

## Media Release

### For Immediate Release

## **2018 Best Workplaces™ in Singapore unveiled along with Asia Pacific research identifying psychological safety as key to successful teams and organisations**

**Singapore, 7 November 2018** – 13 companies were named Singapore’s Best Workplaces™ at the annual Great Place to Work® Awards Ceremony held today. Every year, the event recognises organisations with the most exceptional people and workplace culture practices according to studies conducted by Great Place to Work® Institute (GPTW) using a set of validated tools and proprietary methodology. This year’s awards ceremony was graced by Guests-of-Honour, Mrs Josephine Teo, Minister for Manpower and Second Minister for Home Affairs and Mr Zaqy Mohamad, Minister of State, Ministry of National Development & Ministry of Manpower. (Please refer to Annex A for the full list of 2018’s Singapore Best Workplaces™.)

Established in Singapore four years ago, GPTW’s core mission is to help companies transform their workplace cultures and create optimum environments where employees are empowered to perform and succeed in achieving organisational goals. This year, GPTW collaborated with the Singapore Management University (SMU) to conduct one of the most robust studies of its kind, surveying more than 800 organisations with over 400,000 employee voices represented across Asia Pacific. The study aimed to identify the critical element that companies need to focus on to better navigate disruptions *and* to stay competitive in a rapidly evolving digital economy.

The research revealed that across Asia Pacific organisations, there is a clear and positive link between high levels of ‘psychological safety’ and a strong teamwork culture that contributes to organisational, operational and business outcomes. The GPTW survey defines ‘psychological safety’ in terms of employees’ perceptions of a mentally and emotionally healthy workplace, and of leaders’ ability to recognise and accept honest mistakes.

“Studies have shown that a sense of psychological safety drives people to contribute more, take more risks and perform better as a team,” says Professor Richard R. Smith, Professor of Strategic Management and Deputy Dean for Lee Kong Chian School of Business, Singapore Management University. “This study also observed that psychological safety has 10 times the impact on teamwork, relative to other organisational climate factors combined – which include remuneration, recognition and development opportunities,” he adds.



According to the research, an organisation with high levels of psychological safety is also found to be one in which employees take pride in belonging to and view as a great workplace. Notably, 92% of employees who believed that their company was a great place to work, also rated their organisation high in psychological safety.

The paper also provides practical insights, recommendations and a series of steps that business leaders and senior executives can take to build a psychologically safe workplace for their employees. In order for organisations to achieve this and to build a strong culture of teamwork, the research suggests three key drivers – *a) behavioural integrity of leaders, b) organisational support* and *c) healthy relationship networks*. A deeper dive into the data indicated, however, that there were distinct country-specific differences that must be considered and the approach towards shaping organisational culture must then be tailored accordingly.

Ms Evelyn Kwek, Managing Director of Great Place to Work® Institute Singapore said, “We are delighted to see a wide range of industries represented among this year’s list of Singapore’s Best Workplaces™, and we hope that their remarkable efforts and achievements will inspire more companies to initiate and drive positive culture change. As a strategic regional business hub that attracts some of the biggest global and regional corporations, Singapore is in an ideal position to champion and spread the message of building a better world by creating great workplaces for all™.”

The Great Place to Learn™ certification was also officially launched at event today. It is jointly offered by GPTW and Institute for Adult Learning, and is a way of promoting and recognising enterprise achievements in championing learning at work, through work, and for work to foster a high-performing workplace culture. Two companies, Shalom Movers and Signify (previously known as Philips Lighting) were the first to attain the certification as part of the pilot programme earlier this year.

**## END ##**

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## About Great Place to Work® Institute

Great Place to Work® is the global authority on high-trust, high-performance workplace cultures. Through proprietary assessment tools, advisory services, and recognition programs, including the annual Fortune “100 Best Companies to Work For®”, a series of Best Workplaces™ lists and Great Place to Work® certifications in over 40 countries, the Institute provides the benchmarks, frameworks, and expertise needed to create, sustain, and recognise outstanding workplace cultures.

Great Place to Work® Institute Singapore established its presence in Singapore since late 2014. Since then, the Singapore office has been the regional hub partnering organisations with operations across the Asia Pacific region.

## Annex A

### Winners for 2018 Singapore Best Workplaces

#### Medium and Large Organisations

1.	Salesforce
2.	Royal Plaza on Scotts
3.	Cisco
4.	Zendesk Singapore Pte Ltd
5.	SAP Asia Pte Ltd
6.	DHL Express (Singapore) Pte. Ltd.
7.	Shalom International Movers Pte Ltd
8.	Mastercard
9.	FireEye
10.	Adecco Personnel

#### Small Organisations

1.	Intuit Singapore Pte Ltd
2.	Stryker Singapore Pte Ltd (ASEAN)
3.	Hays Specialist Recruitment Pte Ltd Singapore