



Great Place to Work® UAE Best Workplaces List -2019

In a glittering ceremony on April 17, 2019, Great Place To Work revealed some of the companies that have set the standards in creating healthy and happy workplaces in the U.A.E.

To select the Best Workplaces in the U.A.E, Great Place to Work conducted an evaluation of each participating company. Two-thirds of the company's score is based on the results of the institute's proprietary Trust Index© survey, which is sent to employees from each company. The survey asks questions related to their attitudes about the management's credibility, employee engagement and job satisfaction. The other third of the scoring is based on the company's responses to the Institute's Culture Audit©, which includes detailed questions about pay and benefits programs and a series of open-ended questions about hiring, communication and development.

Each entry is judged according to performance in eight key areas: leadership, wellbeing, giving something back, personal growth, fair deal and how members of staff feel towards their manager, company and team.

Commenting on this year's list, Maha Zaatari, Managing Director of Great Place to Work in the U.A.E., said: "The Best Workplaces list recognizes organizations that have demonstrated a truly serious commitment to creating workplaces that foster trust, pride and camaraderie amongst their employees. Every organization that made it onto the list should be proud of this noteworthy accomplishment. Based on our annual benchmarking study, we can say, without a doubt, that these 30 companies are the best workplaces in the UAE. Congratulations to all the list makers."

1.DHL

The logistics company is leading the pack when it comes to providing the best employment experience and workplace culture. This is the fifth time they have made it to number one. DHL started its journey as an employer of choice by setting the right standards and developing the best policies, but what created the competitive advantage is its close monitoring of the application of these practices and policies. This proactive approach means DHL is prepared for any market change that may affect the employment experience—and that they tackle those changes with the best attitude and practices.

2. THE One

For the ninth year in a row, THE One maintains its position on the Great Place to Work list, which confirms the leadership's commitment to delivering the best experience to their employees. THE One's unique culture is rooted in the company's Core Purpose of Changing the World Together through various CSR activities, including hiring challenged employees.

This collaborative spirit is carried through into every aspect of the working environment, where employees feel they each make a difference as part of their daily job. This results in highly engaged staff, while reinforcing the company's supportive family culture.

3. Hilton

This is Hilton's fourth year on the U.A.E. list. The company's mission is to be the most hospitable company in the world by creating heartfelt experiences for guests, meaningful opportunities for team members, high value for owners and a positive impact in its communities. Hilton strives to create a welcoming and positive environment where everyone is heard, valued, and celebrated. It also provides nurturing and collaborative workplaces, with countless opportunities for team members to thrive and achieve both personal and professional goals.

4. Cisco U.A.E.

At Cisco, it is believed that people drive innovation forward. The company has introduced a range of global and local initiatives that are geared towards championing personal development and fostering a sense of community. With over 73,000 employees, Cisco knows just how important it is for an organization to remain unified, which is why Cisco promote its 'Conscious Culture'. More than a simple set of buzz words, it is Cisco's unique way of promoting a sense of awareness and respect amongst colleagues, who are empowered each day knowing they have a voice.

5. Omnicom Media Group

Omnicom Media Group MENA's people are the company's biggest asset. It is they who set the organization apart from its competitors. This is why the communications group focuses so much on the continuous development and wellbeing of staff. It has become famous for its workplace culture, for adding purpose to the roles of its employees, for stimulating their growth through a comprehensive learning and development academy, and for promoting a healthier lifestyle with its corporate wellness program.

6. FedEx Express

FedEx Express has a value driven and supportive culture that promotes inclusivity and diversity every step of the way. People are the main source of inspiration at FedEx and this corporate philosophy is evident in the positive attitude and team spirit of each member. The company boasts a significant and highly developed list of awards to celebrate people excellence ranging from companywide awards to peer-to-peer recognition, train the managers of tomorrow, to tuition assistance schemes for employees. Its engaging open-door policy allows employees to speak directly and openly to their management about general issues without fear of discrimination.

7. Weber Shandwick

Sixth-time on the list and ranked seventh this year is public relations firm Weber Shandwick. An employee's journey starts the moment they join, with programs that instill a sense of belonging and empowerment in a friendly environment. Practices such as yoga sessions, wellness workshops, health checkups and many more healthy initiatives are offered at the agency while decorated areas and inspiration boards allow employees to enjoy a collaborative office layout.

8. WSP

The employee experience at the company starts with a unique hiring process that focuses on bringing the best talent in the market and makes sure to give them the best onboarding program, introducing them to the set of values that the company lives by. It provides counselling to employees following tragic incidents and external financial advice to employees who are at risk of legal proceedings.

9. Hilti

Integrity, courage, teamwork and commitment are the values that staff embrace on a daily basis at Hilti Emirates. Directors, irrespective of what functions they represent, participate in two field rides activities per month to stay in touch with challenges that employees face out in the field as well as stay in tune with the market. Hilti Emirates employees have the opportunity to share their views, ideas and give feedback on the work environment through regular listening breakfasts and lunches, employee camps, kick-off events and team dinners as well as through Hilti Emirates formal annual engagement survey. The combination of caring for its employees and the society they live in and the drive to outperform, sets Hilti Emirates apart as a great company to work for.

10. Hill+Knowlton Strategies

Employees of Hill+Knowlton Strategies expressed that they feel home while working for the company. A high level of trust is experienced between team members at all levels. Transparent and consistent communication is what drives trust at this communications consultancy.

11. KFC

12. Temenos Middle East

13. Danube Home

14. General Mills

15. SAS Middle East

16. Glander International Bunkering

17. Five Hotels

18. NMC Healthcare

19. Wirecard Dubai

20. Leminar Airconditioning Company & Industries

21. Transworld Group

22. Delta Partners

23. UAE Exchange

24. Babyshop

25. Emax

26. PizzaExpress

27. FCM Travel Solutions UAE

28. Centrepoint

29. Shoexpress

30. Al Dabbagh Group

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