



This is Great Place To Work[®] ME

Great Place To Work[®]

Our Mission



Our mission is to help every place become a great place to work for all.

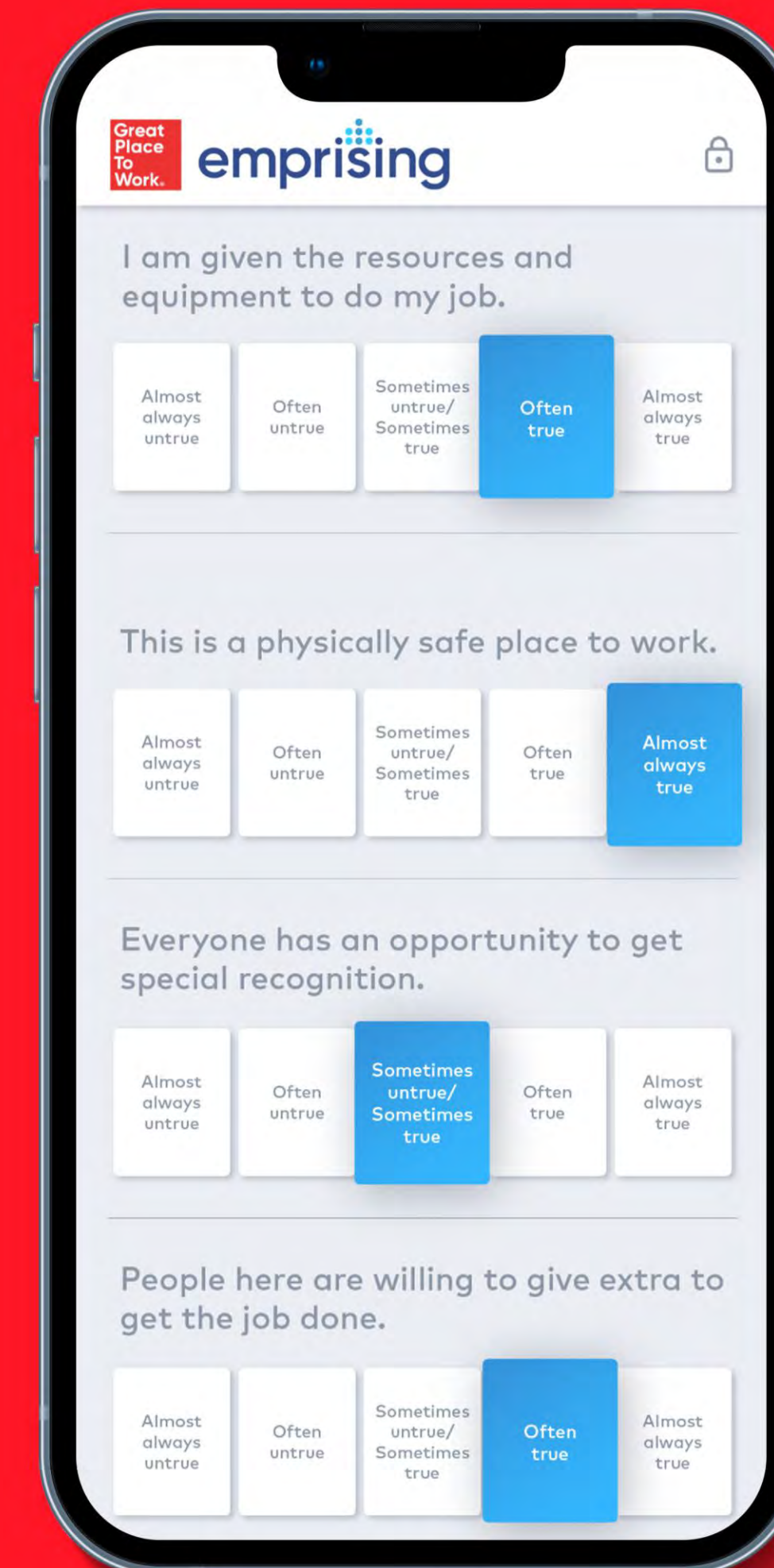
We're on a mission to change the way the world works by creating more resilient, successful, sustainable businesses. Great Place To Work gives leaders and organizations the recognition and tools to create a consistently and overwhelmingly positive employee experience.

21,000 customers.

20 million employees.

170+ countries.

Annually.



Great Place to Work® Middle East Certified Companies in OMAN



شركة التطوير
والاستثمار المستدام ش.م.ع.م
SUSTAINABLE DEVELOPMENT &
INVESTMENT COMPANY SAOC



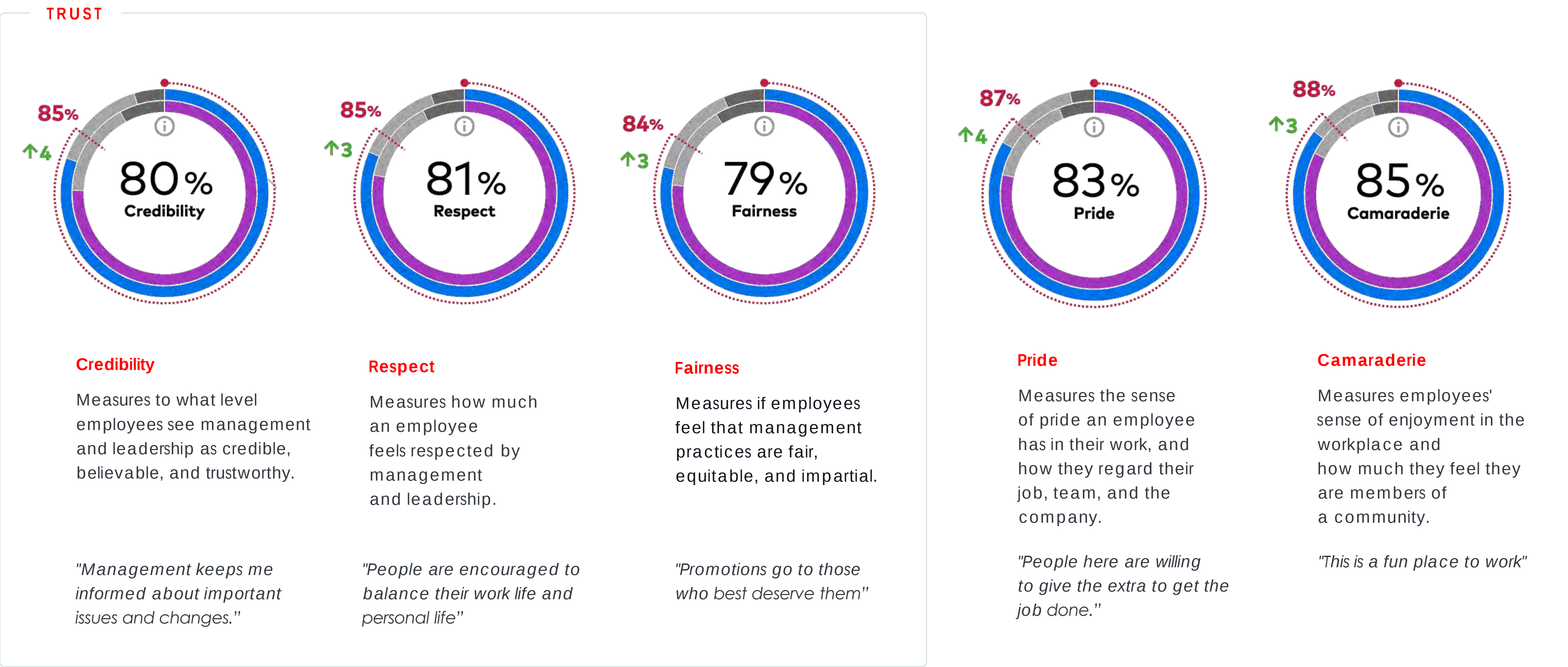
JCDecaux Oman



نابكو الوطنية
napco national
Since 1956

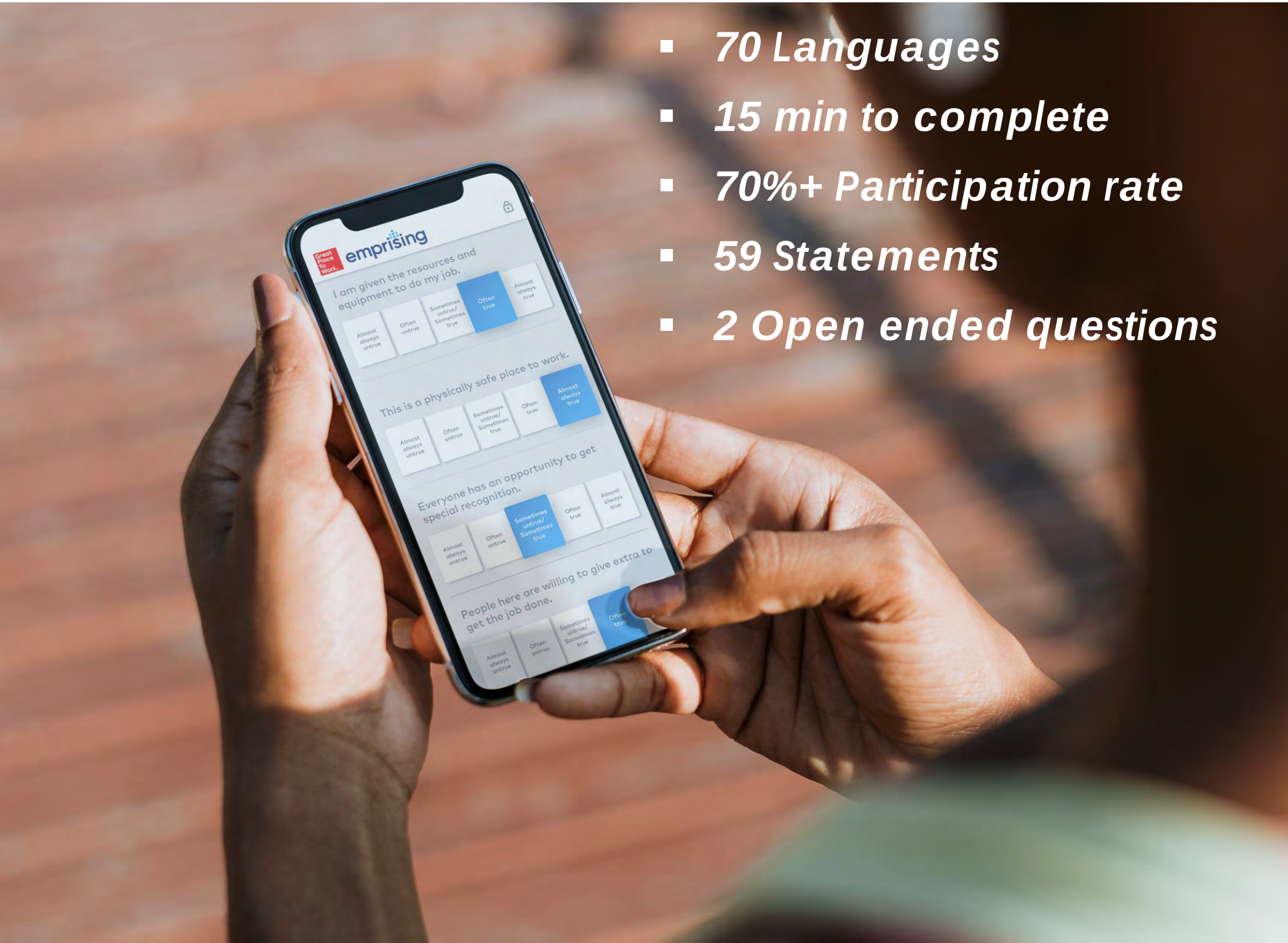


The Trust Index Survey measures what matters.

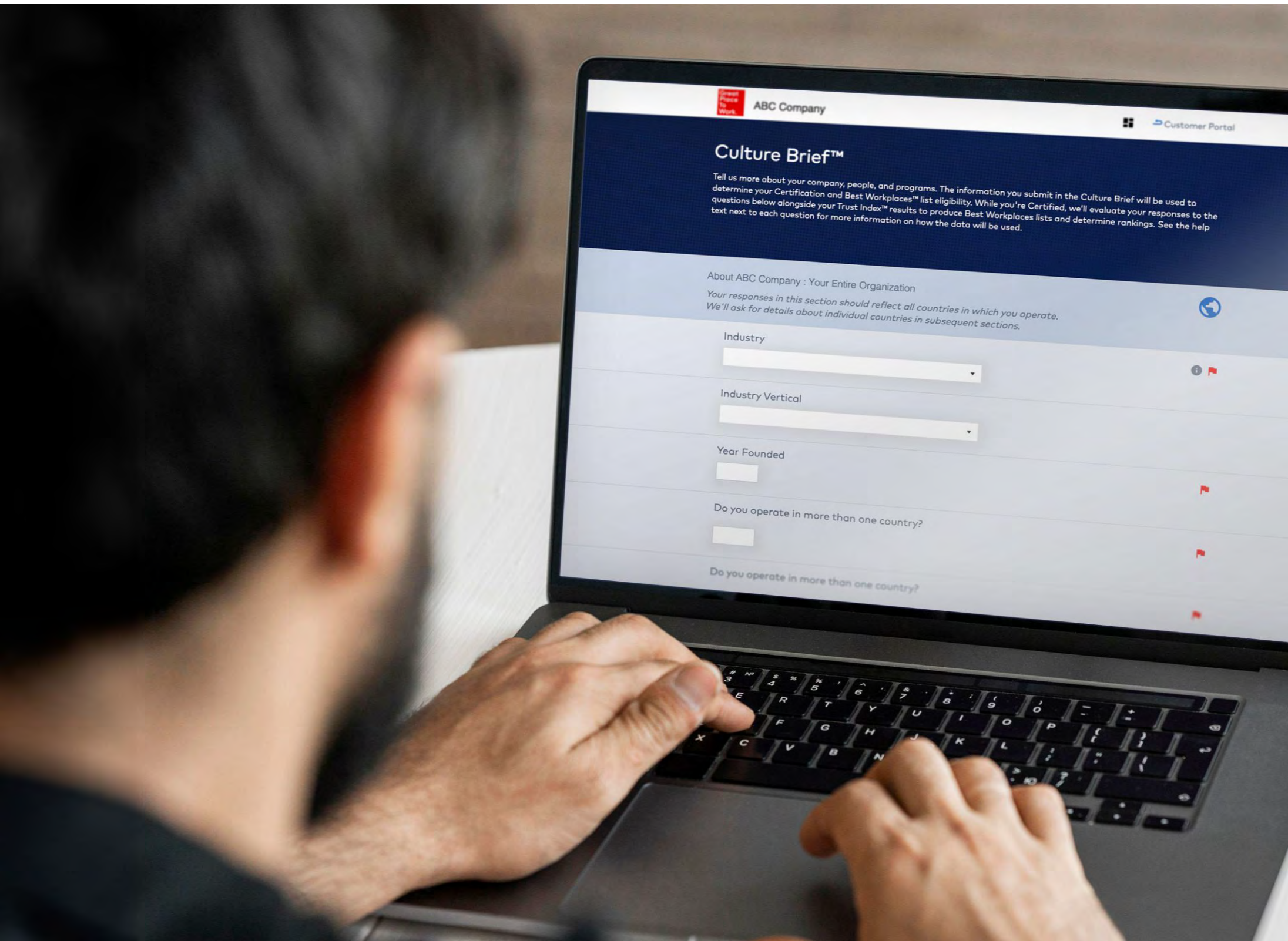


Steps to earn Great Place To Work Certification

01 Listen to your employees with our Trust Index™ Survey



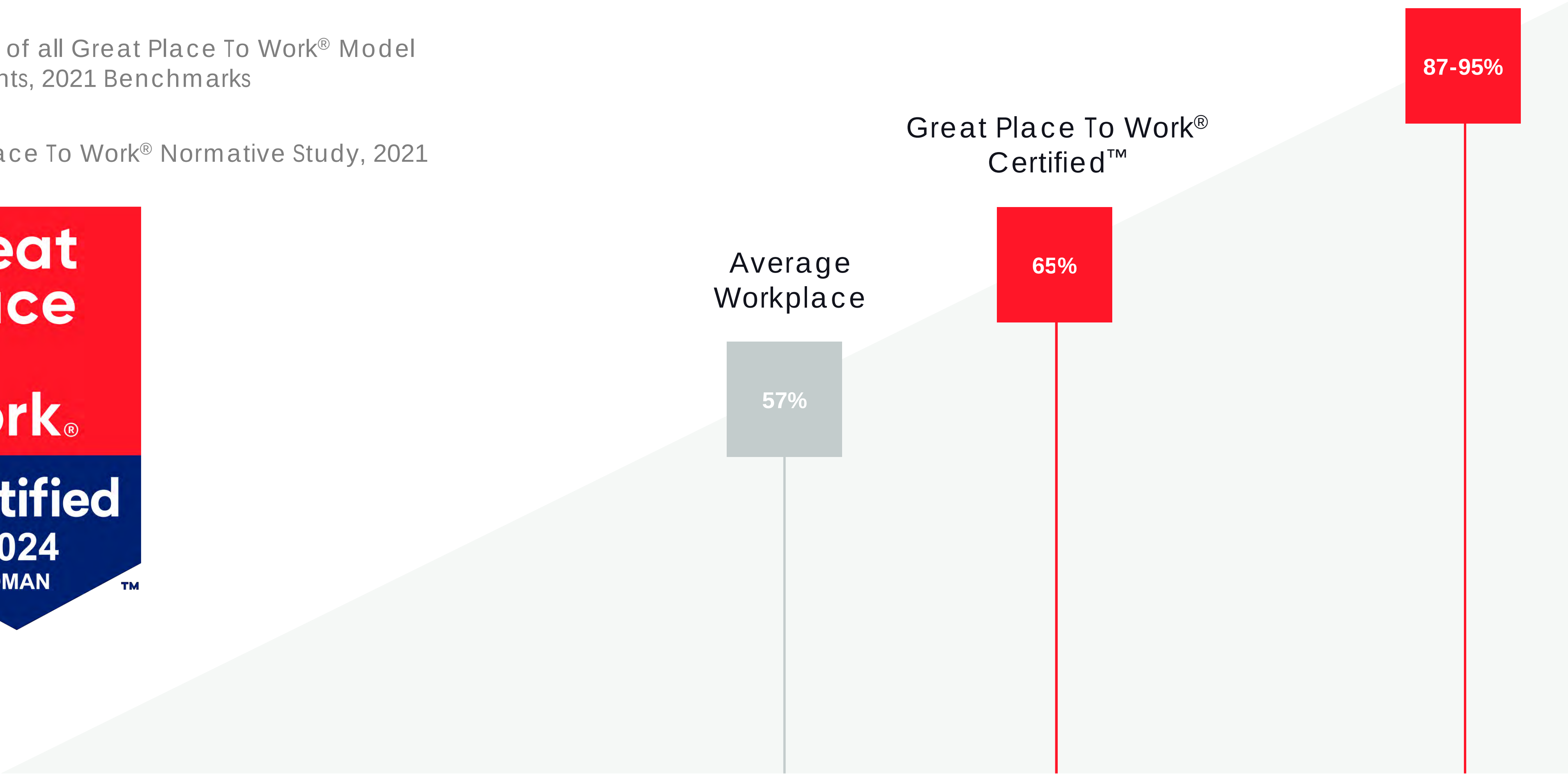
02 Submit your company profile



How positive is your employee experience?

Average of all Great Place To Work® Model Statements, 2021 Benchmarks

Great Place To Work® Normative Study, 2021





Additional Recognition Opportunities

National Best Workplaces™ + GCC Best Workplaces™ Lists

Best Workplaces™ List	Certification™ Deadline	Publication Date
Best Workplaces in Retail™ - GCC	February 5, 2025	March 13, 2025
Best Workplaces in Pharmaceuticals & Healthcare™ - GCC	February 5, 2025	March 13, 2025
Best Workplaces in Technology™- GCC	March 12, 2025	April 17, 2025
Best Workplaces in Media, Advertising and Marketing™ - GCC	March 12, 2025	April 17, 2025
Best Workplaces for Real Estate™ - GCC	April 9, 2025	May 22, 2025
Best Workplaces for Financial Services and Insurance™ - GCC	May 12, 2025	June 19, 2025
Best Workplaces in the Middle East™	June 2, 2025	August 28, 2025
Best Workplaces in Asia™	2025	2025
Best Workplaces for Women™ - GCC	August 13, 2025	September 25, 2025
World's Best Workplaces™	2025	2025
Best Workplaces in Public Sector™ - GCC	October 29, 2025	November 27, 2025
Best Workplaces for Hospitality™ - GCC	September 10, 2025	October 9, 2025
Best Workplaces in Oman™	November 28, 2025	February 20, 2026

Great Place to Work Italia

ull'azienda al seguente link:

ende #GreatPlaceToWork
#work #employees



Views

Work Ireland

Congratulations to
for being Certified™ as a
Well done to the team for this
ent!

ertified™ organisations

ed #greatplacetoworkcertified



use Hotel

SE

Views

Follow



We've just been certified by @GPTW_UK. The certification is based on feedback from employees who say the Met Office is a safe, fun and caring place that they are proud to work at.

Find out more about our values, culture and what it's like working here.

#GPTWCertified



Tweet your reply

MindSpace Business Parks
@mindspace_parks

Appreciating and encouraging a culture of work-life balance, we create a supportive workplace that empowers our employees to thrive professionally and personally.
#MindSpaceBusinessParksREIT #GreatPlacetowork
#GPTWCertified #Wellness #WorkLifeBalance



4:45 AM · 26 Apr 23 · 36 Views

gptwsg

We are #GPTWCertified

Blue J
@BlueJLegal

We're thrilled to announce that Blue J has once again been certified as a Great Place to Work@!
#GPTWCertified @gptw_canada



10:30 AM · 01 May 23 · 195 Views

1 Retweet 4 Likes



Oshyn
@Oshyn_Inc

We're delighted to be recognized as a Great Place to Work-Certified™ company in Ecuador! We couldn't be more proud of our team. #GPTWCertified



2:51 PM · Feb 16, 2023 · 142 Views

6 Retweets 1 Quote Tweet 9 Likes



Jeff Roberts
@JeffRobertsFX78

Thank you to our colleagues for all they do to build and sustain a winning corporate culture. Being #gptwcertified is a testament to our team & the positive impact they make on our company every day. Learn what a career at CME Group can offer you. #India



share.cmegroup.com
Careers at CME Group - CME Group

11:32 PM · 01 May 23 · 5 Views

1 Like



Kearney Group
@KearneyGroup

Straight to the pool room. 🏆

We are thrilled to announce we're officially a #GreatPlaceToWork. A big congrats and thank you to our brilliant team for sharing your feedback about what makes us a bloody fantastic place to call home.

#GPTW #GPTWCertified #Team #TeamGoals



Silk Road Medical
@SilkRoadMed

Our employees have spoken! We're #GPTWCertified

#gptwcertified

#gptwcertified

26.9K posts

#gptwcertified

#gptwcertified

#gptwcertified

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@Navigate360_ is proud to be a Great Place to Work-Certified™ company for the second year in a row! #GPTWCertified See our open opportunities to join the team: navigate360.com/careers/ #Navigate360



12:52 PM · 02 May 23 · 66 Views

1 Retweet 4 Likes



Silk Road Medical
@SilkRoadMed

Our employees have spoken! We're #GPTWCertified

#gptwcertified

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Learn more: okt.to/wy/hmF

#GPTWCertified



7:14 AM · 03 May 23 · 54 Views

Tweet your reply

TesterYou
@TesterYouHQ

Exciting News!

Thrilled to share TesterYou is a "Great Place to Work" again! 🌟

We're beyond grateful to our amazing team for fostering growth, innovation, & teamwork. Here's to reaching even greater heights! 🌟

@GPTW_TR #GPTWCertified #GreatPlaceToWork



4:00 AM · 02 May 23 · 53 Views

Tweet your reply

Wind River
@WindRiver

Meet Jatheen Raveendran, Senior Manager of our Technical Support team and one of the many people responsible for making Wind River a Great Place To Work in India!

Learn more at Windriver.careers



Liked by acarlagram and others

canopyplanet We're looking for an Administrator in Vancouver, BC... more
canopyplanet #ApplyNow #JoinOurTeam #Hiring #GreenJobs #Jobs #Careers #CareerInClimate #GreatPlaceToWork #GPTWCertified #Pack4 #NextGenSolutions #Canopy

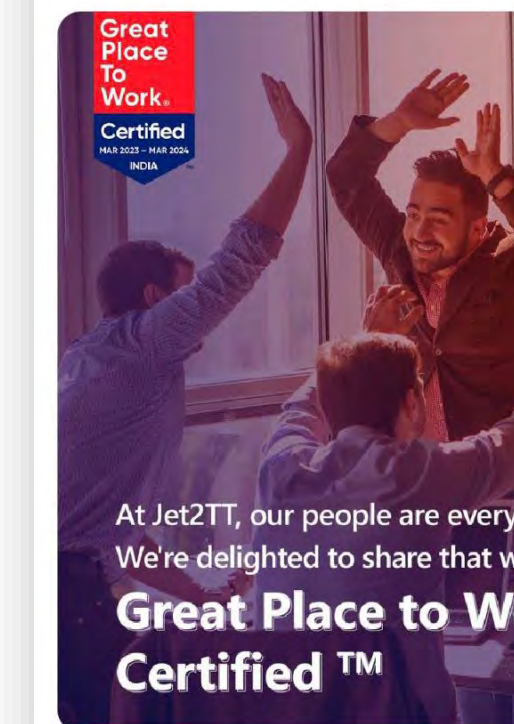
7 days ago

Jet2 Travel Technologies Private Limited
@Jet2Travel_Tech

At #Jet2TT, the well-being and safety of our employees are paramount, as demonstrated by our #GreatPlaceToWork Certification.

Join our fun-loving work culture: jet2travel.com/career.html

#Jet2TravelTechnologies #GPTWCertified #LifeAtJet2TT #Employees #Hiring



10:29 PM · 26 Apr 23 · 21 Views

Tweet your reply

GHCL Limited
@GHCLimited

Great people create #greatworkplace. We are proud of our #teams, #culture, #trust, #respect and #freedom. Honoured to be recognized as #GreatPlaceToWork the 7th year in a row. #GPTWCertified #GHCLLimited



Great Place To Work®



Elevate your employer brand



Elevate your employer brand



Great Place To Work®

Seeking for extra recognition?

WEBINARS

TishTash | Great Place To Work.

EMPOWERING WOMEN

in the Workplace Webinar

LIVE WEBINAR

16th July 2024
11:00 AM UAE/OM Time
10:00 AM KSA/QA/KW/BH Time

NATASHA HATHERALL
Speaker
Founder and CEO
TishTash Communications

POLLY WILLIAMS
Speaker
Managing Director
TishTash Communications

YOUSRA ISMAIL
Host
Regional Culture Coaching Manager
Great Place To Work® Middle East

LIVE WEBINAR

الآثار الإيجابية لتمكين الموظفين

Positive Effects Of Employee Empowerment

التاريخ: ١٥ يونيو ٢٠٢٣
التوقيت: ١٢:٠٠ مساءً بتوقيت المملكة العربية السعودية
15/06/2023 | 2:00 PM KSA Time

عاكف عبدالحادي طاشكندي
رئيس قسم الموارد البشرية في نوفارتس

حسام سلامة
مدير علاقة العملاء في غربت بليس نو وورك® المملكة العربية السعودية

NOVARTIS

PODCASTS

BEHIND THE GREATNESS!

Episode #3:
Fostering Support and Empowerment in the Workplace:
A CLOSER LOOK AT HOW MIRAL CULTIVATES EXCELLENCE!

MARIAM AL MUSHARREKH
Executive Director Human Resources
Miral

MONA SELEIM
Director of Culture Coaching
Great Place To Work® Middle East

PODCAST  www.greatplacetowork.me

PODCAST 

BEHIND THE Greatness!

Mona Seleim
Director of Culture Coaching
Great Place To Work® Middle East

Amani Al Ali
Corporate Culture & Training Manager
Nesma & Partners

Episode 4

How Nesma & Partners Became a Best Workplace™:
AN EMPLOYEE EMPOWERMENT STORY

BLOGS/CASE STUDIES



Great Place To Work.

Fostering Diversity: Strategies for Inclusive Workplaces in UAE

Great Place To Work.

4 Strategies to Unlock Millennials Potential in GCC Organization

 rima.mlaiki@greatplacetowork.com

One simple process with many benefits



Know your culture strengths & opportunities

Get in-depth analysis with Trust Index Survey results.

See how you compare to the Best Workplaces with benchmark data.

Fill your recruitment pipeline

90% of new hires said [Great Place To Work Certification] was the key deciding factor.

Promote your Certification

Use the Certification badge to show off the great workplace culture you've built.

Earn more company culture awards

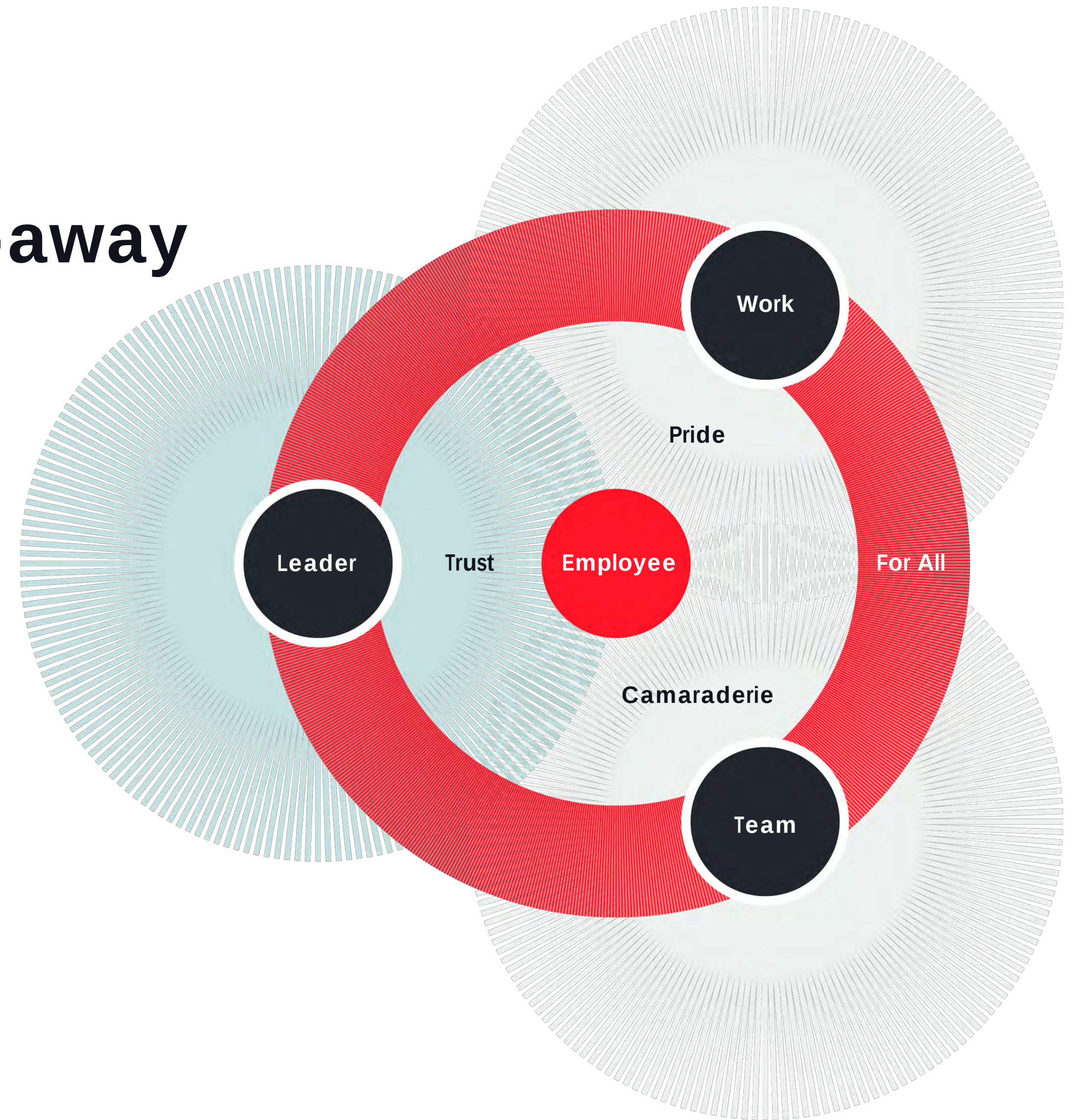
Once Certified, you'll be automatically considered for placement on 20+ Best Workplaces Lists. One application is all you need.

Boost employee pride

Certification builds community and inspires workplace pride. It is the fuel to inspire and motivate.

For Today...

Think of **One Insight** as a key take-away
and **One Experience** to Change



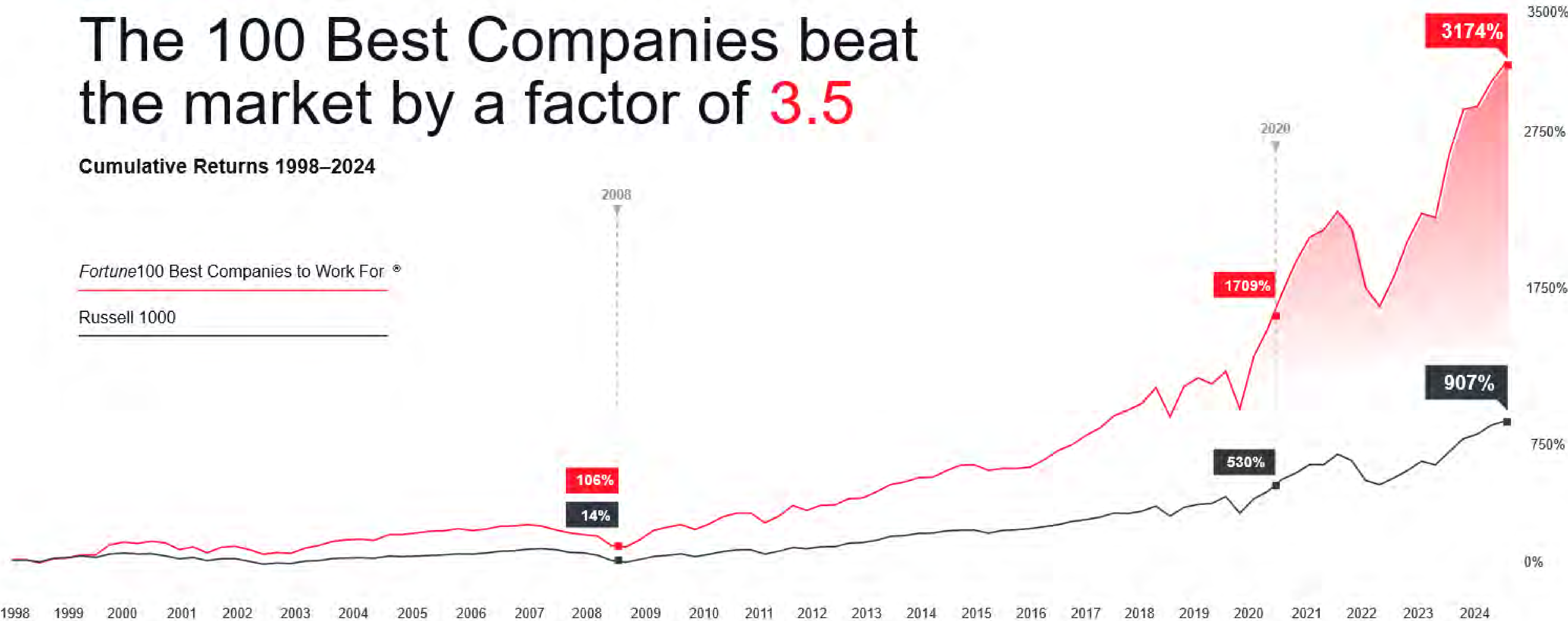
Financial Performance

The 100 Best Companies beat the market by a factor of 3.5

Cumulative Returns 1998–2024

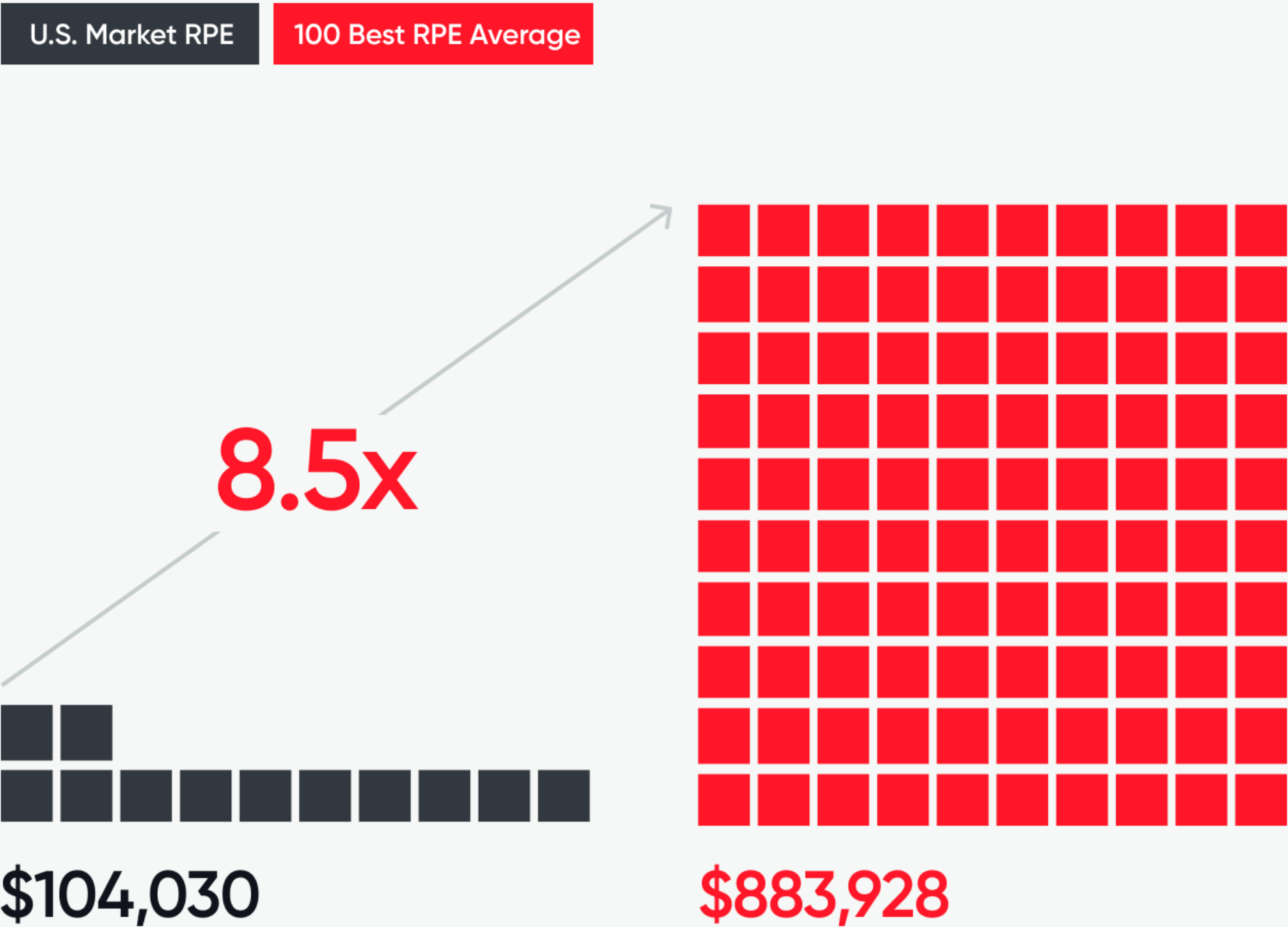
Fortune100 Best Companies to Work For[®]

Russell 1000



The 100 Best Workplaces Experience 8.5x Greater Revenue Per Employee

Great workplaces increase productivity while maintaining consistently positive work experiences, low burnout rates, and high levels of psychological and emotional health.

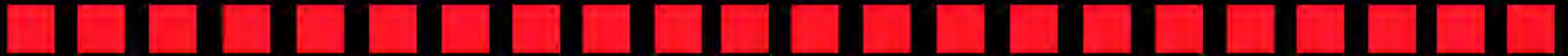


Great Place To Work® Fortune 100 Best Companies To Work For® 2025

Source: 100 Best Company RPE is based on an average of data reported by the 2025 *Fortune* 100 Best Companies To Work For List produced by Great Place To Work, which analyzed more than 670,000 survey responses and data from eligible companies.

U.S. market RPE is based on an analysis of more than 6,000 U.S. companies by Aswath Damodaran, professor and researcher at New York University's Stern School of Business.

The Benefits of Focusing on Culture



4.1x

Revenue
Growth

+827%

Stock Price
Growth

+756%

Net
Income

+13%

Sales per
Employee

15x

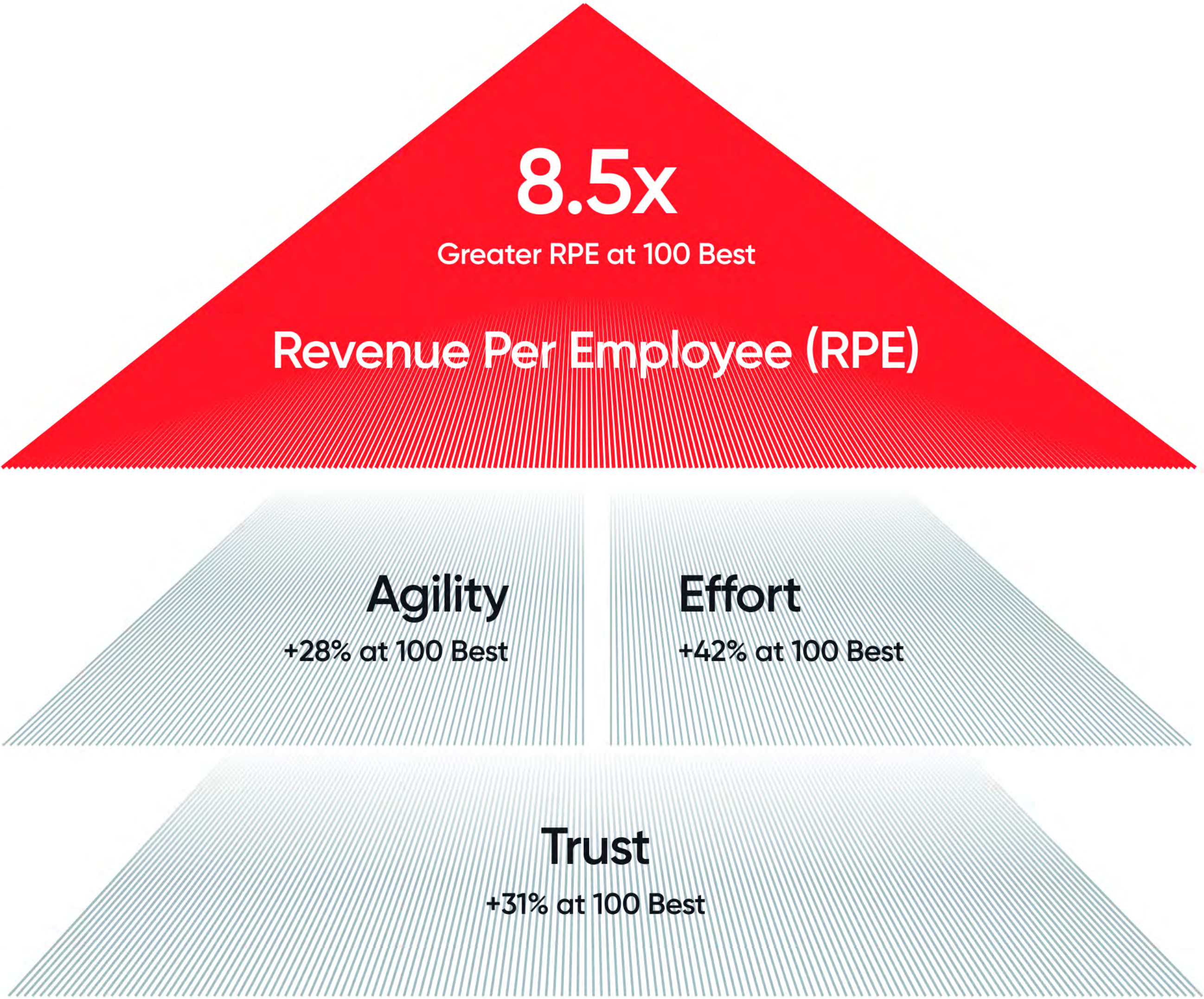
Return on
Investment

"It appears that the benefits of labor-friendly practices significantly outweigh the costs and that what is good for employees is good for shareholders."

– Journal of Business Ethics

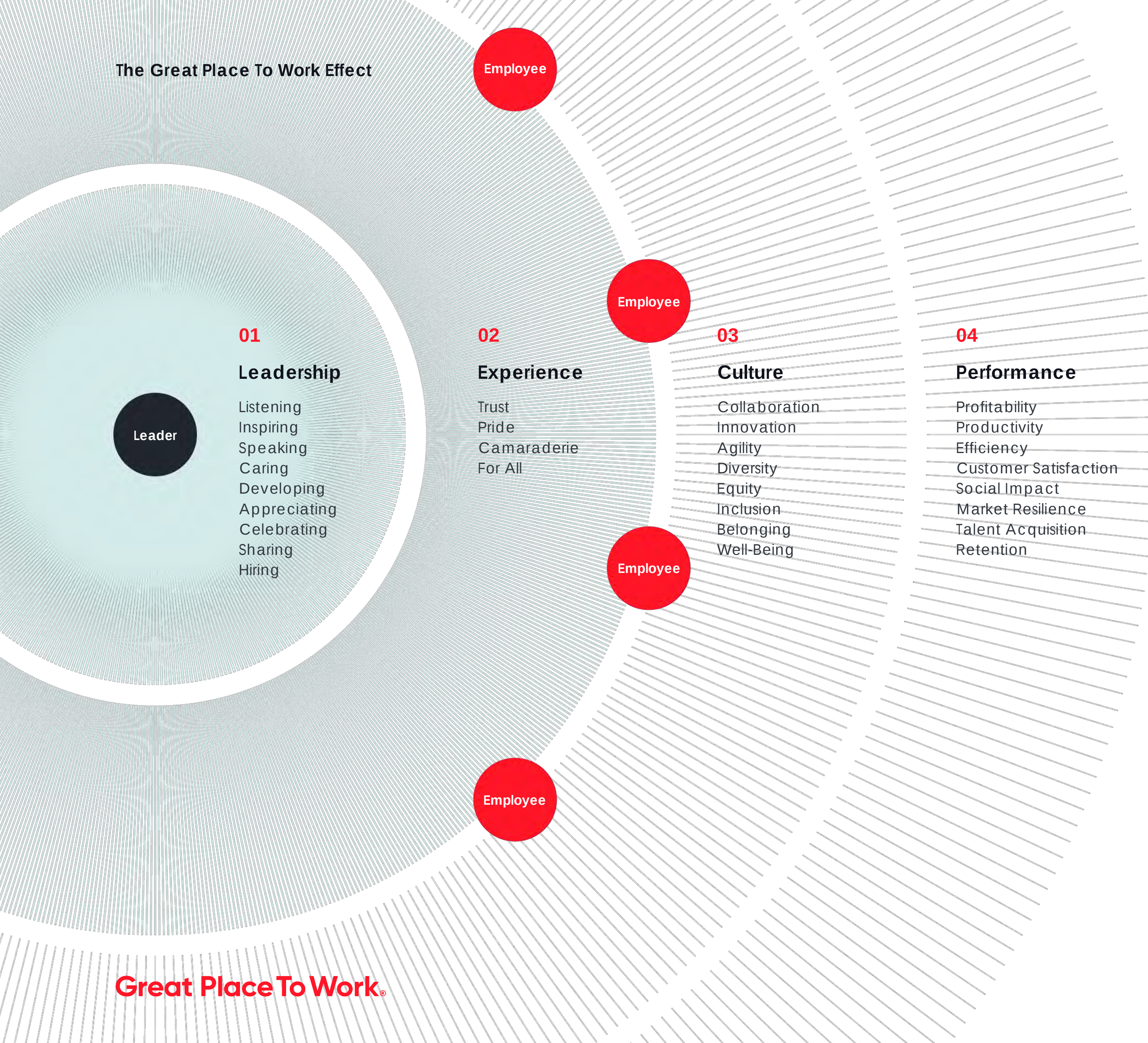
**Great starts with leadership.
Leaders shape experience.
Experience shapes culture.
Culture drives performance.**

A Foundation of Trust Unlocks Productivity and Performance



Source: 100 Best Companies are based on the 2025 *Fortune* 100 Best Companies to Work For List produced by Great Place To Work, which analyzed more than 670,000 survey responses and data from eligible companies via its proprietary analytical survey platform. This data was then compared to a market survey of more than 5,000 full- and part-time employees in the U.S. in February of 2025.

The Great Place To Work Effect



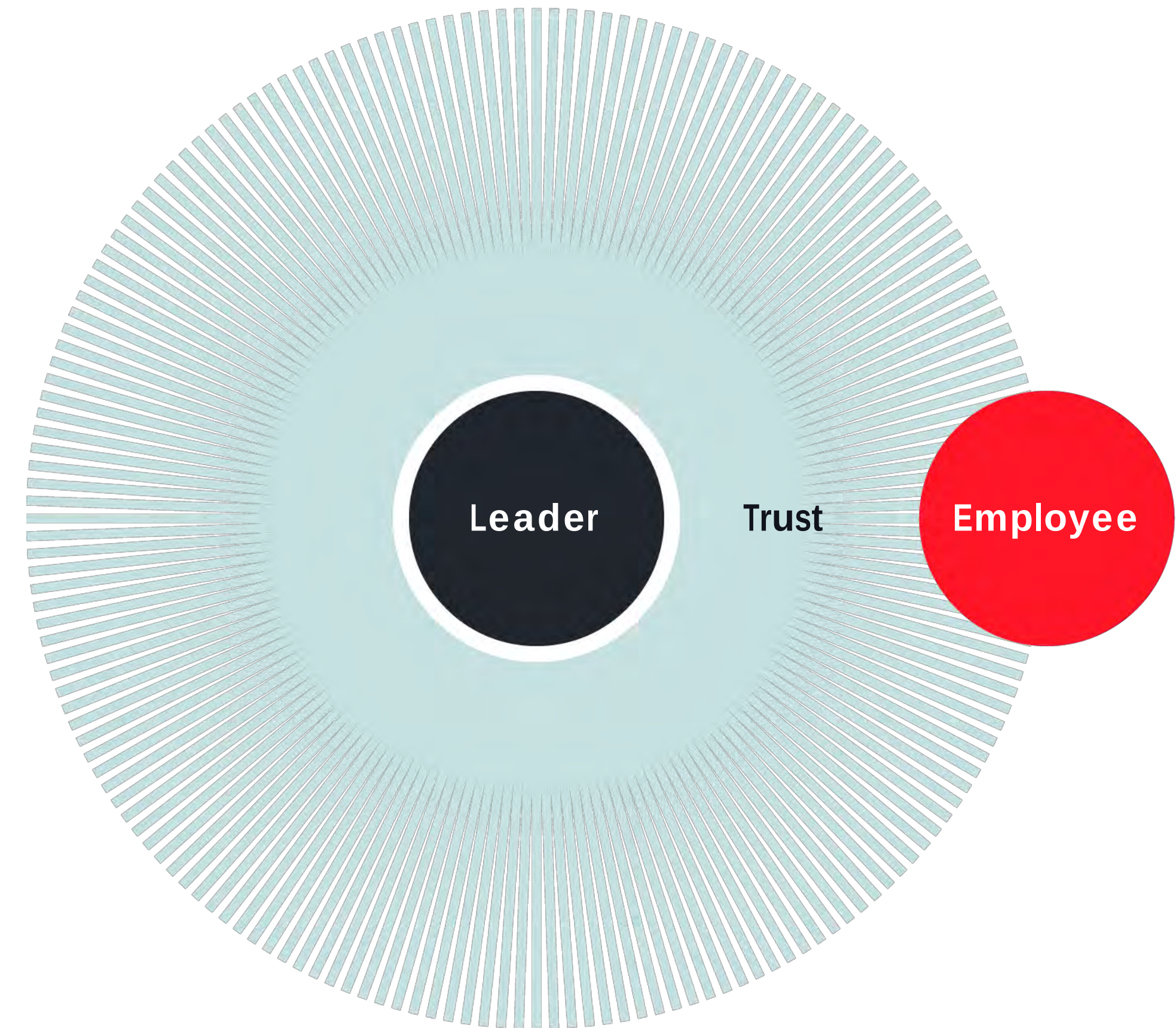
Great workplaces are great for business.

When leaders create a great employee experience, it has a transformative effect on their organization. Great workplaces attract and develop great talent, build thriving and agile cultures, and in turn, fuel growth and performance.

01

Trust in your leaders.

Trust between employees and leaders is the foundation of a great employee experience. Leaders build high levels of trust through consistent demonstration of credibility, respect, and fairness for their employees.





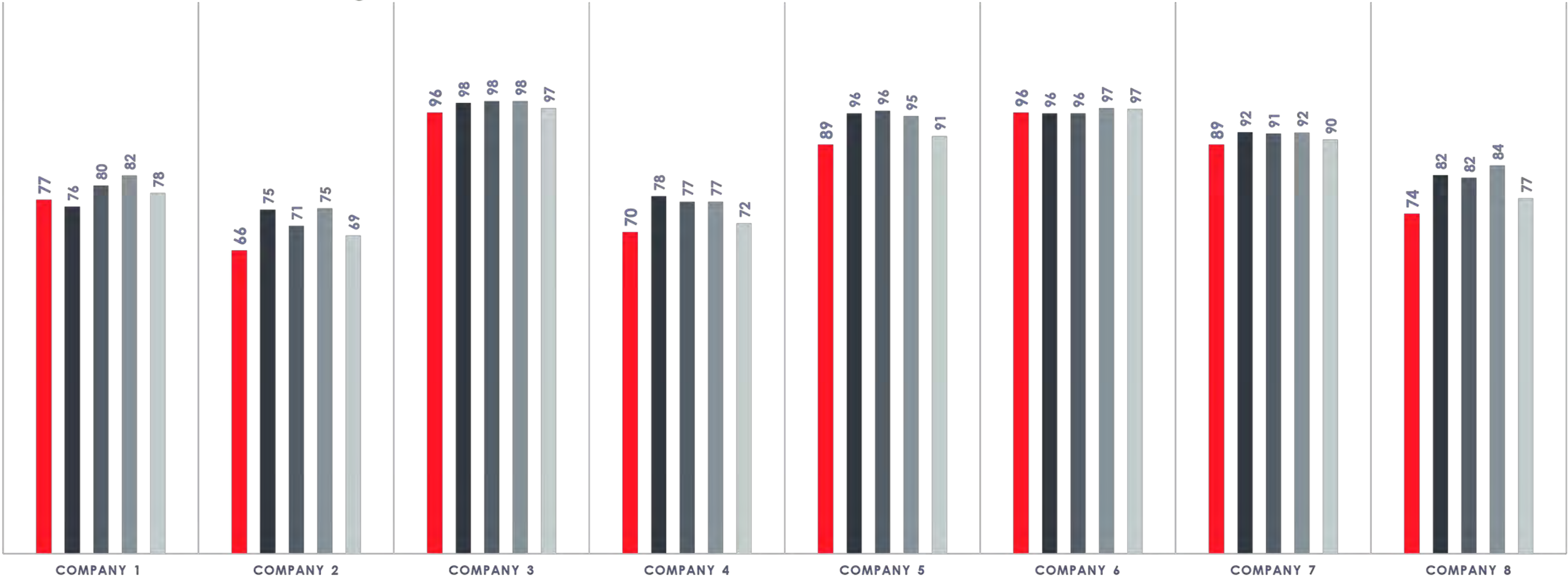
What behaviors do leaders need to adopt to Build Trust?

Nine High-Trust Leadership Behaviors

Listening	Asking questions and setting aside assumptions or defenses when an employee is talking
Speaking	Sharing information clearly, frequently, and transparently
Thanking	Creating a culture of appreciation by recognizing good work
Developing	Helping employees to grow as people, not just performers, by nurturing their talents and interests
Caring	Taking time to understand and listen to employees' experiences, both inside and outside of work
Sharing	Distributing profits, compensation, bonuses, and incentives plans fairly
Celebrating	Recognizing and rewarding employees who demonstrate the organization's sales - without showing favoritism
Inspiring	Showing employees how their work relates to the company's higher purpose and business success
Hiring	Ensuring new team members feel anticipated and valued from day one with a supportive onboarding experience

LEADERSHIP BEHAVIOR Impact on Retention

- Leadership Behaviour
- I want to work here for a long time.
- I would strongly endorse my company to friends and family as a great place to work.
- Pride Average
- Average of all Great Place to Work® Model© Statements



RECOGNITION emerges as a top motivator

recognize them for...

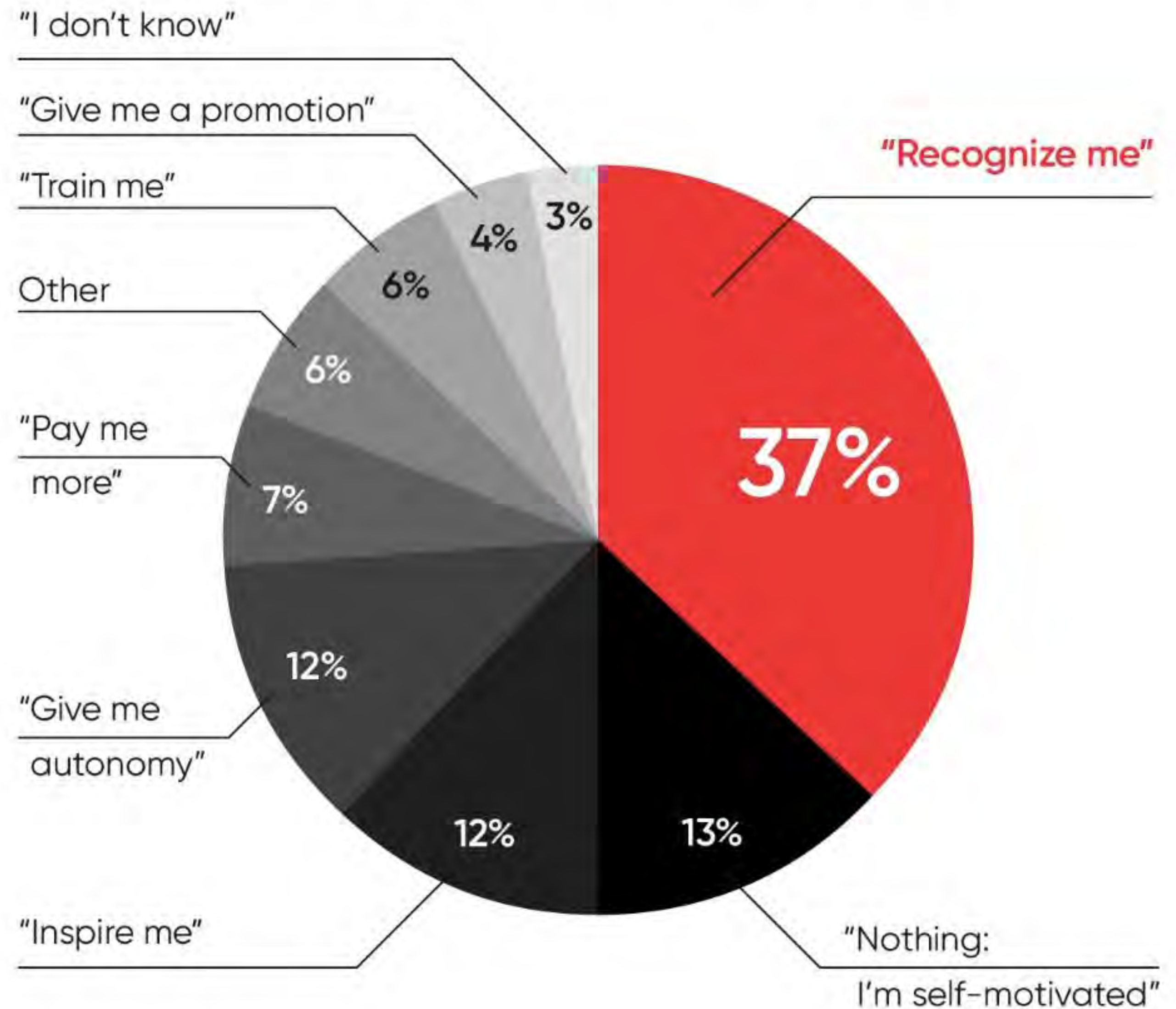
- Achievements
- Exhibiting desired behaviors
- Going above and beyond expectations
- Milestones such as Tenure

how....

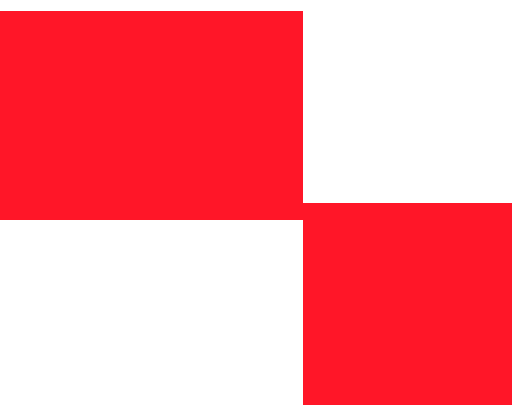
Study showed that **Affirmation, Feedback and Reward** are most effective for motivating employees to do their best work.

Great Place To Work®

Most important drivers of great work



Source: O.C. Tanner



2.6x

More likely to think that promotions are fair

2.2x

More likely to drive innovation and bring new ideas forward

2.0x

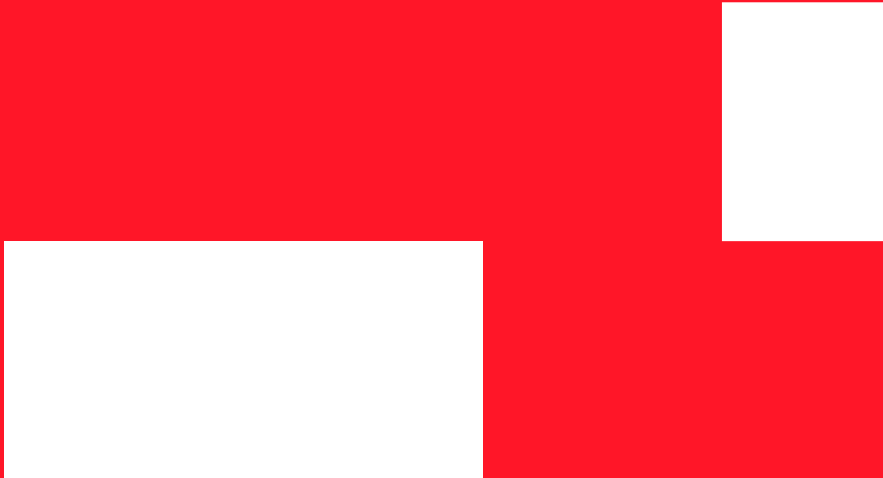
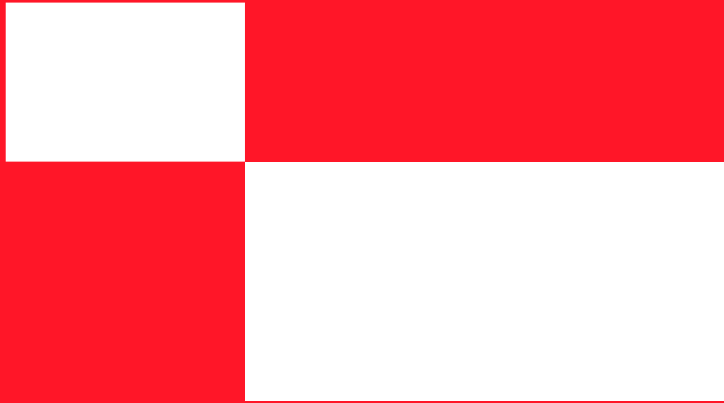
More likely to say people here are willing to go above and beyond

EMPLOYEES WHO FEEL
RECOGNIZED AT WORK ARE:

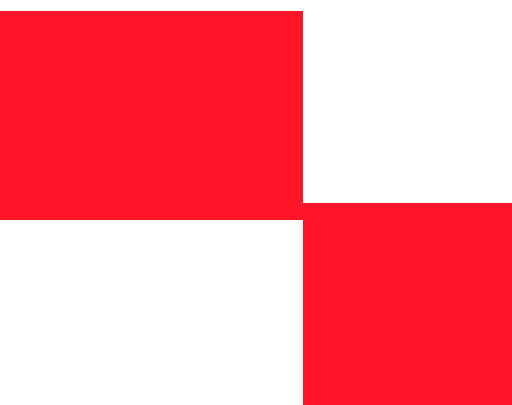


MORE LIKELY TO THINK
promotions are fair

Source: Great Place to Work®



GPTW Data Trends



Middle East Trends for 550+ Companies

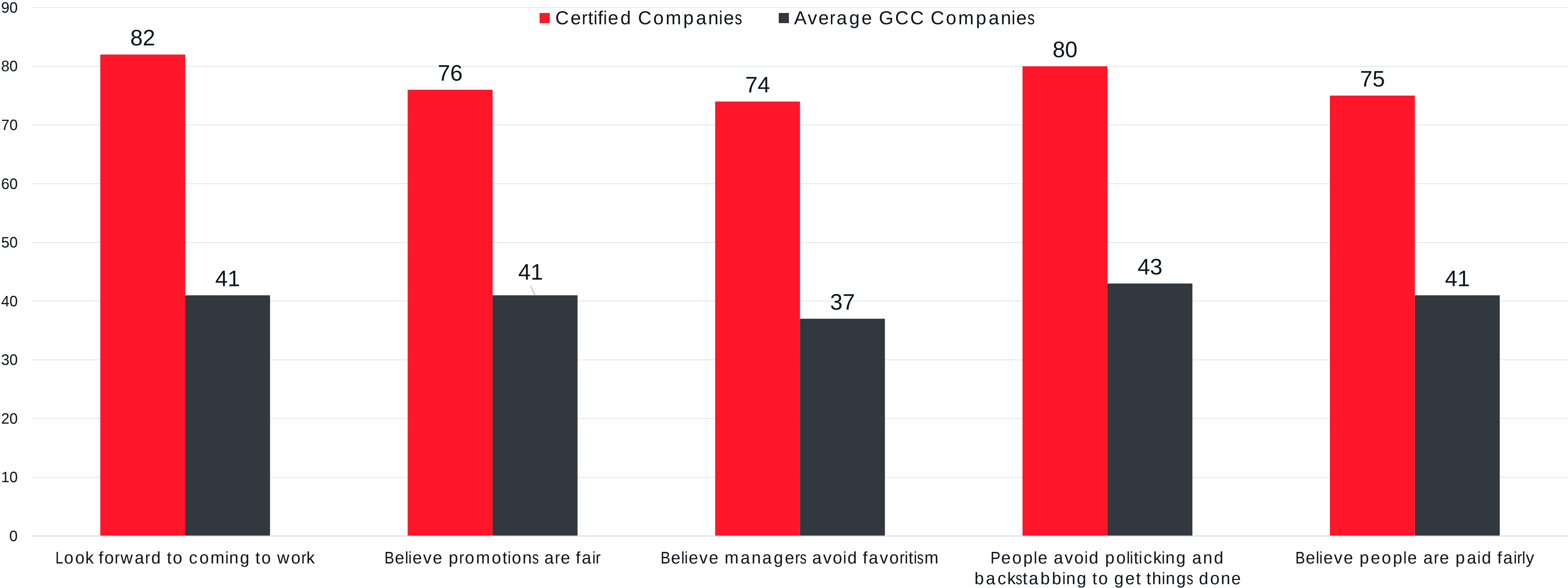
TOP 3 STATEMENTS

I feel I make a difference here	83%
When I look at what we accomplish, I feel a sense of pride	88%
I'm proud to tell others I work here	89%

BOTTOM 3 STATEMENTS

Everyone has an opportunity to get special recognition	74%
Promotions go to those who best deserve them	70%
Managers avoid playing favorites	72%

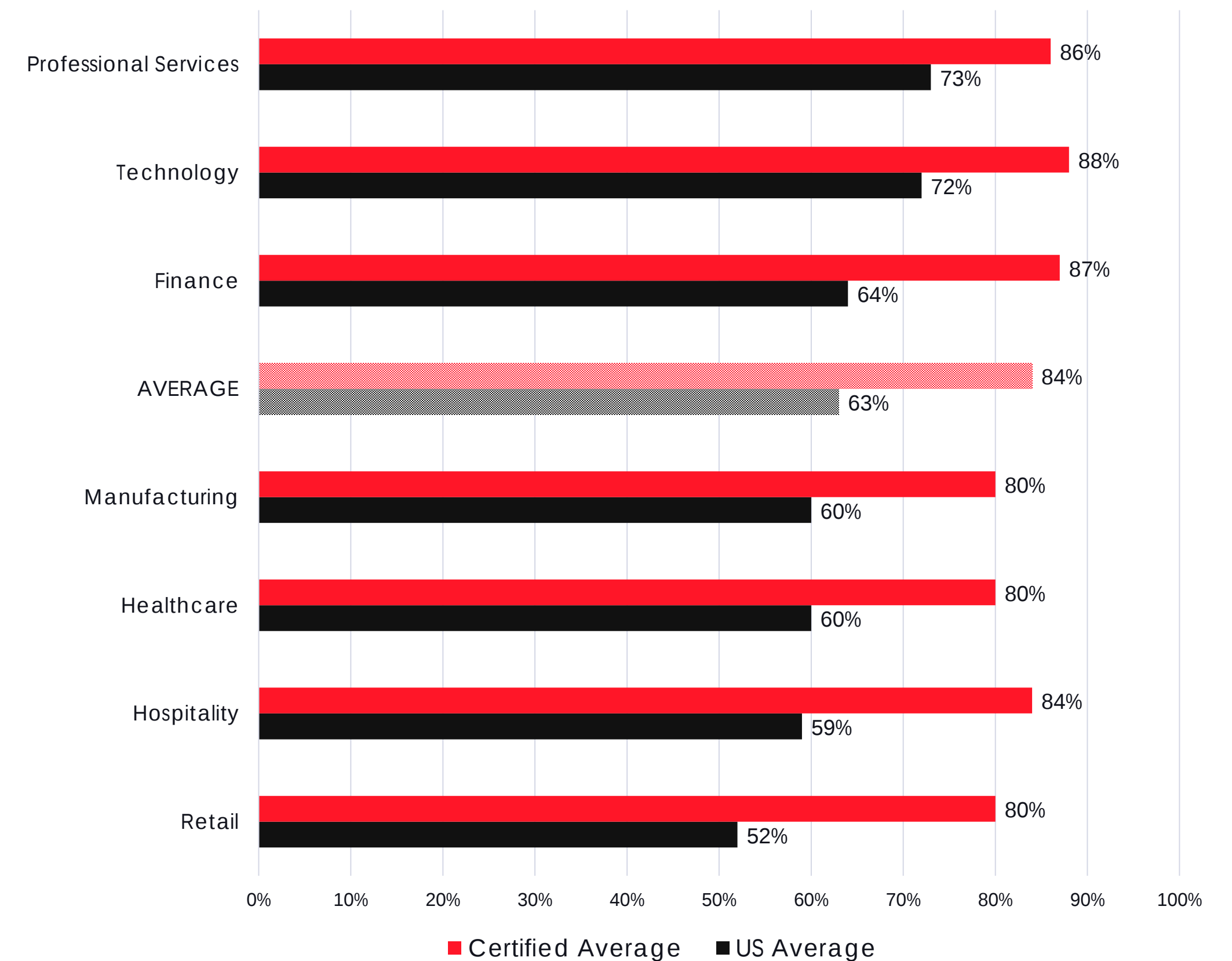
Great Place To Work Certified™ companies outperform their peers.

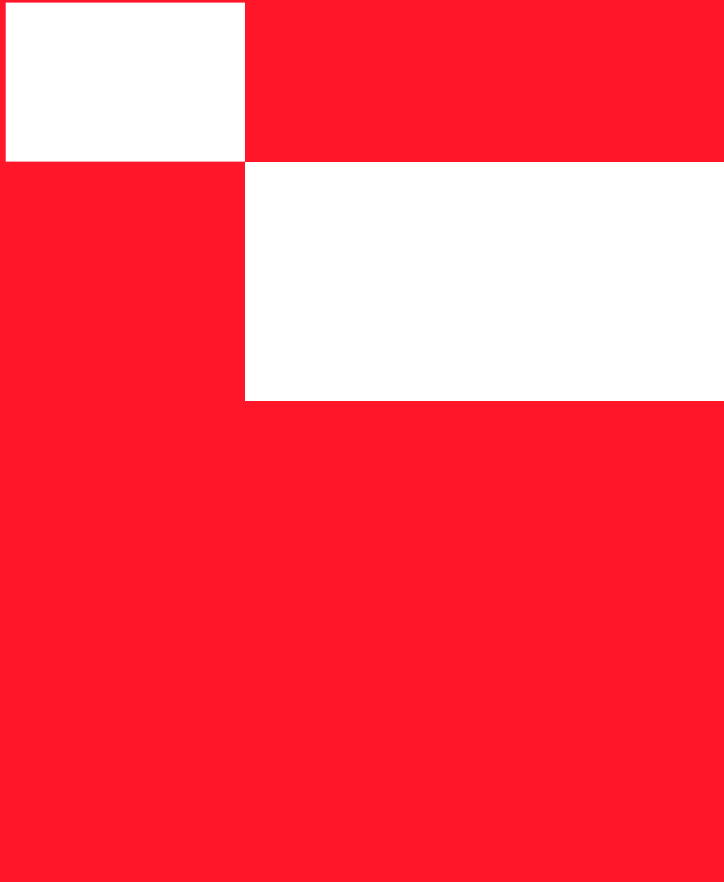


21% more employees say Certified companies are great workplaces.

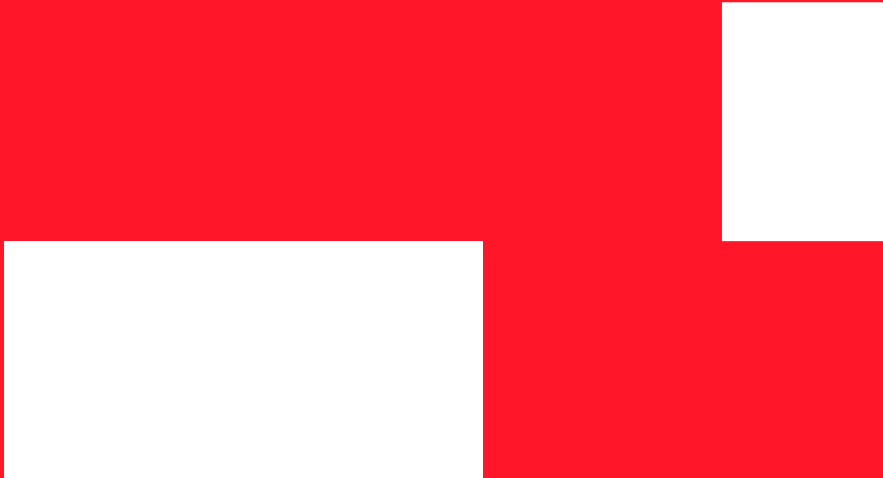
- Retail employees trade up by working for a great workplace.
 - Great retail company is on par with great companies in any other industry – can compete for talent with any industry. (Matters in a tight economy.)
- Tech and Professional Services employees have highest standards/choices. Pressure on companies to be great.

Taking everything into account, I would say this is a great place to work.





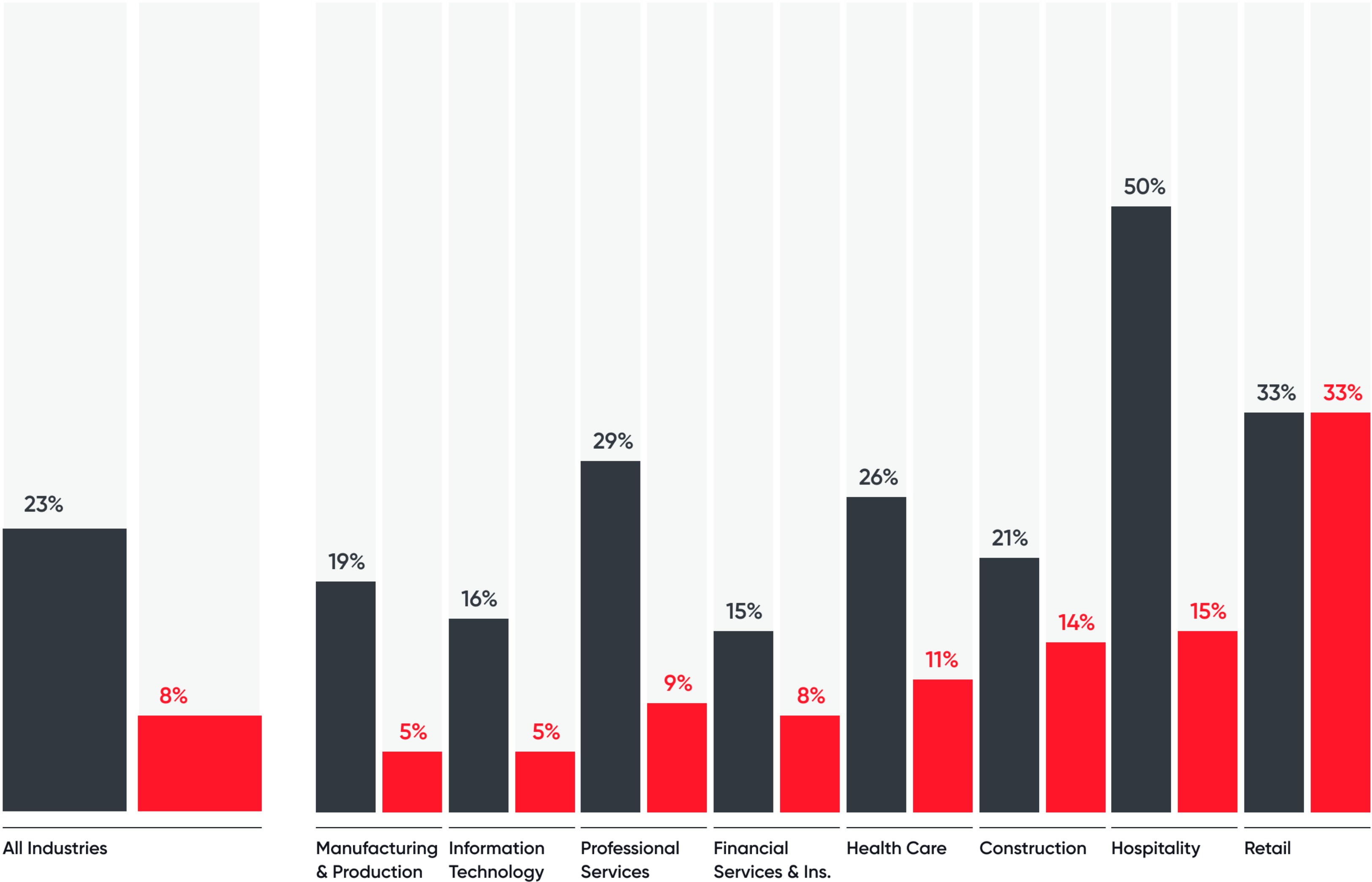
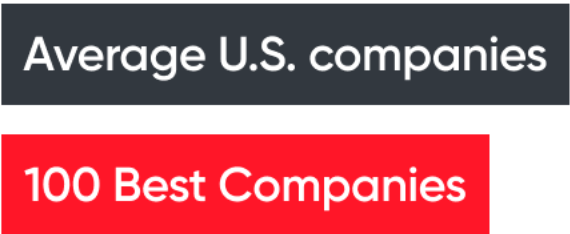
Retention



Retention

The 100 Best Companies cut turnover by two-thirds

The 2025 *Fortune* 100 Best Companies to Work For® have approximately one third of the voluntary turnover of their industry peers.



Retention

53%

of workers are open to quitting.

76%

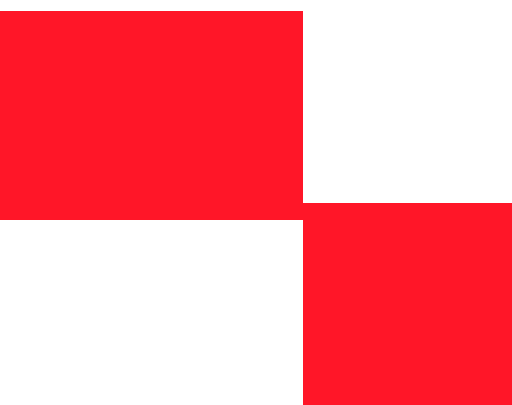
of job seekers say they'd prefer to work at Great Place To Work Certified Companies

Offering competitive salaries and benefits help reduce turnover but this is **not** the **BIG** picture.

There are more impactful factors...

- growth opportunities
- meaningful work
- inclusion and belonging
- work-life balance

The high cost of hiring means retaining employees is more valuable than ever.



**Factors
Increasing
Employee
Retention**
Out of 59 factors,
these three have
the most
influence on
employee
retention

EXPERIENCE

INCREASE IN LIKELINESS TO STAY

Purpose
“My work is meaningful”

2.7x

Pride
“I’m proud to tell others”

2.2x

Fun
“This is a fun place to work”

1.7x

This is what it takes to become great.