

Featured below are the global and regional lists of Top Companies for Leaders, announced today on FORTUNE.com. Sponsored by Hewitt Associates in partnership with The RBL Group and FORTUNE magazine, this list was selected by an esteemed judges' panel consisting of world-renowned authors, professors, business executives and executive coaches:

### **Global Top Companies for Leaders**

1. General Electric Company
2. Procter & Gamble
3. Nokia Corporation
4. Hindustan Unilever Limited
5. Capital One Financial Corporation
6. General Mills, Inc.
7. McKinsey & Company
8. IBM
9. BBVA
10. Infosys Technologies Limited
11. INDITEX, S.A.
12. Medtronic, Inc.
13. Eli Lilly and Company
14. McDonald's Corporation
15. Whirlpool Corporation
16. Natura Cosméticos S.A.
17. GlaxoSmithKline
18. Australia and New Zealand Banking Group Limited
19. ICICI Bank Limited
20. Wipro Limited

## **Top Companies for Leaders – Asia-Pacific**

1. Hindustan Unilever Limited
2. Infosys Technologies Limited
3. Australia New Zealand Banking Group
4. ICICI Bank Limited
5. Wipro Limited
6. Sunway Holdings Incorporated Bhd
7. Tata Consultancy Services Limited
8. China Vanke Co. Ltd
9. Lion Nathan Limited
10. DLA Phillips Fox

## **Top Companies for Leaders**

### **Asia-Pacific - Country Level Lists**

The Asia-Pacific Top Companies for Leaders country level lists are a derivative of the Top Companies for Leaders regional and global studies. For these lists, the eligibility rules were relaxed such that subsidiaries (not separately traded, e.g. McDonalds China) could be part of the selection process.

In addition, since it is very difficult to obtain accurate financials on these local business units, the financial analysis was not part of the process. A minimum participation level was established in order to select a country list, as well as a ratio that determined what size list could be selected. Aside from the above changes in eligibility at the country level, the global research methodology was maintained.

### **Top Companies for Leaders – Australia-New Zealand**

1. Australia and New Zealand Banking Group Limited
2. Lion Nathan Limited
3. DLA Phillips Fox
4. Stockland Corporation Limited
5. Trust Power Limited

### **Top Companies for Leaders – China**

1. China Vanke Co. Ltd
2. 3M China Limited
3. China Mobile Group Shanghai Co. Ltd.
4. Manulife (International) Limited
5. Agile Property Holdings Limited
6. McDonald's (China) Co. Limited.

## **Top Companies for Leaders – India**

1. Hindustan Unilever Limited
2. Infosys Technologies Limited
3. ICICI Bank Limited
4. Wipro Limited
5. Tata Consultancy Services Limited
6. Thermax Limited

## **Top Companies for Leaders - Europe**

1. Nokia Corporation
2. BBVA
3. Inditex, S.A.
4. GlaxoSmithKline
5. L'Oréal
6. Randstad Holding
7. Deutsche Lufthansa AG
8. UBS AG
9. SAP AG
10. BMW Group

## **Top Companies for Leaders – Latin America**

1. Natura Cosméticos, S.A.
2. Bancolombia, S.A
3. Cargill Agrícola S.A. – Latin America
4. COPA Holdings, S.A.
5. Wal-Mart de Mexico S.A.B. de C.V.

## **Top Companies for Leaders – North America**

1. General Electric Company
2. Capital One Financial Corporation
3. Procter & Gamble
4. General Mills, Inc.
5. McKinsey & Company
6. IBM
7. Medtronic, Inc.
8. Washington Group International
9. Eli Lilly and Company
10. Avery Dennison Corporation
11. McDonald's Corporation
12. Whirlpool Corporation
13. Lockheed Martin Corporation
14. Cummins, Inc.
15. Caterpillar Inc.
16. Colgate-Palmolive Company
17. Sonoco Products Company
18. 3M Company
19. American Express Company
20. Liz Claiborne, Inc.

## **Top Companies for Leaders**

### **North America - Small-to-Midsize Companies**

In addition to the Top Companies for Leaders in North America list, the judges' panel also chose to recognize three smaller companies (fewer than 10,000 employees) with outstanding leadership practices and culture:

1. Pella Corporation
2. Westfield Group
3. Business Development Bank of Canada