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For immediate release

Aon Hewitt announces *Best Employers* for 2011

Sydney, 30 May 2011: Aon Hewitt has announced the results of its 2011 *Best Employers* in Australia and New Zealand (ANZ) survey, with construction product provider Hilti being named the Best of the Best for 2011.

The study reflected the opinions of over 124,000 employees across 200 companies within Australia and New Zealand. 130 organisations registered to participate in the 2010/2011 study.*

Eleven organisations received the Aon Hewitt *Best Employer* accreditation in 2011, including Aegis, Boehringer Ingelheim Australia and New Zealand, Federal Express (New Zealand), Flexirent Capital Pty Ltd, Frucor Beverages Australia, Frucor Beverages New Zealand, Hilti (Aust) Pty Ltd, InterContinental Hotels Group, Johnson & Johnson Medical, Merck Serono Australia and Millward Brown Australia. Interestingly, following the selection of the 2011 *Best Employers*, accredited organisations achieved, on average, profit growth almost four times that of other organisations.

Aon Hewitt's research into *Best Employers* presents a unique insight into the state of employee engagement and provides an in-depth look at how *Best Employers* drive business excellence by leading people practices. Three key findings emerged in this year's study:

Employees harder to engage

The survey results showed that employees have emerged from the global financial crisis harder to engage and expecting more from their employer.

Tim Powell, CEO, Talent & Rewards Pacific & Southeast Asia at Aon Hewitt explains: "For the first time in a decade, 2010 saw more organisations with declining employee engagement than those with improving engagement. Our clients consistently speak about this as a lag effect following the global financial crisis, with most organisations now facing a workforce that is more challenging to engage than during the crisis itself.

"The drivers that used to attract and retain talent - relationships with co-workers, relationships with customers, and work-life balance - have now become standard expectations within the majority of organisations," said Mr Powell.

Leadership is key

While the study showed that fewer than 50% of senior leaders are viewed as effective in most organisations, 72% of employees of Aon Hewitt *Best Employers* see strong evidence of effective leadership from their senior leaders.

"Managers at Aon Hewitt *Best Employer* accredited organisations do not have more time than other managers; they face the same challenges and obstacles as all managers. However, they prioritise people management to overcome obstacles to deliver outstanding performance through highly engaged teams," said Mr Powell.

The three questions employees are now asking

1. Is there a compelling reason to continue working here?

68% of Aon Hewitt *Best Employers* consider their organisation to be one of the best places to work for someone in their profession compared with 44% of employees from other organisations.



67% of Aon Hewitt *Best Employers* believe their organisation delivers on the promises it makes to employees compared to 44% of other organisations.

Senior leaders at Aon Hewitt *Best Employers* are able to excite the majority of their employees about the future of the organisation (65%) whereas only two in five employees from other organisations share this excitement.

2. Is it worth putting in extra effort?

Aon Hewitt *Best Employers* are far better in sharing financial success with their employees compared with other organisations, with an average of 28% more employees responding positively to this question.

Aon Hewitt *Best Employers* recognise outstanding performance by providing both financial and non-financial recognition. Their employees are clearer about how pay and rewards are determined and the “what’s in it for me” factor in striving beyond the usual expectations.

3. Am I supported to be successful in my role?

Aon Hewitt *Best Employers* allow their people to remain focused and productive by effectively managing change initiatives that produce better performance.

Employees of *Best Employers* tell us that the right people are promoted into the right roles, and that they are able to attract the kinds of people needed to be successful.

The majority of employees of *Best Employers* see their organisation’s communication as extremely effective. Work processes are seen as facilitating employee productivity rather than getting in the way.

Mr Powell notes “*Best Employer* organisations have proven to be worthy of their employees’ trust, even through the more challenging economic conditions of the past few years. Aon Hewitt *Best Employers* are also able to align their employees to their organisation’s broader goals through effective performance management. This combination provides a powerful incentive for people to stay with Aon Hewitt *Best Employers*.”

“This year’s Aon Hewitt *Best Employer* research demonstrates that accountability for engagement improvement and effective execution makes all the difference. Aon Hewitt *Best Employers* are faced with the same challenging economic conditions, significant setbacks and adversity that face all organisations.

“The difference is that their senior leaders have taken accountability for the engagement of their people, and persisted over time in taking action for improvement. They understand the critical role they play in driving business performance by continuously increasing the percentage of employees who say positive things about their organisation, stay committed to the organisation, and strive to deliver their best every day. Who wouldn’t want to work at an organisation like that?” Mr Powell concludes.

[Click here](#) for information on the 11 accredited *Best Employer* organisations for 2011

[Click here](#) for key quotes from the leaders of 2011 *Best Employers*

[Click here](#) to view the Highlights Report of this year’s *Best Employers* study

[Click here](#) for further details on the *Best Employers* accreditation process

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NOTES TO EDITORS:

* The study reflected the opinions of over 124,000 employees across 200 companies surveyed within Australia and New Zealand. Only 130 organisations from the 200 surveyed were registered to participate in the Aon Hewitt ***Best Employer*** accreditation program. The additional 70 companies represented are Aon Hewitt engagement clients surveyed throughout the study’s duration.



About Aon Hewitt

Aon Hewitt is the global leader in human resource consulting and outsourcing solutions. The company partners with organisations to solve their most complex benefits, talent and related financial challenges, and improve business performance. Aon Hewitt designs, implements, communicates and administers a wide range of human capital, retirement, investment management, health care, compensation and talent management strategies. With more than 29,000 professionals in 90 countries, Aon Hewitt makes the world a better place to work for clients and their employees. For more information on Aon Hewitt, please visit www.aonhewitt.com.

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