

Cisco Systems take top award in Aon Best Employers 2016

Aon Best Employers program reveals link between gender parity in leadership and high performing organisations.

SYDNEY, 2 JUNE 2016 – Cisco Systems has achieved the title of Aon Best of the Best Employer 2016 at an awards lunch held in Sydney.

In its sixteenth cycle, the Aon Best Employers program is Australia and New Zealand's leading accreditation and research program looking at the people practices of high performing organisations. In 2016, a total of 14 Australian and New Zealand organisations have been accredited as Aon Best Employers.

The 2016 Aon Best Employers are (in alphabetical order):

Blackmores
Cisco Systems
Chorus New Zealand Ltd
Coca-Cola Amatil New Zealand
DHL Express (New Zealand) Limited
Eden Brae Homes
Estée Lauder Companies Pty Ltd, Australia
Estée Lauder Companies, New Zealand
Federal Express Pacific, LLC
Online Education Services
Renault Australia
SEEK
Wood & Grieve Engineers
Z Energy

"I am thrilled that our continued efforts to create a great place to work have been recognised through this prestigious award. In a fast-changing environment, developing a culture of trust and transparency, along with workplace flexibility, gender equality, recognition of achievement and philanthropic programs, has enabled strong business performance," said Adrian West, Head of HR, Cisco Systems Australia and New Zealand.

The 2016 Aon Best Employers Australia and New Zealand insights revealed Aon Best Employers have greater levels of gender equality in leadership, with twice the number of female leaders in middle management and above, compared to numbers of female people leaders at other organisations.

Aon Best Employers also outperform other organisations, with a 6 per cent median revenue growth and twice as many highly engaged employees.

The insights also revealed that workplace flexibility is the new normal, with 73 per cent of employees surveyed by Aon reporting they have the flexibility to modify their work schedule to address personal situations. Organisations that are not open to flexible work are falling behind the rest.

In addition, 87 per cent of the Aon Best Employers have a specific communication strategy in place to communicate flexible work arrangements to all employees. All accredited organisations offer both formal and informal work flexibility, including working remotely, flexible working hours and part-time work.

The 140 organisations and over 83,293 employees surveyed also recognised the importance of ensuring their employment brand is aligned to their external market brand, and consistently enriches the employee experience. In this way, Aon Best Employers attract and retain top quality to their

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organisations, with 77 per cent of employees at Aon Best Employer organisations delivering on their employment promises, compared to 55 per cent at other organisations.

“Cisco has claimed the title of Aon’s Best of the Best Employer 2016 for its high levels of employee engagement and culture of trust, effective leadership and communication, flexibility and autonomy given to employees and focus on giving back to society,” said Reetta Makinen, Head of Engagement, Aon Hewitt, Pacific. “The company has exceptional communication practices and strong leadership to connect employees to the organisation’s purpose and keep them constantly up-to-date with company’s performance and market trends”.

“This year’s report revealed that 100 per cent of Aon Best Employers rate their strong culture and engagement as a core competitive advantage. Through exceptional people practices, Aon Best Employers engage employees to stay at the organisation, speak highly of their employer and strive to deliver discretionary effort for the organisation.”

The findings highlighted that Aon Best Employers manage performance through setting clear expectations that are aligned to business strategy. The report revealed that 80 per cent of managers at Aon Best Employer organisations set clear performance expectations with their employees, compared to 67 per cent of other organisations.

“In addition, 93 per cent of Aon Best Employers still believe in their performance management practices and effectively measure and reward individual impact on people and business outcomes. This is indicative of the fact that performance management isn’t obsolete per se, but rather the execution in other organisations often does not stack up to that of Aon Best Employer organisations. Aon Best Employers do performance management exceptionally well,” said Ms Makinen.

Other key findings from the 2016 Aon Best Employers Australia and New Zealand Study:

- Aon Best Employers have more than twice as many ‘highly engaged’ employees than any other organisations, driving increased discretionary effort across the organisation
- Aon Best Employers maintain consistently high levels of employee engagement, regardless of employee age group
- Aon Best Employers understand that leaders must be engaged to create high levels of engagement and performance inside their teams
- Aon Best Employers are successful at engaging employees throughout their tenure, regardless of time spent at the organisation

The full insights from the Aon Best Employers research is available upon request.

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Part of Aon plc, Aon Hewitt is the global leader in human resource consulting and outsourcing solutions. Our services focus on helping organisations mitigate risk in their workforce and realise the untapped potential of their employees. We also help individuals maximise their wealth to enable people to live the life they want.

In Australia, our team of experts partner with organisations to develop and deliver people strategies that achieve positive business outcomes in the areas of superannuation and retirement, financial advice, workers’ compensation, work health and safety, workforce risk solutions, employee benefits, talent and employee engagement, remuneration and incentives, total rewards, actuarial services, and mergers and acquisitions.

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