Great Place To Work®

Journey To Greatness



Nigeria's Best Workplaces Awards 2026

GIFTWORK® JOURNEY!

GiftWork® Journey Training is a proprietary **Great Place To Work** program designed to equip leaders and managers with the skills to transform the culture of their organisation one team at a time.

This unique program with no PowerPoint presentation explores practical techniques and real-life scenarios that can help any leader to create a high trust work environment leading to high performing teams.

Our goal is to help you build a great workplace where employees can say 'my work is more than just a job'.

Empower your leaders with the tools they need to inspire and drive team performance through trust-based leadership. Enroll in the GiftWork Journey Training to transform your workplace culture and unlock your team's full potential.

Reach out to us to learn more:
greatplacetowork.com.ng | *ng_info@greatplacetowork.com* | *0813 864 1300*

The Learning Path

Where are we going?
Why do I want to go there?
Who is leading the way?
What path can I take?
What do I pack for the Journey?
Where am I on the map?
How do I navigate the Journey?
Am I ready to go?

5000+ Employees Coached Nationwide

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Journey to **Greatness**

Message From Our Chairman



Ọba Ghandi Àfọ́labí Ọláoyè

Orumogege III, Soun of Ogbomoso Land
Chairman, Great Place to Work Nigeria.

> Distinguished guests, our keynote speaker, Dr. Biodun Shobanjo, captains of industry, chief executives, business and HR leaders, representatives of our recognised organisations, partners, members of the media, ladies and gentlemen.

Good evening, and welcome to the Great Place To Work Nigeria Best Workplaces Awards 2026.

Tonight, we celebrate organisations that understand that sustainable success is built not only on financial performance, strategy or market leadership, but also on the quality of their workplace culture and the people who bring that culture to life.

Our theme, **"Journey To Greatness,"** reminds us of a fundamental truth: every great organisation starts somewhere. Greatness is rarely accidental. It is achieved over time through vision, deliberate choices, courageous leadership, disciplined execution and a commitment to continuous improvement.

The question is: what does it take to achieve greatness and, more importantly, sustain it?

At Great Place To Work, we believe that culture is one of the most important foundations of enduring organisational success.

Culture determines how leaders treat their people, how teams collaborate, how fairly decisions are made, whether employees can speak openly and whether individuals feel valued for their contributions. It is reflected not merely in what an organisation says about its values, but in what its people experience every day.

A compelling strategy may establish an organisation's direction, but its culture significantly influences how effectively that strategy is executed. When people experience trust, respect, fairness, pride and a sense of belonging, they are better positioned to contribute meaningfully, innovate, collaborate and pursue shared goals.

A great culture does not eliminate challenges; it equips an organisation to confront them with greater unity, accountability and resilience.

The journey to greatness is therefore not just a journey of business growth; it is also a journey of cultural growth.

This requires leaders to be intentional. It means aligning words with actions, listening to employees, recognising contributions, developing people and ensuring that organisational values are reflected in everyday decisions. Culture cannot be transformed by slogans alone. It is built through consistent leadership behaviours and the experiences people have at work over time.

This is why the Great Place To Work Best Workplaces Awards are important. They recognise organisations that are making deliberate efforts to create workplaces where people can thrive and businesses can flourish.

To our award recipients, congratulations! Your recognition is an achievement to be proud of. However, I encourage you to see this not as the end of your journey, but as another milestone on the road to greatness. Continue to listen to your people, strengthen trust, invest in leadership and create environments where everyone has the opportunity to contribute their best.

To organisations still working towards this recognition, let tonight be an inspiration. Greatness is not reserved for those who have already arrived; it is within reach of organisations willing to learn, improve and remain committed to building the right culture.

Ladies and gentlemen, we have an opportunity to build institutions that will outlive us—organisations that create lasting economic value, develop people, contribute to society and leave a legacy of excellence. This requires more than individual brilliance; it requires a culture that enables people to work together towards a common purpose.

As Chairman of Great Place To Work Nigeria, I am proud of our contribution to advancing workplace culture and helping organisations understand the connection between employee experience and sustainable performance. We remain committed to supporting organisations on their journey towards becoming better workplaces and stronger institutions.

As we celebrate this evening, let us remember that recognition is meaningful, but what we do with it matters even more. Let us leave here inspired not merely to build bigger organisations, but better ones; not merely to achieve success, but to create the culture that sustains it.

Greatness is not defined only by what an organisation achieves, but also by how it treats its people, the institutions it builds and the legacy it leaves behind.

Thank you for joining us for this important celebration. I congratulate all our recognised organisations and wish everyone a memorable evening.

God bless you, and God bless Nigeria.

Journey To **Greatness**

Message From Our Group CEO

It is with great pleasure and a profound sense of optimism that I welcome you to the Great Place to Work Nigeria Awards 2026, a celebration of exceptional organizations, visionary leaders, and the extraordinary people shaping the future of work in Nigeria.

Our theme, ***"Journey to Greatness,"*** reflects a powerful truth: greatness is not a destination but a continuous journey of purpose, commitment, innovation, and excellence. It is built through the everyday decisions of leaders who recognize that people are the greatest asset of any successful organization.

At Great Place to Work, we believe that great workplaces are not simply better places to work; they are better businesses. Organizations that cultivate trust, inspire pride, and create a genuine sense of belonging unlock extraordinary potential for innovation, productivity, customer satisfaction, and sustainable financial performance.

Nigeria has an extraordinary opportunity to build world-class enterprises powered by the talent, creativity, and resilience of its people. This year's award recipients exemplify what is possible when organizations place people at the centre of business success.



Olukunle Malomo

Group Chief Executive Officer,
Great Place To Work Nigeria

"The journey to greatness begins with people. It advances through trust. And it becomes extraordinary when we rise together."

This year's award recipients demonstrate that investing in people is both a moral responsibility and a powerful business strategy. Congratulations to every organisation being recognised. Your achievements inspire others and show what is possible when people are placed at the centre of business success.

Yet, greatness does not end with recognition. It requires a continuous commitment to becoming better tomorrow than we are today. Imagine the possibilities for Nigeria if every organisation embraced the ambition of becoming a great workplace for all.

This is the greater purpose of Great Place to Work: contributing to the creation of a greater Nigeria, one workplace at a time.

As we celebrate, may we be inspired to raise our ambitions, strengthen our commitment to people, and build organisations that create lasting value for employees, businesses, and society.

Congratulations to all our award recipients, and welcome to this celebration of excellence.

Journey To **Greatness**

Message From Our Country Manager

Greatness is not an event; it is a journey.
It is a journey that begins with a vision, is sustained by deliberate choices, and is ultimately defined by the people, culture and values that shape an organisation over time.

Every great organisation starts somewhere. It may begin as a small business, a bold idea or an ambition to solve a problem. What distinguishes those that achieve greatness is not merely their resources or market position, but how intentionally they lead, develop their people, build trust and create an environment where everyone can contribute their best.

This is the inspiration behind the theme of this year's Great Place To Work Nigeria Best Workplaces Awards: ***Journey To Greatness.***

At Great Place To Work, we believe workplace culture is not a peripheral consideration but a strategic business imperative. It shapes how people experience their organisation, collaborate, respond to challenges and commit to a shared purpose. A culture built on trust, respect, fairness, pride and camaraderie provides a strong foundation for innovation, resilience, productivity and sustainable performance.

Our Best Workplaces Awards celebrate organisations that recognise this connection and are intentional about creating workplaces where people feel valued, respected and inspired to contribute.



Otamere Fredrick Elegon

Country Manager,
Great Place To Work Nigeria

"Building a great workplace is not a destination to be reached and forgotten, but a continuous commitment to listening, learning, improving and doing better."

To all our recognised organisations, congratulations! Your achievement is a testament to the work being done to build better workplaces. May this recognition strengthen your resolve to keep raising the bar, deepen your commitment to your people and inspire other organisations to begin or advance their own journeys.

To business leaders across Nigeria and Africa, the opportunity before us is significant. We must build organisations that do more than succeed today; we must build institutions that endure, develop people, create meaningful value and leave a positive legacy for generations to come.

As we celebrate this evening, let us remember that greatness is not defined only by where we have arrived, but also by how intentionally we continue the journey. **The journey to greatness begins with a decision. Sustaining greatness requires a culture that makes it possible.**

Welcome to the Great Place To Work Nigeria Best Workplaces Awards 2026.

Journey To **Greatness**

Meet Our Guest Speaker

Biodun Shobanjo is one of Nigeria's finest marketing communications practitioners.

A Fellow of the Advertising Regulatory Council of Nigeria (ARCON) and past President of the Association of Advertising Agencies of Nigeria (AAAN), he parades **over 5 decades of exciting experience.** Chairman of Troyka Holdings, Shobanjo has built top-ranking companies like Insight Communications, All Seasons Mediacom, and Halogen Security - the security and risk mitigation Company, which employs over 22,000 people nationwide - amongst others.

Shobanjo's ultimate dream of turning Troyka into a global player was fulfilled 11 years ago, when he went into an equity partnership with Publicis Groupe, the world's 2nd largest marketing communications group. This led to the birthing of Insight Redefini (IR) Group, the communications arm of Troyka Holdings, comprising 2 creative agencies – Insight Publicis and Leo Burnett; 2 Media Independent buying companies - All Seasons Zenith, and Media Perspectives Starcom; as well as a leading reputation management outfit – Quadrant MSL.



Dr. Biodun Shobanjo, OON

Chairman,
Troyka Holdings Limited

His professional excellence and integrity, outstanding leadership and enormous impact on the marketing communications industry, as well as his invaluable contributions to the national economy, have earned him **over 80 national and international awards and recognitions.** These include 2 honorary doctorate degrees from two of Nigeria's leading universities, and a national honour award. He is also the **first West African to be inducted into the prestigious Loeries Hall of Fame,** the highest personal award in the marketing communications industry for Africa and the Middle East.

A member of the Advisory Council of Odua Investment Foundation, and also on the Board of Trustees of Ajayi Crowther University (ACU), Shobanjo is a quiet philanthropist and public-spirited business leader. He was the **First Ambassador-General of mass medical mission (mmm) of National Cancer Prevention Programme (NCCP),** and donated the Biodun Shobanjo Multimedia Centre of Excellence to the University of Lagos.

His biography, ***'THE WILL TO WIN'***, reflects his life journey and achievements.

Workplace Recognition

Great Workplaces Deserve To Be Recognised

Recognition that sets you apart

A great workplace is more than a place where people work. It is a place where people thrive, trust their leaders, and feel proud to belong.

At Great Place To Work® Nigeria, we believe these organisations deserve to be celebrated.
Through our recognition programmes, we shine a spotlight on organisations that demonstrate a commitment to building high-trust, high-performing workplaces - giving them the visibility, credibility, and distinction to stand out in a competitive business landscape.

A Platform for Excellence

Great Place To Work® Certification™

The foundation of recognition. Earned through employee feedback and workplace culture assessment, certification signals your organisation's commitment to building a great workplace.

Best Workplaces in Nigeria

Stand among organisations setting the benchmark for exceptional workplace culture and employee experience.

Best Workplaces by Industry

Gain recognition among leading employers in your sector, including Banking, Financial Services, and other industry categories.

Best Workplaces by Theme

Showcase your organisation's strengths in areas such as wellbeing and other dimensions of the employee experience through relevant recognition programmes.



Best Practice Awards

Celebrate the people practices and programmes that create meaningful employee experiences and bring workplace culture to life.

Legend Award

A distinction celebrating organisations that sustain Great Place To Work® Certification™ across 5, 10, 15, or 20 consecutive cycles.

Why Recognition Matters

- Strengthen Your Employer Brand
- Celebrate Your People
- Build Stakeholder Credibility
- Increase Your Visibility
- Drive Continuous Improvement

The Next Great Workplace Could Be Yours

Tell your workplace story, celebrate your people, and stand alongside employers setting new standards for excellence.

Start with your people. Build a culture of trust. Earn the recognition your workplace deserves.

Explore Great Place To Work® Certification™

A Global Movement Built on Trust

Great Place To Work® is the global authority on workplace culture. Through research and employee feedback, we help organisations build high-trust workplaces where people thrive.



Building a Better World, One Workplace at a Time

Great Place to Work For All™

We evaluate the consistency of employee experiences across demographic groups, ensuring everyone has the opportunity to thrive.

> ***"Trust influences employee engagement, strengthens relationships and creates the conditions for people and organisations to thrive."***

Better Workplaces. A Brighter Future.

Great workplaces are built on trust, respect and meaningful relationships. When people thrive, organisations grow stronger and communities benefit.

Together, we continue building a world where everyone can experience a great workplace.



A World of Better Workplaces

Great Place To Work® connects organisations across countries, cultures and industries through a shared commitment to better workplace experiences.

Global Reach: Advancing workplace culture across diverse markets and industries.

Shared Purpose: Helping organisations build cultures rooted in trust and respect.

Lasting Impact: Creating better experiences for employees and stronger organisations.

180+
Countries & Regions

22K+
Companies

20M+
Employees Represented

45+ Years of Impact

Over 4 Decades of Empirical Research: Over forty years of continuous benchmarking, turning employee experience from an abstract sentiment into a measurable driver of enterprise value and performance.

A Groundbreaking Global Standard: From the early discovery of trust in the 1980s to establishing certified operations worldwide in 1992, creating the benchmark now trusted by top organizations globally.

Sustained Cultural Relevance: Thirty-plus years of proving across every industry cycle that high-trust organizations retain top talent, outperform markets, and navigate disruption better.

Scan to learn more

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Journey To

Greatness

From An Idea To A Global Movement

What began with a simple question about what makes a workplace great has grown into a global movement built on trust, people and culture.

Through research and employee feedback, Great Place To Work® continues to help organisations create better workplace experiences, where people thrive and businesses grow across cultures and industries.















1981

The Research Begins

Research into what makes a workplace great begins.

1984

The First Book

Workplace trust and culture gain wider recognition.

1990

GPTW is Formalised

The Great Place To Work Institute era begins, marking a new chapter in the organisation's development.

1997

Global Standard Emerges

The FORTUNE partnership launches the U.S. 100 Best Companies ranking.

2002

A European Initiative Begins

The European Commission engages GPTW to launch a Best Companies competition across 15 European countries

2005

Expansion into Asia

Great Place To Work begins operations in Japan, following its expansion into other Asian markets.

BETTER **PEOPLE.**
BETTER **WORKPLACES.**
A **BRIGHTER TOMORROW.**











2012
Nigeria's Story Begins
Great Place To Work® Nigeria is established, holding its first Awards Ceremony

2013
A Growing Recognition
The Nigeria Best Workplaces list is established, recognising leading organisations across the Nigerian workplace.

2020
A new world of work begins
The pandemic reshapes workplace culture and employee experience.

2024
Greater Impact
Global emphasis increasingly includes employee experience, trust, belonging and workplace equity.

2025
Celebrating Greatness
Nigeria's Best Workplaces are celebrated at the Awards Ceremony.

2026
The Journey Continues
The movement advances workplace research and recognition.

One Question Started It All

What Makes A Workplace Great?

Certified for Greatness

Celebrating Great Workplaces

Great workplaces are built on trust, and Great Place To Work® Certification™ recognises organisations that have made that commitment real for their people.



FirstBank	JULIUS BERGER	SBG	DHL	Chivita Hollandia	spiro	Princeps
sun king	Sterling Oil Exploration and Energy Production Company Ltd.	fitc	PERFETTI van Melle	NOLT Finance	Abode	All Talentz
i-Fitness	First Pension Custodian	LEADWAY PFA	UAC FOODS	CORONATION Technology	d.light	VFS.GLOBAL
PROVIDUSUNITY BANK	PremiumTrust Bank	LandWey	Hilton	First Securities Brokers	SCIART	esentry
AIICO INSURANCE	BANK OF INDUSTRY	yes we can GZI	GRIFFIN CAPITAL GROUP	Currenzo Nigeria Limited	trium	AMCE
Beiersdorf	SCIDaR		First Cap	cybervergent	LEADWAY Health HMO	CORDROS
BEDROCK GROUP	FOREMOST CAPITAL LIMITED		fsdh MERCHANT BANK LTD	TOPLINE LIMITED Pipeline and Process Engineers	mbo capital	First Trustees
payaza	cisco	LOTUS BANK	L'EOLA HOTEL	First Insurance Brokers	CSCS	CORONATION Capital
Process	Marriott INTERNATIONAL	LEADWAY Trustees	VIATRIS	CORONATION Life Assurance	LEADWAY Assurance	SC Johnson
THE TONIC TECHNOLOGIES	CORONATION Asset Management		Blaaiz	CARDINALSTONE	Argentil	FirstHoldCo
the alternative bank	Wragby	MEBS GLOBAL	Axxela	Westcon Comstor	Polo	fembol group
CORONATION Insurance Plc	TaRL Africa	CWG	FCSL	ATPI Bon Voyage Travel	Breet	redtech
Sycamore	greenpeg	ZIM	TREXM HOLDINGS	First Asset Management	3line	Schneider Electric

The Next Great Workplace Could Be Yours!

ng_info@greatplacetowork.com

Legend Awards

Legends of Greatness: Celebrating 5 Years of Excellence

Great Place To Work. 5 YEARS LEGENDS 2022-2026

Celebrating organisations that have sustained Great Place To Work® Certification for five consecutive cycles - a testament to enduring trust, consistency, and commitment to people.

This year, we celebrate Landwey and Hilton (Legend Hotel) as our five-year Legend Award recipients.

Five years of certification. A lasting commitment to workplace excellence.

Hilton

91% *"When I look at what we accomplish, I feel a sense of pride"*

A powerful testament to Hilton's culture of achievement and shared success. With 91% of employees expressing pride in what they accomplish, it shows that people don't just contribute to the organisation's success; they feel genuinely connected to it. This is the kind of collective pride that sustains a great workplace over time.

LandWey®

99% *"Management has a clear view of where the organisation is going and how to get there."*

An outstanding reflection of Landwey's strong leadership and clear strategic vision. With 99% of employees affirming that management knows where the organisation is headed and how to get there, it demonstrates the clarity, confidence, and trust that have sustained its workplace excellence over five consecutive years.

Previous 5-Year Legend Award Winners

SC Johnson · FirstBank · Perfetti Van Melle · First Asset Management · DHL Express · DHL · GZI · First Insurance Brokers · Sterling · FBN Holdings · Courteville Business Solutions PLC · First Trustees

Legend Awards

Legends of Greatness: Celebrating A Decade of Excellence

Great Place To Work. 10 YEARS LEGENDS 2017-2026

10 Years Of Trust And Workplace Excellence

Greatness is not achieved in a moment; it is built through consistent commitment, intentional choices and a culture that puts people first.

SC Johnson
A family company at work for a better world

A Decade of Putting People First

For SC Johnson & Son Nigeria, ten consecutive years of Great Place To Work Certification reflect a remarkable journey of building a workplace where people feel valued, respected, and empowered to thrive.

Guided by its purpose, "A Family Company at Work for a Better World," SC Johnson remains committed to employee wellbeing, development, recognition, and inclusion, demonstrating that its people are central to its success.

When People Came First

Between 2022 and 2023, SC Johnson temporarily closed its Lagos manufacturing plant to address safety concerns. Despite the disruption, employees continued to receive their full salaries.

This decision demonstrated that employee safety and wellbeing were priorities reflected in action, reinforcing what it means to be a family company at work for a better world.

A Culture Reflected in the Numbers

Today, this commitment is reflected as 100% of their Employees say SC Johnson & Son Nigeria is a great place to work.

100% Employees say this is a Great Place To Work.

The Recognition Journey

SC Johnson & Son Nigeria's journey reflects years of recognition and a commitment to workplace excellence.

2018	2019	2020	2021-2022	2023	2024-2025	2026
Ranked #7 among Nigeria's Best Workplaces.	Climbed to #2, marking a strong return to the top tier.	Reached #1 ranked top Best Workplace in Nigeria.	Ranked #2 maintained a top-two standing consecutively.	Reclaimed #1 ranked the Best Workplace in Nigeria.	Top Recognition continued its strong record.	Wellbeing Legend recognized for Workplace Wellbeing.

THE JOURNEY CONTINUES

As SC Johnson continues its journey to greatness, its greatest achievement remains the people who make that journey possible.

Best Practice Award, 2026

Best Practice Award Winners

These awards recognise the accomplishments of organisations across Nigeria who have implemented creative and effective approaches to developing trust, pride and camaraderie within their workplaces.

	Small Category Organisations (10 - 99 employees)	Medium Category Organisations (100 - 499 employees)	Large Category Organisations (500+ employees)
Best in Promoting High-Trust Culture These organisations have displayed excellence in creating and promoting a high-trust culture for their employees and sustaining an amiable work environment.	SC Johnson	payaza	Hilton
Best in Promoting People Leadership Practices These organisations have displayed excellence in nurturing individuals' talents to foster personal growth and development that improves the organisation as a whole.	First Insurance Brokers	Beiersdorf	sun king
Best in Delivering Impactful Organisational Values These organizations are run by well-grounded business ethics and organisational values that have helped to drive the organisation's mission, and as such are well poised to achieve their Vision.	Blaaiz	Perfetti van Melle	DHL
Best in Promoting Culture of Innovation By All These organisations have shown great understanding of the fact that their survival in the marketplace demands that they constantly innovate, and that innovation cannot be left only to R&D, but to every worker daily seeking ways to improve products, services and processes.	Cisco	CardinalStone	FirstBank Since 1894
Best in Promoting Corporate Social Responsibility Initiatives These organisations have displayed excellence in being change leaders, pathfinders, especially in the communities they operate in, and against all odds have driven initiatives to improve the lives of their employees, and their communities at large.	cybervergent	d.light	PremiumTrust Bank

Learn more about what makes them great
greatplacetowork.com >> Best Workplaces Lists >> Nigeria's Best Workplaces

Best Practice Award, 2026

Best Practice Award Winners

These awards recognise the accomplishments of organisations across Nigeria who have implemented creative and effective approaches to developing trust, pride and camaraderie within their workplaces.

	Small Category Organisations (10 - 99 employees)	Medium Category Organisations (100 - 499 employees)	Large Category Organisations (500+ employees)
Best in Promoting Fun and Friendly Culture These organisations promote a culture of camaraderie, friendliness and fun in the workplace.	esentry	fsdh MERCHANT BANK LTD	yes we can GZI
Best Workplace for Women These organisations go above and beyond in promoting the work experience of women in their workplace.	FirstHoldCo	CWG	PROVIDUSUNITY BANK
Best in Promoting Culture of Diversity, Equality, Inclusion, and Belonging These are organisations that foster and support a culture of Diversity, Equity, Inclusion and Belonging in their workplace.	MEBS GLOBAL	redtech	chivita | Hollandia
Best in Promoting Learning & Development Practices These organisations focus on nurturing individuals' gifts to foster personal growth and development as well as offering job-specific training.	FirstHoldCo	vfs. VFS.GLOBAL	FirstBank Since 1894
The Victor Ligbago Award for Best Workplace for Gen Z These organisations make an effort to give their younger workforce a sense of purpose.	TREXM HOLDINGS	THE TONIC TECHNOLOGIES	the alternative bank

Learn more about what makes them great
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Industry Recognition

Best Workplaces in Financial Services, 2026

These recognitions spotlight financial services organisations that are shaping the future of work by creating environments where employees feel valued, supported, and inspired to excel.

Small-Sized Organisations

1st Position	FirstHoldCo
2nd Position	rise
3rd Position	NOLT Finance
4th Position	First Insurance Brokers
5th Position	Currenzo Nigeria Limited
6th Position	CORONATION Capital
7th Position	First Asset Management
8th Position	payaza
9th Position	First Securities Brokers
10th Position	Argentil

Medium-Sized Organisations

1st Position	CORDROS
2nd Position	Princeps CREDIT SYSTEMS LIMITED
3rd Position	SCS
4th Position	THE TONIC TECHNOLOGIES
5th Position	CORONATION Insurance Plc

Industry Recognition

Best Workplaces in Banking, 2026

These recognitions celebrate banks across Nigeria that are building exceptional workplaces through a commitment to trust, pride, camaraderie, and people-centred culture.

1st Position	PremiumTrust Bank
2nd Position	fsdh MERCHANT BANK LTD
3rd Position	PROVIDUSUNITY BANK
4th Position	the alternative bank
5th Position	Quest MERCHANT BANK



The Best Workplaces in Banking 2026 are demonstrating that a bank's greatest strength lies not only in its financial performance, but also in its people.

In banking, trust is everything. Behind every trusted institution are people whose commitment, confidence, and performance drive its success.

At Great Place To Work®, we celebrate banks that understand that great customer experiences begin with great employee experiences.

Leadership Builds Trust.
Credible, transparent leadership creates confidence, strengthens relationships, and drives performance.

Pride Builds Reputation.
Employees who believe in their organisations become their strongest advocates, attracting talent and strengthening brand reputation.

Culture Attracts Talent.
Great Place To Work® Certification signals a workplace where trust, respect, and belonging matter.

People Drive Performance.
An engaged workforce delivers better customer experiences and contributes to sustainable business growth.

Best Workplaces™ 2026

Small Category

20 - 99 Employees

1st Position

Industry: Manufacturing Website: scjohnson.com

2nd Position

Industry: Financial Services Website: first-holdco.com

3rd Position

Industry: IT Consulting Website: esentry.io

4th Position

Industry: Information Technology Website: cisco.com

5th Position

Industry: Financial Services Website: blaaiz.com

6th Position

Industry: Healthcare Website: leadwayhealth.com

7th Position

Industry: IT Consulting Website: cybervergent.com

8th Position

Industry: Health Care Website: mebs-global.com

9th Position

Industry: Energy & Engineering Website: trexmholdings.com

10th Position

Industry: Financial Services Website: noltfinance.com

11th Position

Industry: Financial Services Website: argentilgroup.com

12th Position

Industry: Financial Services Website: griffincapital.group

13th Position

Industry: Financial Services Website: firstinsurancebrokers.com

14th Position

Industry: Financial Services Website: africhange.com

15th Position

Industry: Financial Services Website: breet.io

16th Position

Industry: Hospitality Website: bvtng.com

Learn more about what makes them great

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Best Workplaces™ 2026

Medium Category

100 - 499 Employees



1st Position

CARDINALSTONE

Industry: Financial Services Website: cardinalstone.com

2nd Position

redtech

Industry: Financial Services Website: redtechlimited.com

3rd Position

fsdh MERCHANT BANK LTD

Industry: Financial Services Website: fsdhmerchantbank.com

4th Position

payaza

Industry: Financial Services Website: payaza.africa

5th Position

VFS.GLOBAL

Industry: Travel Management Website: vfsglobal.com

6th Position

LEADWAY Assurance

Industry: Financial Services Website: leadway.com

7th Position

CWG

Industry: Information Technology Website: cwg-plc.com

8th Position

uac FOODS

Industry: Manufacturing & Production Website: uacfoodsng.com

9th Position

Wragby

Industry: IT Consulting Website: wragbysolutions.com

10th Position

Beiersdorf

Industry: Manufacturing & Production Website: beiersdorf.com

11th Position

d.light

Industry: Renewable Energy Website: dlight.com

12th Position

CSCS 25 years

Industry: Financial Services Website: cscs.ng

13th Position

Polo ...the reward of success

Industry: Fashion Website: pololuxury.com

14th Position

Sycamore ...More for you

Industry: Financial Services Website: sycamore.ng

15th Position

AIICO INSURANCE RC: 7340

Industry: Insurance Website: aiicoplc.com

Learn more about what makes them great

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Best Workplaces™ 2026

Large Category

500+ Employees



1st Position

PremiumTrust Bank

Industry: Banking Website: premiumtrustbank.com

2nd Position

PROVIDUSUNITY BANK

Industry: Financial Services Website: providusbank.com

3rd Position

sun king

Industry: Power/Energy Website: ng.sunking.com

4th Position

Marriott INTERNATIONAL

Industry: Hospitality Website: marriott.com

5th Position

the alternative bank

Industry: Financial Services Website: altbank.ng

6th Position

Hilton

Industry: Hospitality Website: hilton.com

7th Position

yes we can GZI

Industry: Manufacturing Website: gzican.com

8th Position

Chivita | Hollandia

Industry: Manufacturing Website: chivitahollandia.com

9th Position

DHL

Industry: Logistics Website: dhl.com

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Award Recognition

Nation Builders Award















Recognising organisations shaping Nigeria's future

Some organisations do more than drive business growth. They create opportunities, empower people, and contribute to the nation's progress.

Great Place To Work® Nigeria is proud to recognise FirstBank Nigeria with the Nation Builders Award, celebrating its enduring contribution to Nigeria's economy, its extensive workforce, and its commitment to building a great workplace.

Having achieved Great Place To Work® Certification™ for seven consecutive cycles, FirstBank demonstrates a sustained commitment to workplace culture and the people who drive its success.
As one of Nigeria's largest employers, FirstBank exemplifies the influence major organisations can have on people's lives, livelihoods, and the future of work.

Your Organisation could be Next!

Nigeria's leading organisations have an opportunity to set the standard - not only for business success, but for building workplaces where people thrive.

Through Great Place To Work® Certification™, your organisation can demonstrate the strength of its workplace culture, earn recognition, and join the ranks of employers shaping Nigeria's future.
Build a great workplace. Earn the recognition. Become part of the story shaping Nigeria's future.

Great Place To Work® Nigeria
Celebrating great workplaces. Recognising organisations that move Nigeria forward.

Case Study

FirstBank of Nigeria Limited

The Vision - Defining Greatness

For FirstBank, greatness means powering a trusted and resilient Bank where people grow, develop capabilities, realize their full potential, as well as contribute and serve customers with pride.

Our ambition is to be Africa's bank of first choice and to remain a Top 3 Employer of Choice, linking business transformation to a consistent employee experience in every branch, location and subsidiary.

The Intention - Turning Vision into Action

Leadership made people the engine of the strategy. We widened access to banking through digital channels and a broad product range, delivered sustainably. Internally, our People Agenda focuses on building capability at scale, improving employee engagement and experience, and empowering our workforce to create value for the organization.

The Culture - Making Greatness a Daily Experience

We make greatness a daily experience by first building it in our people. Our EPIC values of Entrepreneurship, Professionalism, Innovation and Customer-Centricity are recited at the start of meetings and reinforced through culture and employee experience programmes, so employees give customers the same great experience they enjoy at work, or better, and each day improves on the last.

The Impact - Demonstrating Progress

Our people make the difference. In 2026, FirstBank was certified as a Great Workplace for the 7th consecutive year: 85% of employees say it is a great place to work and 93% trust the competence of the Management.

Customers feel it too: Euromoney named FirstBank Best Bank for Large Corporates for the 3rd consecutive year and Best Bank for Customer Experience in 2026. Our next task is to make this experience equally strong everywhere.

Lesson from The Journey

Greatness is a daily commitment, not a destination. Listen often and hold leaders accountable for acting on what they hear. Consistency matters more than isolated wins. When employees feel valued, trusted and supported to grow, they deliver greatness to customers.

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Summit Highlights

The Trust Economy Leadership Summit 2026: A Successful Conversation, A Bigger Future

The Trust Economy Leadership Summit 2026 brought together business leaders, decision-makers, and workplace culture advocates to explore the role of trust in leadership, organisational culture, and business performance.

The summit featured insightful discussions, meaningful networking, and the unveiling of the Trust Economy Outlook 2026, a report exploring the future of trust in business.

We are grateful to our speakers, partners, sponsors, delegates, and everyone who contributed to making this edition a success.

The journey to greatness continues.

We look forward to an even bigger, more impactful edition next year as we deepen the Trust Economy conversation and celebrate more organisations making a difference.

The conversation continues. See you in 2027!

The date for the 2027 edition will be announced in due course.



Scan to download the Nigeria Trust Economy Outlook 2026

Discover the insights shaping high-trust workplaces and a more competitive Nigeria.



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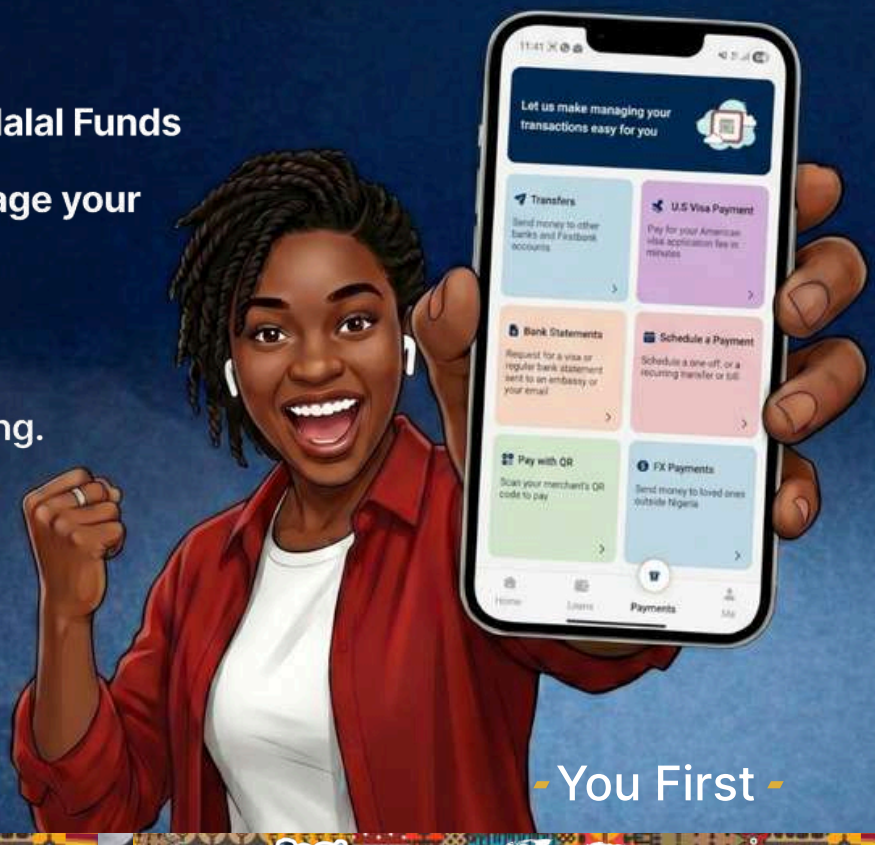
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Insights

The Power of Data in Creating an Exceptional Workplace Experience

by Sunkanmi Olajide

Turning Employee Insights into Meaningful Workplace Transformation

In today's evolving world of work, creating a great workplace experience goes beyond competitive salaries, modern office spaces, or attractive benefits. It requires understanding what employees value, what motivates them, the challenges they face, and what enables them to perform at their best.

At the heart of this understanding is **data.** When collected, analysed, and applied effectively, employee data helps organisations move beyond assumptions and make informed decisions that improve the workplace experience.

01

Understanding Employee Experience Beyond Assumptions

Employee surveys, focus groups, and feedback help organisations understand how people experience leadership, recognition, fairness, and opportunities for growth.

02

Building a Culture of Trust Through Employee Feedback

Listening to employees is only the beginning. Communicating findings and taking meaningful action shows employees that their voices matter and builds trust.

03

Making Better People Decisions Through Evidence

Employee insights help leaders identify workplace challenges, direct support where it is needed, and make more informed decisions.

04

Improving Employee Engagement, Wellbeing, and Retention

Insights into recognition, workload, and career growth help organisations address challenges and support employees.

05

Strengthening Leadership Accountability

Employee feedback helps leaders understand their impact, identify areas for improvement, and promote accountability and continuous learning.

06

Measuring Progress and Demonstrating Impact

Data helps organisations set priorities, track progress, and measure the impact of workplace improvement initiatives.

What Should Organisations Measure?



Moving from Data Collection to Data-Driven Action

The true value of employee data lies in how organisations respond to the findings. An effective approach involves five key steps:

Listen - Gather reliable feedback through appropriate channels and create opportunities for employees to share their experiences honestly.

Analyse - Identify patterns, strengths, gaps, and differences across relevant employee groups while protecting confidentiality.

Prioritise - Focus on the issues that matter most to employees and have the greatest potential impact on the workplace.

Act - Develop practical action plans with clear responsibilities, realistic timelines, and measurable objectives.

Evaluate - Monitor progress, communicate outcomes, and gather further feedback to determine whether the interventions are making a difference.

This cycle transforms data from a reporting tool into a practical instrument for workplace transformation.

The Importance of Responsible Data Use

Organisations must handle employee information responsibly by protecting confidentiality, safeguarding personal information, limiting access to sensitive information, and communicating clearly about how feedback will be used.

Responsible data practices strengthen participation and maintain the trust needed for meaningful employee feedback.



Data Makes Workplace Improvement Intentional

Creating a great workplace requires a genuine commitment to understanding employees, acting on their feedback, and measuring the impact of decisions. At Great Place To Work®, listening to employees and understanding their experiences provides a foundation for cultures rooted in trust, pride, and camaraderie.

A great workplace is not created by assumption. It is built by listening, learning, and taking actionable steps. Data helps organisations do all three with greater clarity and purpose.

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Great Place To Work.

Study Mission *2.0*

The Great Place To Work® Study Mission connects workplace leaders through immersive experiences that inspire, educate, and showcase exceptional people practices.

Study Mission 2.0 brought together ***30+ organisations*** across ***five host companies,*** creating opportunities for:

Knowledge Sharing: Exploring workplace cultures and people practices.

Networking: Connecting and exchanging ideas across industries.

Practical Learning: Gaining insights to build better workplaces.

Across the host organisations, participants experienced firsthand the practices, leadership approaches, and cultures that make great workplaces thrive. For many, it was an opportunity to gain perspectives that go beyond reports and presentations, bringing workplace excellence to life.

Missed Study Mission 2.0? Your next opportunity awaits.

Study Mission 3.0 is coming in 2027, with a new approach designed to make the experience more engaging and impactful.

Organisations are encouraged to express their interest and be part of the next chapter.

Great workplaces don't happen by accident. They are built through intentional leadership, consistent practices, and a culture of trust.

Through certification, awards, research, and peer learning, Great Place To Work® empowers organisations to unlock the full potential of their people.

Our sincere appreciation goes to the host companies and all participating organisations for opening their doors and making Study Mission 2.0 a success.

The journey continues. Don't miss the opportunity to be part of Study Mission 3.0 in 2027.

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Insights

Can Your Employer Count on You?

The Employee's Role in Building Workplace Trust

by Flora Ogbeide

It's Thursday afternoon. The report you promised for Friday is not going to be ready, and you know it.

You can say nothing and hope for a miracle overnight. Or you can send two lines: "This will slip to Monday. This is what I have so far, and here's what I need to finish."

That message takes thirty seconds. What it does for trust can last years.

I'll be honest: I haven't always sent that message. Maybe you haven't either.

We spend so much time asking whether our workplaces are trustworthy that we sometimes forget to ask how we, too, contribute to that culture of trust.

We talk endlessly about leaders trusting their teams and managers giving employees the freedom to thrive. And those things are vital. But trust is a bridge, and a bridge is built from both sides: the organization and the people who drive it.

Can your manager trust you to communicate when things aren't going as planned? Can your team depend on you to follow through on your commitments? And when things change, are you accountable enough to speak up early?

So here is the quiet question: can your organization count on you to show up, communicate early, and hold up your end of the bridge?

We've all been there. When things get overwhelming or a deadline slips, our first instinct is to retreat rather than speak up. But in a truly great workplace, accountability isn't about fear or punishment. It's about knowing that even when things go wrong, we can be honest early.

Sometimes, trust isn't lost through one major incident. It is shaped in the micro-moments: the update nobody sent, the check-in we missed, the small assumptions we made.



A great workplace doesn't just have trustworthy leaders. It has people who look out for one another.

Of course, there is another side to this.

An organization cannot demand accountability while creating an environment where making a mistake feels unsafe. Trust cannot be forced. It grows where people feel secure enough to raise their hands, take responsibility, and learn without fear.

So where does it begin? It begins in the spaces between us.

The practical part is simple: say it early, say what you need, and bring a fix if you have one. And leaders, when someone brings you bad news, try this: "Thank you for telling me. What do we do next?"

Greatness is not just the awards we win or the targets we hit. It is the people we support and the culture we build together.

Ultimately, greatness is a shared commitment: a place where everyone can trust the people they work with, and everyone is intentional about becoming someone others can rely on.

Case Study

Sun King Nigeria Limited

The Vision - Defining Greatness

Sun King is the world's leading off-grid solar energy company, making clean, affordable and reliable energy accessible to the 1.8 billion people without a reliable grid connection. Our decade-long journey in Nigeria has taught us that this mission depends fundamentally on our people.

For us, greatness means a geographically dispersed team, with employees and thousands of field agents far from headquarters, who feel connected to a shared purpose, respected for their contributions and empowered to grow. At its heart is our value of Humility: staying willing to listen and learn from the people closest to our customers.

The Intention - Turning Vision into Action

We chose to invest deliberately in our people's growth. Sun King Leadership Foundations and the Manager Development Program build effective, people-centred leaders. Career Pathways lets junior employees gain experience in other functions, and Equal Voices builds the skills and confidence of women in our sales organisation for future leadership. As a result, approximately 80% of leadership roles in Nigeria are held by people who grew from other roles within Sun King.

The Culture - Making Greatness a Daily Experience

Our values (Passion to Serve Off-Grid Customers, Integrity, Inclusivity, Imagineering and Humility) show up in everyday working life. Walk into our office and you will find no private offices, even for our most senior leaders. Inclusion starts before anyone joins: we review job descriptions with gender-inclusive language tools, screen applications without gender or age, and ensure gender representation on interview panels. New employees spend time in the field to see the impact of our work first-hand. Leaders listen through all-hands meetings, skip-level conversations, field visits and agent listening sessions.

During Nigeria's currency devaluation, that listening led us to raise cost-of-living and fuel allowances, even as the business faced pressure on costs. Employees can raise concerns safely through HR Business Partners, Culture Champions or the Ombuds team

The Impact - Demonstrating Progress

In 2026, Sun King Nigeria was certified a Great Place to Work for the third time, and Togo and Uganda for the first time. In the year to October 2026, headcount grew by approximately 18% to 960, with women making up 41–42% of the workforce. Women people managers increased by around 20%; 94% of women hired since 2025 have stayed, compared with 84% for those hired in 2023–2024; 84 of 86 women who took maternity leave remain with us; and since January 2026, 41 employees have moved roles internally, 13 through promotion.

Certification is not an endpoint, but a prompt to understand where employees expect more from us.

Lesson from The Journey

Culture is proven in difficult times. Listening matters only when it changes what leaders do. Leaders must stay humble and keep learning, because good ideas can come from anywhere. Fairness must be built into systems, not left to individual managers. And progress must be measured honestly, gaps included.

Above all, we have learned that humility and ambition are not competing values.



Insights

Building Great Workplaces At Scale

by Amara Ozokwelu

How employee insight helps large organisations turn growth into a stronger workplace culture.

For large organisations, creating a great workplace is not just about building a strong culture; it is about ensuring that culture is experienced consistently across every department, team and location.

With multiple layers of leadership, diverse teams and employees across different locations, maintaining a consistent employee experience becomes complex. Communication gaps, departmental silos, inconsistent management practices and varying employee experiences can emerge, sometimes going unnoticed by leadership.

An organisation may have a strong overall culture score, yet some departments may be experiencing challenges that tell a very different story.

The critical question for large organisations is: **How well does your organisation understand the experiences of the people who drive its success?**

Building a great workplace starts with understanding employees’ experiences, identifying gaps and taking deliberate action to address them.

The Hidden Culture Challenge in Large Organisations

Great Place To Work® insights reveal that large organisations can have workplace culture gaps that are not immediately visible at the organisational level.

12ppt

higher trust index score in small organisations than in large organisations.

78%

of large organisations have at least one underperforming department.

27ppt

how much trust scores can vary between departments in the same organisation.

Trust Index scores in small organisations are up to **12 percentage points** higher than in large organisations, highlighting the additional challenge of sustaining trust and a consistent employee experience at scale.

78% of large organisations have at least one underperforming department.

This means that an organisation can appear to have a strong overall culture while certain departments are experiencing challenges that may go unnoticed by leadership.

In large organisations, employee experience is rarely uniform. Two employees working for the same company can have very different experiences depending on their department, manager, location or level of interaction with leadership.

Our insights show that trust scores can vary by as much as **27 percentage points** between departments within the same organisation.

These differences matter. They can influence employee engagement, collaboration, productivity, retention and the organisation's ability to deliver on its strategic objectives.

The challenge for large organisations is therefore not simply to build a great workplace, but to ensure that the experience of being part of that workplace is consistent across the organisation.



What The Data Reveals: The People Factors That Shape Great Workplaces

Employee feedback provides leaders with a clearer understanding of where their workplace culture is thriving and where attention is needed.

A comparison of certified large organisations and non-certified large organisations highlights several important differences:

What Sets Great Large Organisations Apart?

Great culture starts with great managers: 75% of employees in certified large organisations say management shows genuine interest in them as people, compared with 42% in non-certified large organisations. In large organisations, managers are central to how employees experience the culture.

People need to see that their work matters: 90% of employees in certified large organisations feel they make a difference at work, compared with 70% in non-certified large organisations. Connecting individual contributions to organisational goals helps employees see the bigger picture.

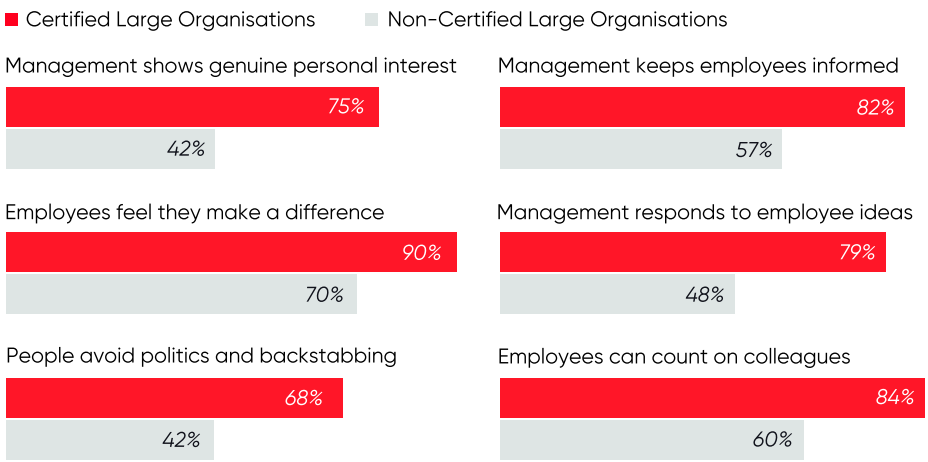
Fairness must be felt at every level: 68% of employees in certified large organisations say people avoid politics and backstabbing, compared with 42% in non-certified large organisations.

Good communication keeps everyone in the loop: 82% of employees in certified large organisations feel management keeps them informed about important issues, compared with 57% in non-certified large organisations.

Great ideas need room to grow: 79% of employees in certified large organisations say management genuinely seeks and responds to their ideas, compared with 48% in non-certified large organisations.

Big teams still need to work as one: 84% of employees in certified organisations say they can count on colleagues to cooperate, compared with 60% in non-certified organisations.

The Difference A Great Workplace Makes



From Employee Feedback To Organisational Excellence

The Great Place To Work® Trust Index™ survey helps large organisations look beyond overall scores to understand employee experiences, uncover culture gaps and identify opportunities to strengthen leadership, trust, collaboration and engagement.

It turns employee feedback into actionable insights, giving leaders a clear basis for building a stronger, more consistent workplace culture.

Great Workplaces Are Built By Listening

As organisations grow, every employee's experience matters. Listening, understanding and taking deliberate action help ensure that people and business thrive together.

Take part in the Great Place To Work® Trust Index™ survey. Understand your workplace culture, uncover opportunities for improvement and build a workplace where everyone can thrive.

Because greatness is not only measured by how far an organisation grows, but by how well its people grow with it.



Thank You to Our Sponsors

We extend our sincere appreciation to our sponsors for their invaluable support and partnership in making the Great Place To Work® Nigeria Awards 2026 a success. Your commitment to recognising and celebrating great workplaces continues to inspire a culture of trust, excellence, and greatness. Thank you for being part of this journey.

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Great Place To Work® is the global authority on workplace culture. Our Certification, National Lists, and Global Benchmarks are the industry standard, built on data from more than 20 million employees in over 180 countries around the world.