

Best Large Workplaces 2022



Best
Workplaces™

Great
Place
To
Work®

NERLAND
2022

The Road
to Greatness

The Road to Greatness

Being a Best Workplace is not a goal in itself. It's a journey that's never finished. A continuous process with peaks and valleys. A road full of endless discoveries and surprises. With bumps and sidetracks. But what counts is striving for better. You'll encounter all of this on your way to a successful organisational culture.



Best Workplaces Awards

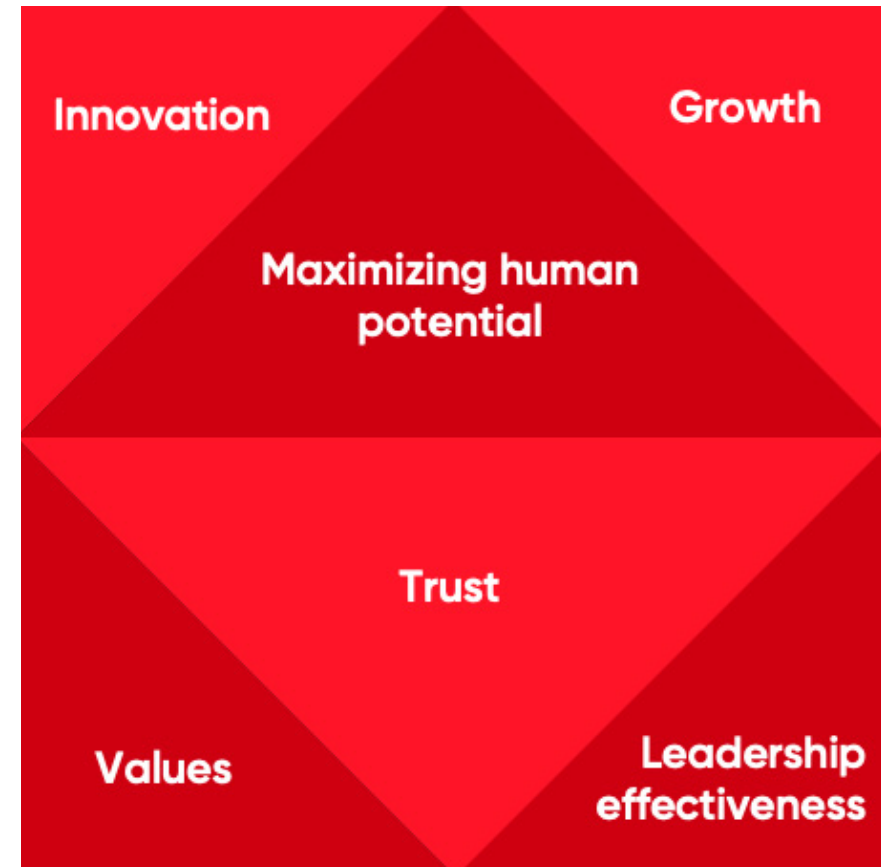
We celebrate these valuable experiences during The Road to Greatness. The Best Workplaces Awards 2022 were presented during a tour across The Netherlands. These organisations have been named a Best Workplace based on the Trust Index employee survey and the Culture Audit culture survey.

This magazine features the **Top 9 Best Large Workplaces.**

Great Place to Work For All

- The Best Workplaces list formula is based on the Great Place to Work For All model.
- A successful organisation starts with a culture of trust. This culture is nourished by meaningful values and effective leadership.
- In such a culture, everyone can use his or her potential. This leads to innovation and results in growth.
- The underlying Trust Index employee survey is carried out annually at more than 10,000 organisations in 62 countries among 12 million employees.

Great Place To Work. **FOR ALL MODEL**



These are the

**9 Best Large Workplaces
of The Netherlands**





1 AFAS Software



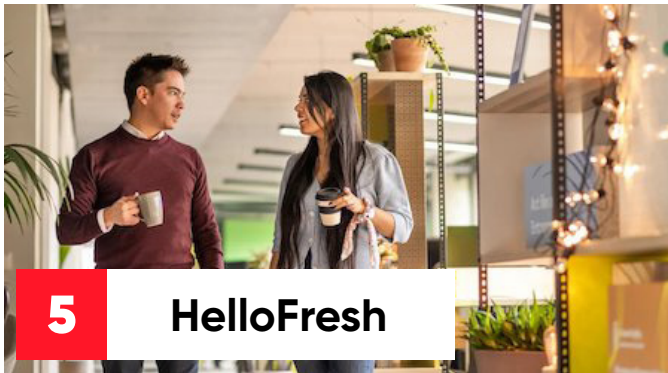
2 Incentro



3 Careflex Zorggroep



4 AFTER'S COOL



5 HelloFresh



6 Continu Professionals



7 Xelvin



8 Kindergarden



9 Macaw



Best Large Workplaces **in numbers**

Best Large Workplaces

- Organisations with **250 and more** employees
- **17** organisations have been certified
- **9** participants for the Best Large Workplaces list
- **9** organisations made the list



Did you know that...

- **AFAS Software** is the number 1 Best Large Workplace, just like last year?
- **Incentro** made the list for the fifth time?
- **Careflex Zorggroep** climbed from 5th position in 2020 to 3rd position in 2022?
- **AFTER'S COOL** made the list for the first time and came straight in at 4th position?
- **HelloFresh Benelux** made the list for the second time?
- **Continu Professionals** made the list for the first time?
- **Xelvin** made the list for the first time?
- **Kindergarden** made the list for the eighth time?
- **Macaw** made the list for the fifth time?



Do you want to learn more about these employers?

[Check out all employer pages](#)

5 dimensions

- The Great Place to Work survey measures five universal values: Credibility, Respect, Fairness, Pride and Camaraderie.
- This overview shows the scores on the five dimensions for the Best Large Workplaces.
- The average Trust Index is **79%**.
- Being a good employer is not about facilities, a ping-pong table or parties. It's about how you treat each other as people, and the beauty of that is: behaviour is free. But behaviour is difficult to change. Our consultants help organisations in this culture change.



Credibility: 80%



Respect: 76%



Fairness: 80%



Pride: 79%



Camaraderie: 86%

Making a difference

- Looking at our statements, where do the Best Large Workplaces make the difference?
- Based on the 60 statements of the Trust Index, a comparison was made between the Best Medium Workplaces and certified organisations of the same size.
- The top 10 makes the difference on the themes vision, expectations and agility.
- On the next page you'll find the scores on the corresponding statements.

you

are

the

change

Top 5 biggest differences

1. Management does a good job of assigning and coordinating people.



2. Management has a clear view of where the organization is going and how to get there.



3. Management makes its expectations clear.



4. We celebrate people who try new and better ways of doing things, regardless of the outcome.



5. People here quickly adapt to changes needed for our organization's success.



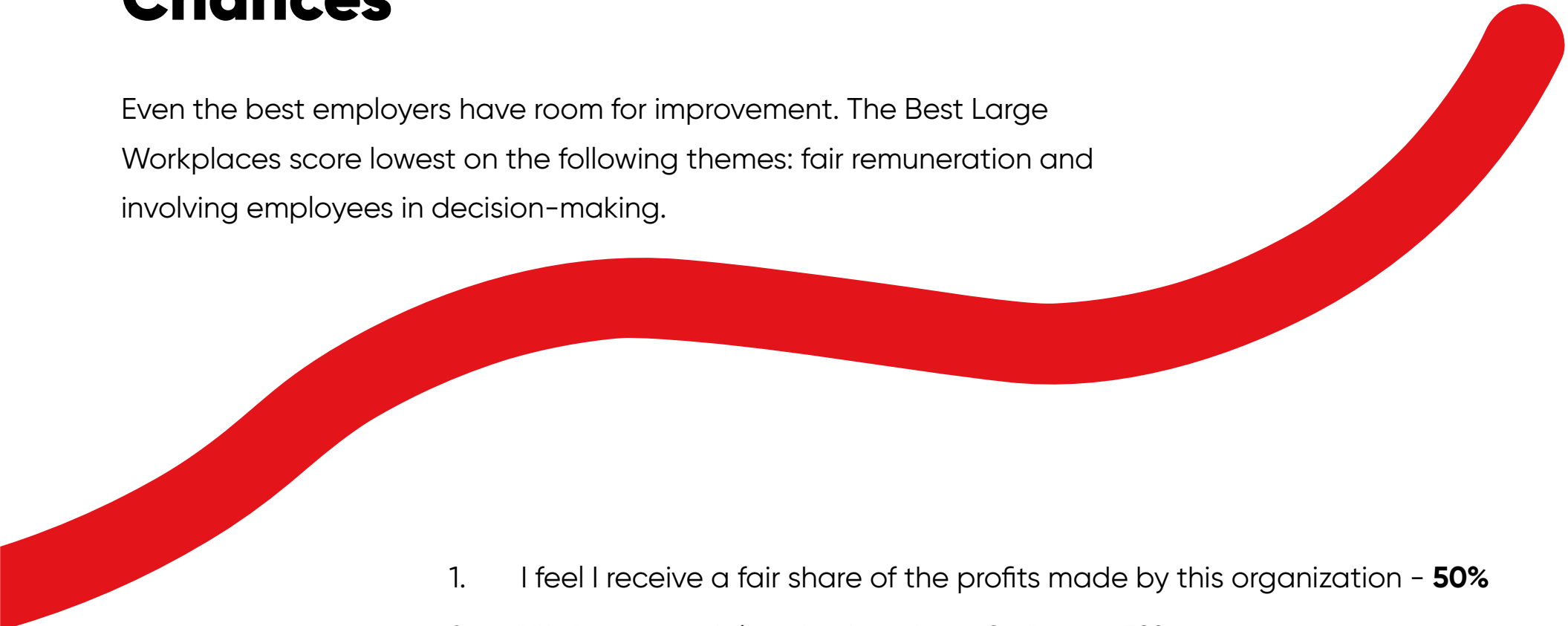
Excellerators

The Best Large Workplaces score the highest on the following themes: fair treatment, responsibility, being yourself and hospitality.

- 
1. People here are treated fairly regardless of their age, race, gender or sexual orientation - **96%**
 2. People here are given a lot of responsibility - **91%**
 3. I can be myself around here - **91%**
 4. When you join the company, you are made to feel welcome - **91%**
 5. This is a physically safe place to work - **89%**

Chances

Even the best employers have room for improvement. The Best Large Workplaces score lowest on the following themes: fair remuneration and involving employees in decision-making.

- 
1. I feel I receive a fair share of the profits made by this organization - **50%**
 2. We have special and unique benefits here - **52%**
 3. People here are paid fairly for the work they do - **56%**
 4. Management involves people in decisions that affect their jobs or work environment - **62%**
 5. Promotions go to those who best deserve them - **62%**

Great Place to Work For All

- You're only a Great Place to Work For All if there's little or no difference in experience between different demographic groups. It is not enough to be a good employer for the homogeneous group, you must be a good employer for each and every one of them. In this magazine we highlight three demographic questions:
- **Gender** consists of the answer options Woman, Man and Gender Neutral*.
- **Age** consists of five categories, from 25 years and below to 55 years and above.
- **Hierarchical position** consists of four answer options: from employee to CEO.

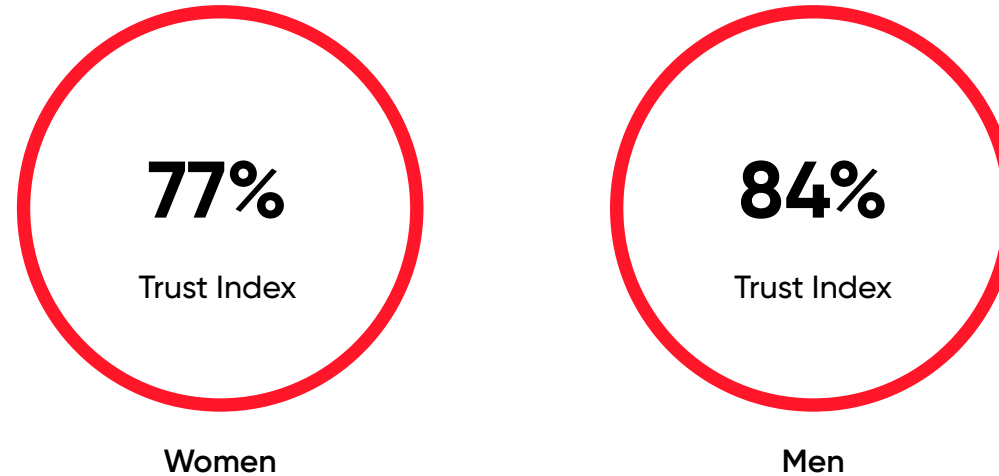
* There are too few respondents on Gender Neutral in our data to report it.



"If you are not maximizing the human potential in your organization – getting the most from everyone – you cannot realize the full potential of your business."

- Michael C. Bush, Global CEO Great Place to Work

Men more positive about work life balance and promotions



Biggest differences between women and men looking at statements:

1. I am able to take time off from work when I think it's necessary (*women 62% versus men 92%*).
2. Promotions go to those who best deserve them (*women 55% versus men 72%*).
3. People are encouraged to balance their work life and their personal life (*women 64% versus men 80%*).

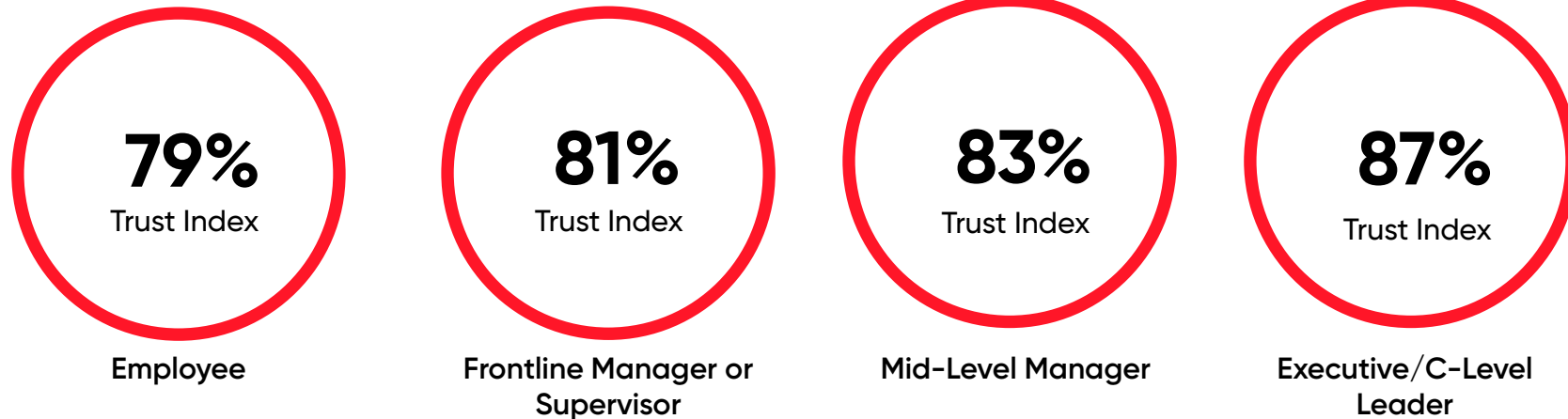
Older people more positive about fair pay and development opportunities



Biggest differences between 25 years or younger and 55 years or older looking at statements:

1. People here are paid fairly for the work they do (*25 years or younger 52% versus 55 years or older 73%*).
2. I am offered training and/or development to further myself professionally (*25 years or younger 66% versus 55 years or older 83%*).
3. This is a physically safe place to work (*25 years or younger 94% versus 55 years or older 78%*).

Management more positive about taking time off, commitment to expectations and development



Biggest differences between employees and management looking at statements:

1. I am able to take time off from work when I think it's necessary (*Executive/C-Level Leader 94% versus employee 74%*)
2. Management makes its expectations clear (*Executive/C-Level Leader 88% versus employee 72%*)
3. I am offered training and/or development to further myself professionally (*Executive/C-Level Leader 87% versus employee 72%*).



Is your organisation a Best Workplace?

Start the route to a successful organisational culture

Step 1

Step 2

Step 3

Step 4

Ask for employee feedback

Schedule two weeks to conduct the Trust Index survey, complete the Culture Brief and answer the five questions of the Culture Audit.

Get Certified!

If your organisation meets the certification criteria, you're allowed to use the Great Place to Work Certified logo for one year.

Follow-up

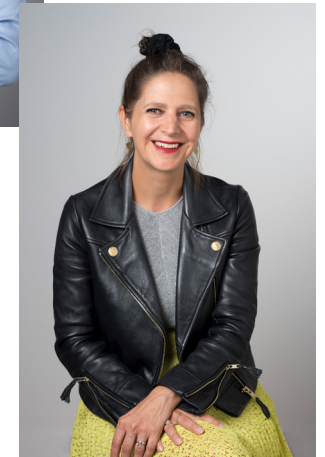
Focus on the points for improvement and celebrate your successes. Use the Certified logo in your external communication.

Best Workplaces Awards 2023

In April 2023, we'll let you know if you made the list of Best Workplaces 2023.

Culture is your #1 priority

- From a low-trust environment to a close-knit club, building internal culture is indispensable for any organisation. It always pays to get input from your colleagues.
- Our consultants can support you in every step of the way. Think of drafting a people strategy, facilitating good conversations and leadership coaching. You are never alone!
- The Best Workplaces list is based on our Trust Index employee survey and the strategic Culture Audit. You can start the survey at any time. It'll give you valuable insights to work with. Making number 1 on the list is not the most important goal, your culture is.



Are you ready to be a
successful organisation?

Book an online meeting!