

## Top Companies for Leaders 2009

---

### Frequently Asked Questions About Top Companies for Leaders

#### What is the timing of the study?

The Top Companies for Leaders study is a biennial study, and will be conducted again in 2009. We will send invitations to participate in the Top Companies for Leaders survey in early January 2009. Immediately following survey submission, companies will be screened for finalist status. Finalist interviews will take place on a rolling-basis throughout the winter and early spring. The Top Companies lists will be selected in summer 2009 and announced in fall 2009. All winners will be notified in advance of the public announcement.

#### What's new for 2009?

Hewitt conducted extensive research through data analysis, secondary research and feedback from our leading consultants, clients, and partners to modify and enhance the 2009 survey. While nearly 60% of the survey remains unchanged, ensuring our ability to analyze long term trends, we've added items that carefully examine leadership and talent challenges both today and in the future.

#### How do I sign up to take the 2009 survey?

In order to ensure placement on the mailing list for 2009 invitations, please visit [www.hewitt.com/topcompanies](http://www.hewitt.com/topcompanies) and register your organization.

#### What do I get for participating in the Top Companies for Leaders study?

Participating in this study will arm you with the information and insights you need to identify and develop leadership talent to drive business success in your organization. There is no charge for participation in the Top Companies for Leaders study. As a participant, you will receive an exclusive research brief highlighting global and regional Top Companies' practices that drive business success. This brief is complimentary, and will only be available to participants in the 2009 study. You will also have the opportunity to benchmark against others in your region and around the globe who are leading the way in creating a strong pipeline of leaders for the future.

#### Why should I participate if my organization doesn't have strong leadership practices?

The Top Companies for Leaders survey provides valuable intelligence for organizations looking to improve leadership capabilities. Past participants have said that simply completing the survey questionnaire was thought provoking, and resulted in new ideas and insights.

We encourage all organizations to respond to the Top Companies for Leaders survey in order to learn what your organization can do to build or maintain top-notch leadership practices. The real value for participation is gaining clear insight and facts on how top organizations use leadership practices to drive business success. Only participants will receive the complimentary research brief, which will highlight both global and regional Top Companies' practices.

#### Who is eligible for the Regional and Global Top Companies lists?

Any organization can participate in the survey process, however, only select organizations are eligible for the Regional and Global Top Companies lists. The following criteria must be met to qualify for the Regional and Global lists:

- Only one survey response per organization will be considered eligible for the Regional and Global Top Companies lists.
- Subsidiaries are eligible for the list only if they are publicly traded, separate from their parent company. Subsidiaries of non-publicly traded parent companies are eligible only if they have a separate Board of Directors (or equivalent governing board).
- Global organizations may only submit one response, from the country in which they are headquartered, that will be considered eligible for the Regional and Global Top Companies lists.
  - Regional business units may respond to the survey to receive study insights, but will not be eligible for the Regional and Global lists unless they meet the subsidiary requirements above.
- Private companies must provide selected financial information to be considered for the final lists.

*Organizations that do not meet these criteria may be considered for other recognition opportunities that may be presented depending on levels of participation (e.g., Special Recognition).*

### **How are organizations selected as finalists?**

Hewitt screens all organization survey submissions for responses that are consistent with strong leadership practices. To elicit honest answers and maintain the integrity of the methodology, we do not publish the screening criteria.

### **How are the Top Companies selected?**

An independent panel of judges in each region selects the Top Companies lists. The panels are composed of renowned authors, academics, and business journalists. The panels of judges will utilize findings including organization and leader survey data, interview data, financial measures of performance, and organizational reputation.

### **What are the benefits of being selected as a Top Company for Leaders?**

The Top Companies study is a unique opportunity for your organization to gain recognition for its leadership practices and strengthen your reputation for growing great leaders. Organizations selected for recognition as a Top Company will be publicly recognized in prestigious local, regional, and global media outlets.

### **Whom should I contact for additional information regarding the study?**

Shelli Greenslade  
Global Project Manager, Top Companies for Leaders  
[Shelli.Greenslade@Hewitt.com](mailto:Shelli.Greenslade@Hewitt.com)

Jessie Leisten  
Global Research Manager, Top Companies for Leaders  
[Jessie.Leisten@Hewitt.com](mailto:Jessie.Leisten@Hewitt.com)

Robin Guarnieri  
Global Project Coordinator, Top Companies for Leaders  
[Robin.Guarnieri@Hewitt.com](mailto:Robin.Guarnieri@Hewitt.com)