

Altis Consulting Recognised in BRW's Annual Best Places to Work in Australia For Second Consecutive Year

Sydney, 23 June 2011 - Altis Consulting, Australia's largest consultancy offering specialist expertise in business analytics, business intelligence, data management and data warehousing, has been named for the second year in row in *Business Review Weekly's* annual listing of "The Best Places to Work" in Australia. In addition, Altis was ranked number 1 for the "The Proudest Company" in Australia. The pride metric reflects that employees feel they have a positive impact on their organization and importantly-they are proud to tell people where they work.

The BRW annual listings are provided by the Great Places to Work Institute (GPTW), which uses a formal objective process to determine the winners. GPTW also supplies Fortune Magazine's top 100 places to work in the United States.

"This is a great honour and reflects Altis' focus on developing a unique employee centric culture. We are committed to the principal that happy engaged staff ensures happy loyal clients, which drives corporate success. We are just thirteen years into a journey of building a brand that will last over a hundred as we are not focused on short term returns but building a sustainable culture where team members love their job," said John Hoffman, CEO, Altis Consulting.

After being recognised as one of the top 50 companies to work for 2010, Altis set an objective of being in the top 20 by 2013. They achieved this goal early with ranking of 10 in 2011.

Hoffman commented, "I am very impressed with this improvement as it can be difficult to build a strong employee engagement with our geographic spread across offices in Sydney, Melbourne, Canberra, and Auckland. In addition, in a consulting environment our team members spend a large amount of time on client sites. We address this by emphasising our corporate ethos of 'Connecting with Courage, Heart, and Insight' which influences our thorough selection process, the level of engagement and empowerment provided to the team and most importantly, our strong family ethos that permeates the entire business."

Specific highlights that have made Altis Consulting a best place to work include:

- Team ownership of the annual employee satisfaction survey and workshops. Significant changes that have occurred include, adoption of an equitable team based bonus program, introduction of staff referral bonuses, introduction of new HR policies, and continued improvement of our training program.
- Delivery of over five days of custom developed soft skills training including group and individual sessions. Altis has been delivering the same program for over seven years by the same external coach to every team member from the executive to the support team. This ensures a consistency of language and behaviour within the business.
- A 'Connecting with Courage, Heart and Insight' award. During the course of the year, Altis Consulting encourages all employees to nominate individuals for special recognition, and at each Altis-wide team meeting the awards are presented.

- Rewarding loyalty with extra annual leave. After two years, one extra day is granted, and this increases each year to a maximum of five days extra paid annual leave.
- Each of the Regional Managers have received extensive leadership coaching from one of Australia's leading coaches including 20 hours of one of one coaching.
- Supporting all Altis Consulting employees with a performance leader who acts as their mentor.
- Providing extensive ongoing training program. Even though Altis Consulting competes in the information technology industry, a significant amount of the formal training and skills development opportunities are in the soft skills area such as public speaking, project management, and negotiation.
- Empowering staff to lead business initiatives. For example, Altis Consulting has a "Green team" with a representative from each office who drive green initiatives including the decision to pay a premium to adopt 100% green power. Another example was our Education business and Mobile BI practice where were developed by team members.

"Our technical offering will change over time but our commitment to connecting with courage, heart and insight with our customers, fellow team members, and partners will not change. We are delighted to be included in this year's annual *Business Review Weekly* listing of "Best Places To Work"," said Hoffman.

About Altis Consulting

Altis is the most experienced, vendor-independent information management consultancy in Australia and New Zealand. Altis helps organisations to maximise their business performance with confidence in the following ways:

- Altis have a proven approach to provide you with access to your information, and help you understand it, so you can make the right decisions.
- Altis partners with acknowledged world experts that provide us with direct access to thought leadership in:
 - Data Warehousing
 - Data Management
 - Business Intelligence
 - Analytics
- Altis is able to attract and retain the best people in the industry to give you confidence in delivery.

Established in 1998, Altis Consulting is a 80 person privately-held Australian company offering specialist consulting expertise in all aspects of Business Analytics, Business Intelligence, Data Management and Data Warehousing. The company's services include strategy, planning and architecture, solution delivery, and managed services.

While the company has experience in almost every industry sector, Altis Consulting has particular expertise in telecommunications, government, logistics, Insurance, health services and utilities. Clients include, Allens Arthur Robinson, Sydney Airport,

Department of Health and Aging, Department of Defence, Department of Human Services, Lend Lease, Macquarie Bank, Reece, Independent Liquor Group, Suncorp Metway, IAG, Qantas, and Telecom New Zealand, .

Altis is also the Australian New Zealand partner for Kimball University and Stephen Few the foremost authority on data warehousing and data visualization. Altis Consulting has offices in Sydney, Melbourne, Canberra and Auckland.

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