

30 January

Press release

Award-winning “Staff Development & Prospects” at itemis AG

IT consultancy and service company is *Top Job* category winner / Wolfgang Clement presents itemis with HR award

Lünen – itemis AG has come top in the Staff Development & Prospects category in this year's national corporate-benchmarking competition. The judges in the seventh round of this renowned business initiative were impressed by the company's intelligent package of measures in the area of HR strategy, geared towards promoting the development and prospects of its 120-strong workforce. The company was also awarded the *Top Job* seal of approval, marking it out as one of Germany's 100 most attractive SME employers. Wolfgang Clement, Germany's former economics minister and mentor of the *Top Job* initiative, will be presenting itemis with the trophy and the prestigious award this Friday evening at a ceremony in Duisburg-Nord Industrial Landscape Park. The award will be accepted by Jens Trompeter, Head of Business Development at itemis AG.

In making the award, Wolfgang Clement will be recognising itemis's achievements in the six categories examined: Motivation & Dynamism, Culture & Communication, Staff Development & Prospects, Leadership & Vision, Family Awareness & Demography and Internal Entrepreneurship. As well as winning one category, itemis also made the top ten in the last three of the categories listed, and was ranked eighth overall.

In the Staff Development & Prospects category, the judges looked at the extent to which employees are integrated into the company. They also examined whether the company had succeeded in developing appropriate strategic goals for the staff and highlighting future prospects to encourage them to stay with the company in the longer term. Established in 2003, itemis AG develops software solutions with a particular focus on model-driven software development, and now has eight branches across Germany as well as offices in Switzerland, France and the USA. All new employees undergo an intensive 13-week induction programme, and the company also employs a 4+1 system where the staff work four days a week on company projects and then spend one day on career development training. Another interesting tool used by itemis is the post-project review, where a team goes back over a completed project, examining social and technical dimensions, to see whether any lessons can be learned. “Our staff are the key factor behind our success, so we support their professional and personal development,” explains Jens Trompeter.

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To earn the award, the company 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. Led by institute director, Professor Heike Bruch, the experts review the management tools used by HR departments of the participating companies and carry out a detailed online staff survey. "Time and time again, the results of our investigations have shown that a strategic approach to HR management is directly reflected in the company's bottom line," says Professor Bruch. "Put simply: Good employers are commercially successful. This correlation will become even stronger in future. Companies that actively seek to make themselves more attractive as an employer will become significantly more competitive." This makes Jens Trompeter all the more proud of his company's success: "Top Job is only open to companies for whom HR management is a high priority. Within such a competitive environment, to be recognised as one of the best 100 SME employers, not to mention winning a category, will really motivate our staff and make us even more attractive to highly qualified employees in future." More than 212 companies entered the Top Job competition this year.

All 100 Top Job companies are featured in the book "TOP JOB – Germany's 100 best SME employers" published by Bruch and Clement, and on the website www.topjob.de. The project is organised by compamedia GmbH, Überlingen, Germany. Interested companies can apply immediately at www.topjob.de. The closing date for entries is 30 April 2009.

Mentor, partners and coordination

The project's mentor is Wolfgang Clement, Germany's former economics minister. Its partners are Gesamtmetall - Arbeitgeberverbände der Metall- und Elektro-Industrie e. V., Akademie für Führungskräfte der Wirtschaft GmbH, HRblue AG, Gallup Deutschland GmbH, Kienbaum Consultants International GmbH, Schindlerhof Klaus Kobjoll GmbH, SchmidtColleg GmbH & Co. KG and Süddeutsche Zeitung. The Top Job project is coordinated by Professor Heike Bruch, director of the Institute for Leadership and Human Resource Management at the University of St. Gallen. She has earned a prominent reputation, particularly in the fields of change management and leadership.

Organiser: compamedia GmbH

compamedia specialises in organising benchmarking projects and creating networks for small and medium-sized enterprises. From its headquarters in Überlingen on Lake Constance, the company runs the "Top Job – Germany's 100 best SME employers" employer benchmarking project and the "Top 100 – The 100 most innovative companies in Germany's SME sector" and "Ethics in business – pioneers of ethical conduct" projects.

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, 31 January. Your contact can provide pictures of the prize-winning company.

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