a member of The Ascott Limited is one of Australia's leading serviced accommodation providers. Ascott offer flexible scheduling options such as adjustable start and end times, compressed work weeks, part-time arrangements, and remote work opportunities. This flexibility allows team members to better blend their personal and family responsibilities.

Supporting employee physical and mental health is crucial to promoting overall wellbeing and productivity. Regular physical activities are planned and accessible to all employees, both in person and remotely, along with regular social events such as comedy nights, trivia, golf, birthday events, Friday social events and more. This provides the work community with an opportunity to connect, unwind and enjoy some time together. Ascott prides itself on their community involvement. They are proud to support the Sony Foundation's You Can Stay program, providing over 13,000 nights of at cost accommodation to regional youth cancer patients and their families.



#13 Janison

- Information Technology / Software
- 170
- Currently Hiring

Janison is an Australian edtech company that aims to revolutionise education through technology. Monthly CEO updates are one of the many alignment initiatives Janison employs to ensure transparency and clarity around the Janison mission and goals.

Janison have moved from an 'in office' environment to a 'virtual first' organisation, and as such offers a fully flexible work arrangement which is underpinned by a guideline allowing all team members to design their own workday, from anywhere in the world! This approach means team members can combine work with family, personal or caregiving duties. Recognising that not all roles are able to work remotely, the fully flex guideline encourages the exploration of other flexible options such as compressed working weeks, flexible start and finish times and phase into retirement.

On Employee Appreciation Day, all executives record their personal message to their team. A low-budget, but fun and sincere way for the organisation to let their team members know that they are appreciated.

**#14 Ericom**

📞 Telecommunications

👤 106

👤 Currently Hiring

Ericom deliver end-to-end technology solutions from product design to implementation and support. Ericom recognise the importance of helping their employees feel pride and a sense of belonging through linking their day-to-day roles with the overall business outcomes, and they achieve this through clear messaging, appropriate KPIs, and incentives. Ericom values its employees as individuals with unique personal and family lives that may not always conform to a traditional work schedule. To support work/life balance, Ericom have implemented a family-first approach, including a remote work policy which allows team members to work from anywhere with flexibility. Leaders work closely with team members to arrange schedules that meet their needs and help them balance their work and personal obligations. Dedicated to developing their employees, Ericom has a learning and development KPI for each employee. This helps employees stay up-to-date on the latest developments in their field and feel more connected to the company's mission. Additionally, it provides assurance to customers that they are receiving the best skilled outcomes.

#15 City Venue Management

📞 Sports & Recreation

👤 1050

👤 Currently Hiring

City Venue Management operate and manage quality and vibrant aquatic, leisure and sporting facilities. With 29 venues spread throughout South East Queensland, transparency and keeping the entire team across business metrics and business performance is integral to City Venue Management's success. Setting daily, weekly and monthly goals for every role that align with the business' overall strategy encourages collaboration and a mutual pursuit of company goals. This has also resulted in an enhanced employee and customer experience. Monthly cluster meetings are one of the forums team members can join to hear business updates, performance results and discuss wins, challenges and share best practices.

City Venue Management foster a rewarding culture where they recognise their people for everything they achieve and celebrate small successes on a daily basis. Peer to peer recognition is encouraged via the HR platform in the form of kudos, and leaders also use this digital badge program to highlight great initiatives.



Be inspired by the Best Places to Work.

PRE ORDER NOW!

Register Your Interest




wrkplus.com

When an organisation gets its employee experience right, their employees will stick around and help the organisation thrive. Find out how the Best organisations are enabling organisational success by inspiring their team members and driving organisational alignment. Learn how they are enabling personal best through learning and development, recognition, and support. Get insights into how they are enabling teamwork through inclusion and diversity.


Under 100 Employees.



#1 OnDeck

 Financial Services / Banking & Finance

 65

 Currently Hiring

OnDeck launched to solve a major issue facing small businesses: efficient access to capital.

In 2022, OnDeck went through an extensive process to revise the company strategy, mission and vision to ensure they emerged from a “post covid world” with clarity on their purpose. The whole team came together to launch the updated business strategy, build alignment and provide transparency on key business drivers and outcomes, and participate in the journey of “taking the stress out of small business ownership”.

Being an agile organisation and adjusting for the current changing economic climate, the goals OnDeck set bi-annually are aligned with their purpose. This enables their team members to link the objectives of their role to overall business outcomes.

OnDeck foster pride in their team members by highlighting and celebrating people who live the company values. Prior to the monthly town halls, all team members are invited to nominate peers they believe have lived the company values during that month.

The Executive team reviews the nominations and each month a gift voucher is awarded as a prize. At town halls, all the nominees are recognised and the winner for the month is announced.

Sharing customer success stories cultivates pride and creates alignment between day to day roles and the organisation’s purpose. Every Friday, OnDeck’s CEO visits customers and takes a team member to experience first-hand the positive impact OnDeck has had on them. This valuable 1:1 time with the CEO is very inspiring for team members.

Caring about people is a pillar of the OnDeck engagement framework. OnDeck offer a hybrid work environment which includes 2 days working from home and 3 days in the office. OnDeck believe this positively contributes to mental and physical health by reducing stress that may be associated with commuting and balancing work and personal life.

In-office massages are run every Thursday to support physical health (some may say mental too) during peak busy periods. OnDeck also have a fully stocked kitchen with healthy breakfast options, as well as treats to enjoy throughout the day.



#2 Stanford Brown Private Wealth

- Financial Services / Investments
- 53
- Currently Hiring

Stanford Brown provides private wealth, insurance, accounting, lending and benefit advisory services. Stanford Brown believe in fostering a strong sense of purpose and direction. They communicate the company's vision, mission, and goals to all team members during events such as bi-annual conferences, and reinforce these frequently at monthly Town Halls. This ensures all team members understand how their individual contributions connect to the bigger picture and provides clarity that allows team members to align their daily tasks with the organisation's overarching objectives. A culture of pride is fostered through celebrating and sharing success stories at monthly Town Halls and also via the company Awards program. This is an effective way to highlight the impact of individuals' work and contribution to the company's achievement. Team members at Stanford Brown are encouraged to collaborate and work closely with colleagues from different teams so they have a broad understanding of how their roles interconnect with others. This perspective enables them to see how their contribution fits into the larger business outcomes.



#3 TechPath

- Information Technology / IT Consulting
- 46
- Currently Hiring

TechPath provide technology solutions that make businesses more productive and successful. TechPath have implemented the EOS (Entrepreneurial Operating System) to align their team members and drive purpose, meaning, and engagement. This framework drives clarity around vision, mission, and goals, by breaking objectives down into 90 day segments. Team communication and engagement plays a crucial role. Company-wide meetings are held quarterly, and team meetings weekly to review status and reinforce purpose. Camaraderie and collaboration are building blocks of a functional, productive, engaged team – one where people want to work together, help each other and see group success as imperative. The TechPath lunchroom boasts a large whiteboard where team member's notes about colleagues who have demonstrated stand out behaviours, classed as going above and beyond are displayed. Many of these comments are related to helping each other out in line with their value 'We Are One'. A monthly winner is also chosen and announced at the team meeting and presented with a certificate and a gift voucher.



#4 The Works

- Advertising, Marketing & Communications
- 58
- Currently Hiring

The Works are an advertising agency specialising in strategy, creative, innovation, digital and everything in between.

To maintain alignment and ensure all team members know they are a significant part of The Works success, the leadership team shares and reinforces the business plan, purpose and vision with everyone in the agency at the quarterly agency strategy updates. On a monthly basis, The Works come back to the business plan to remind team members what they are aiming to do, and how they are helping the organisation deliver on this.

The Works benefits and rewards program focus on incentives that support their team members and their families. To support the return of primary caregivers into the workforce, The Works offer a return-to-work bonus benefit towards the cost of childcare for six months post return to work. Reflecting on their humble beginnings and the role family support played in formation of The Works, everyone at the agency receives the day off on their anniversary, so they can spend extra time with their family and friends.





#5 Zembl
Business Consulting & Services
95
Currently Hiring

Zembl help businesses buy better, saving them time and improving their bottom line. Last year, the company rebranded, and each team member was interviewed to understand why they love working at the company and what improvements could be made. This resulted in the creation of the company purpose and values. Each team member attended a workshop to understand Zembl's purpose and values and how they individually can live them every day. Values based recognition of team members winning performance is part of the leadership purpose at Zembl. Values recognition cards are used to recognise moments of over-achievement or where exemplary behaviours have been displayed. This provides an opportunity for team members to recognise colleagues and express gratitude for their support. Their values based recognition programs clearly define every day behaviours desired for the company success and in turn enable company culture to be cohesive, balanced, and engaging. Zembl operates with an All-Roles Flex policy and team members work 2-3 days in the office by preference. Teams attend the office on the same day as they love being part of the buzz which they thrive off to improve collaboration and kick goals.



#6 Beaumont People
Professional Services / Staffing & Recruitment
70
Currently Hiring

Beaumont People connect people with organisations that empower them to do meaningful work. Beaumont People take every opportunity to help their team members feel like their work is meaningful. It is essential that each member of the business understands how their efforts help to achieve the business' strategic outcomes, ultimately enabling the company to deliver on their purpose. At the beginning of each financial year, the business comes together to set new goals, and generate innovative ideas that support their objectives which form the overarching business goals for the year ahead. As all team members are involved in the formulation of the goals, there is already a deep understanding of how the goals are set, what they mean, and how they align back to achieving the organisational purpose.

Beaumont People operate a four-day working week. The four-day work week allows more flexibility without the need to sacrifice pay to go part-time. A four-day work week not only improves team member's work/life balance, it also contributes to improved wellbeing and a reduced carbon footprint.



#7 Insentra
Information Technology / IT Consulting
62
Currently Hiring

Insentra believe understanding the business goals and enabling each team member to determine what they can do to affect the outcome is the first step in ensuring they see the link between their day-to-day role and the company goals. Executive and leadership teams collaboratively create the company goals and each team determines what their members can do to impact the outcomes, and run a weekly cadence of accountability sessions to track what has been done and what they will do in the next week to achieve the overall goal. This drives alignment and clear visibility of the difference they are making.

Insentra employ a philosophy of "catch someone doing something right" stimulating a sense of pride and achievement amongst peers for doing a great job. When someone has been "caught", a Shout Out announcement is sent to the whole company.

What better way to inspire the team than to share stories of success, the impact their work has on customers and the level of excellence the team deliver.



#8 Slingshot
Advertising, Marketing & Communications
46
Currently Hiring

Slingshot is a young, independent full-service media, digital and content agency. Slingshot find the best way to help their team members link their role to overall business outcomes is through regular and frequent communication and engaging them in business development. This starts with their annual planning process event called the Agency Hack-a-thon, a half day workshop where the whole agency is split into teams of mixed skills, capabilities, and experience. Each team workshops different agency offerings such as strategy, products, and services. The outputs are a series of product ideas, process and service improvements for the business which lead to goals and KPI's for the year.

Slingshot believe that in order to have the best product in market, they must have the best people and by providing a wide range of tools and training they develop the whole person. Team members are encouraged to take control of their own development, fostering curiosity and greater investment. Training and professional development works at an individual, team and agency level, leveraging internal and external resources ranging from skills training to emotional intelligence and leadership development opportunities.



#9 Skedulo

Information Technology / Software

89

Currently Hiring

Skedulo builds deskless productivity software for workers who don't work in a traditional office setting. Skedulo ensures all team members understand the purpose and value their role brings to the company and its success by providing all new hires and promotions with detailed job descriptions that clearly outline roles and expectations. Role metrics are tracked and communication on progress is shared during the monthly All Hands calls, providing transparency on the operating metrics, pipeline and growth, while outlining how each department and team is contributing to the company's ongoing success.

All team members at Skedulo have access to a personalised wellbeing care plan based on their needs, offering support in the areas that matter to them, in the way that works best for them. Through a combination of one-on-one support, group events, and self-serve digital resources, topics covered include assistance with burnout, relationships, work performance, healthy habits, challenging life events, financial wellbeing, and inclusion and belonging.

#10 TechConnect IT Solutions

Information Technology / IT Consulting

50

Currently Hiring

TechConnect provide cloud-based solutions and are passionate about creating a company everyone loves.

TechConnect employ the Objectives and Key Results (OKR) goal setting framework to provide clarity and alignment between the organisation's outcomes and individual's contribution.

Company goals are set quarterly, and team leads work with their individual teams on their specific goals.

Team meetings are held weekly, which provide an opportunity to track OKR frequently, as well as allowing the team to give out kudos and show appreciation to teams or team members who have done something aligned to one or more of the company objectives, values, or mission.

This is done in an open forum to foster pride and a group sense of achievement.



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