



TenStep Supplemental Paper

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A Great Place to Work!

What makes excellent workplaces?

Key Learnings

- The need for corporate excellence
- Factors that contribute to corporate excellence

The race towards excellence

Competitions like *Fortune's Best Companies to Work For* happen every year. Frequent surveys are taken to get mass opinions about organizations. The companies that top the list of best companies become models of excellence. Those who fail to make it, take the opportunity to improve and achieve excellence soon. Whatever the case may be the target of each employer is to make his company the most sought after place to work. A negligible few achieve this in actuality.

A recipe for excellence

Researchers found some factors that set certain workplaces apart from the rest. Some of them are as follows:

High business performance: People love to work in successful companies. Companies who perform very well provide the staff with new opportunities and a wide exposure. As the company grows, it facilitates the employees' growth.

Effective Executive Leadership: As mentioned earlier companies do not achieve excellence on their own. It's the leaders who make it happen. Efficient and effective leaders are sure to make workplaces interesting. A great company and its leader go hand in hand.

Good internal communication: Companies that adopt the concept of shared leadership seem to tower over the rest. In this concept of shared leadership, the staff participates in the decisions that affect the business of the company. Frequent interactions and discussions keep on happening in this case.

Positive corporate culture: Companies that create a positive work culture bear the ability to satisfy the staff better than others. Corporate culture includes, the work environment, the dress code, training, salary and perks amongst others. Companies that strive to satisfy the staff in all these aspects do well. A family like environment is valued greatly today.

Friendly relationships: Companies where employees have harmonious and smooth relationships with colleagues and the senior management are highly successful in their ventures.

Values: Integrating good values at workplaces provides a firm ground. A workplace that preaches and practices values like honesty develops strength of its own is highly appreciated.



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High trust work environment: Companies with high level of trust with the staff certainly make excellent workplaces. The trust level is high where there is integrity, the internal communication systems are strong, and employees are provided necessary resources to perform well. Amidst such liberty none of the employees misuse the advantage.

Learning: Great workplaces identify new skills and continuously train their staff. Thereby, they enrich both the staff and the company.

Fun: A fun culture makes the work environment amiable. Above all it promotes creativity.

Achieving the highest level excellence is a daunting task for any organizations. Yet organizations do not cease to take concrete steps towards the goals set. The strive towards excellence will continue...