

Great award for our great employees



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Many of you know this seal of quality from your own work environment and know what this coveted certification means: in benchmark comparisons, our company has an above-average workplace culture that is characterized by trust, diversity, and team spirit. Especially in the Corona year, we see this as a particularly valuable award for our team that lives these values! Teamwork makes the dream work.

„Last year the globegarden community showed an impressive performance in coping with the pandemic,“ says Silke Bührmann, director for education and pedagogy and member of the management board. “The recognition as a Great Place to Work™ is a wonderful confirmation of the work that our employees do every day and is therefore more important in this challenging year. I am extremely grateful for our committed and

caring employees who have a lasting impact on the lives of children, apprentices, and families. We are proud of our employees every day, but today more than ever.”

What exactly does the Great Place to Work™ certification mean?

Great Place to Work™ analyses organizations using a globally established system with evidence-based standards about their workplace culture. The actual workplace culture is ascertained through a survey of the employees and their experiences, in which the dimensions credibility, respect, fairness, camaraderie and pride are at the center. The internal globegarden system, processes and policies are also checked using a culture audit.

A full 82 percent of employees took part in the survey. Our employees particularly value the team spirit, innovation, diversity, and inclusion as well as the credibility and competence of the executive level and management. Furthermore, our employees are proud of what we do together at globegarden and believe that they can make a valuable contribution to the company's success.

The Great Place to Work™ certification also assesses the extent to which an organization creates a place of belonging for everyone. This includes the evaluation of our employee experience depending on, for example, their job role, their gender, their origin, and their salary status. 97 percent of our employees confirm that globegarden has a high degree of fairness and diversity.

Silke Bührmann on these results: *“I think our team's commitment to workplace culture is even more valuable than the certification. For me personally, the best confirmation is that 94% of employees feel that children are lovingly cared for and their learning is encouraged at globegarden, which confirms the high quality of our centers.”*



June 2021

"We have been working with globegarden for almost a year to analyse and develop the workplace culture. That is only possible if both management and employees support this project," says Dr. Thomas Schneider, Consultant and Co-Owner of Great Place to Work™. "That is the case with globegarden. The certification as a Great Place to Work™ is now the price tributed by the employees to the company itself - and therefore so valuable because the employees can best assess the workplace culture and thus paint a credible picture of the employer. Congratulations to this success!"

Despite the success, we will not stop improving to offer children a great place to grow - and our employees a great place to work. It is one of our goals to continue to improve the work-life balance of our employees. Since there is great desire among our employees for even more in-house development and training, we will continue to invest in this area in the future to create attractive offers here. To anchor the results and findings of Great Place to Work™ in the company, topic-related training classes and workshops will take place in the coming weeks and months.