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Press Release

19 January 2007

DORMA wins award as top employer

Wolfgang Clement presents the Ennepetal-based company with the *Top Job* accolade for its outstanding HR management

Ennepetal – DORMA GmbH + Co. KG is one of the 100 best employers among Germany's small and medium-sized enterprises (SMEs) according to this year's nationwide *Top Job* corporate benchmarking competition. This accolade has been awarded for the past five years to mid-sized firms for their outstanding HR management policies. Wolfgang Clement, Germany's former economics minister, will be presenting DORMA with the prestigious *Top Job* award this Friday evening at an official ceremony in Duisburg-Nord Industrial Landscape Park.

On this occasion the mentor of the *Top Job* initiative will be recognising DORMA's achievements in the categories Leadership & Vision, Motivation & Dynamism, Culture & Communication, Staff Development & Prospects, Family & Social Awareness, and Internal Entrepreneurship. First, however, the company - which specialises in door systems - had to undergo a thorough two-stage process devised by the Institute for Leadership and Human Resource Management at the University of St. Gallen, Switzerland. In the first stage, the HR experts working under Professor Heike Bruch, the Institute's director, captured the company's key performance indicators in a questionnaire. The second stage was to conduct a detailed online staff survey. DORMA was only too willing to take part in this poll, as Michael Ecker, its head of HR, explained at the outset: "We know that we are doing a good job for our employees. Companies that don't attach much importance to HR management don't even take part in this kind of survey." He was delighted to see his firm's good ranking despite the strong competition: "We are now officially one of the best employers in Germany's SME sector. This will make us even more attractive to highly qualified workers in future." A total of over 150 companies entered the *Top Job* competition this year.

In their appraisal, the experts from the Institute for Leadership and Human Resource Management highlighted DORMA's success in the field of continuing professional development. Consequently, the company scored particularly highly in the category Staff Development & Prospects. Its door systems and solutions are well-known around the world - a success story that the company attributes to its ambitious employees. DORMA therefore pursues a policy of systematic staff development that is

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tailored to the needs of each individual employee, while a specially designed programme prepares young executive talent for future managerial responsibilities. More important than any of these measures, however, is the ethos of partnership and mutual respect that informs how employees treat others at all times. During staff performance reviews, for example, line managers are assessed by their staff.

In addition to the comprehensive benchmarking report, the prestigious award and a highly enjoyable evening in the company of Wolfgang Clement, all 100 companies are featured in a book published by Bruch and Clement entitled *Top Job – Germany's 100 best SME employers*. They are also presented in detail on the website at www.topjob.de and supported with professional public relations work. Furthermore, as a *Top Job* award-winner they automatically belong to the network of top employers and benefit from meetings and contacts with the other 99 finalists. The application process for the next *Top Job* competition commences on 1 February 2007.

Mentor and partners

The project's mentor is Wolfgang Clement, Germany's former economics minister. Its partners are AGP – Arbeitsgemeinschaft Partnerschaft in der Wirtschaft e. V.; Akademie für Führungskräfte der Wirtschaft GmbH; HRblue AG; Gallup Deutschland GmbH; Kienbaum Consultants International GmbH; Klaus Lurse Personal + Management AG; Scheelen AG; Schindlerhof Klaus Kobjoll GmbH; SKP – Dr. Stoebe, Kern & Partner HR Managementberatung AG; and the *Süddeutsche Zeitung* newspaper.

Project management

The *Top Job* project is managed by Dr Heike Bruch, professor and director of the Institute for Leadership and Human Resource Management at the University of St. Gallen. She has earned a prominent reputation in the fields of change management and leadership in particular.

Organiser: compamedia GmbH

compamedia specialises in organising benchmarking projects and creating networks for small and medium-sized enterprises. It concentrates on promoting its projects in the media, leaving technical implementation to its specialist partners. In addition to the *Top Job* employer-benchmarking competition, compamedia coordinates two other prestigious projects that highlight the achievements of Germany's SME sector: the *Top 100* innovation project under the mentorship of Lothar Späth, and *Ethics in Business* with Ulrich Wickert as patron.

This text is available in digital format from masurat@compamedia.de; photographs of the awards ceremony will be available in the Press section of www.topjob.de from Saturday, 20 January. Your contact can provide pictures of the prize-winning company.

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