



Rennes, 9 April 2019
Press Release - For immediate release

A team win for AMA, officially one of the Best Workplaces in France!

“Congratulations to AMA, which has made it onto our list for the first time”. The introduction of ‘User cafés’ a program that lets employees take part in projects run by other departments and follow their development was a big factor in the decision to rank AMA among the best companies to work for in France. We are truly proud to have picked this company, which puts its values into practice and pays close attention to employees’ quality of life at work.”

Great Place to Work.

All in all, AMA’s maiden participation in the Great Place to Work project has been a great success for all employees. We not only received the coveted label, but also made it onto the list of the top 50 French companies to work for, in the 50-500 employees category.

This has been a great adventure and a team effort from the beginning.

When a company applies for the Best Workplaces label, the first step is for all employees to complete a detailed survey about workplace practices. This makes the application a collective endeavor, with a focus on feedback and encouraging transparency. The survey is organized around five criteria: respect, fairness, credibility, camaraderie and pride. These criteria are assessed through the prism of working conditions, management and recognition, but also in terms of the sense of purpose and performance within the company.

Trust Index©:



The response rate was 92%, reflecting a high level of trust.



Then comes the 64 million-dollar question: “Is this company a good place to work?” 91% of respondents answered “Yes”.



Another essential response: 96% of AMA employees agreed with the statement “People look forward to coming to work here”.

This is good news for Amandine, AMA’s Human Resources manager, who has seen the company’s headcount increase five-fold in three years.

Originally, the real motivation for applying for the label was actually a culture audit, which is a powerful diagnostic tool for helping a booming startup to confirm that the values championed by the company are aligned with its employees’ expectations. It also gauges sentiment and provides a lever for progress, as Amandine explains: “We believe that feeling at ease and getting along with co-workers helps us to work together more effectively”.

While preparing our Culture Audit file, which supplements the employee survey, we let slip that whatever the result of this new challenge, we figured we were already winners.

Throughout the application process, the real benefit has come from the time spent talking together. This experience has connected, bonded and united us. Another tangible benefit has been the “corporate image” committee and the “AMA commitments” workshop, which we set up in the light of these discussions. At workshop sessions, we talk and encourage people to devise and suggest practical, proactive ways to be environmentally responsible.

We genuinely enjoyed reviewing our culture and events.

We have shared some precious moments - and memorable laughs - during this project. Drilling down into our practices has also sparked some new ideas. For us, qualifying for the Best Work Places label is a milestone, not the end of the project. It has given us the desire and the energy to make AMA a workplace that gets better and better, week after week. SMARTER TOGETHER!

About us

OUR VALUES

Professionalism:

The XpertEye solution developed by AMA for large companies has been deployed at 1,070 sites in 62 different countries, where it is used in telemedicine and remote maintenance applications in industries ranging from Mechanical Engineering to Pharmaceutical Manufacturing.

Courage, Humanity and Team Spirit:

With 26 different professions and 14 nationalities working in five countries, our teams have learned that their tenacity, courage and respect for others are the keys to success.

Flexibility:

Whether in terms of the solution, the support provided to customers or our employees' wellbeing, progress is achieved through agility and the ability to adapt.

Enterprising Mentality and Passion for Technology:

Our employees have all bonded around the project, share an enterprising mentality and are driven by a passion for innovation and the desire to excel.

About AMA's business: We are developing a software solution for smart glasses that will enable live remote assistance services for hospital emergency room staff or technicians performing remote industrial maintenance, for example.

About Great Place To Work®

Great Place To Work® is the global authority on workplace culture. Our teams of experts have been supporting the cultural transformation of organizations for more than 25 years. We evaluate companies using a unique, structured methodology that assesses employee perceptions and managerial practices. We also offer tailor-made support solutions to help organizations become and remain Great Places To Work and to anchor trust at the heart of their corporate culture. Our goal is to durably boost their overall performance and enhance employees' job satisfaction!

How are companies evaluated?

Our transparent, rigorous methodology is based on a universal model.

We evaluate organizations using two tools:

- **The Trust Index**© is a survey of employees that accounts for 2/3 of the company's final score.
- **The Culture Audit**© evaluates the quality and diversity of managerial practices implemented within the company. It counts for 1/3 of the final score.

More information: <https://www.greatplacetowork.com/>