

What are the 'Secrets' to Being a Best Place to Work in Indiana?

By David Norris, President, Hylant



Being a Best Place to Work starts with the people and it takes effort and commitment from everyone within the organization. Hylant is in the industry of protecting assets – both people and property. Our industry has never been more demanding and the complexity, challenges and opportunities will continue to grow.

In order to position our clients to win, our firm and people have to be focused on understanding the challenges and turning those challenges into opportunities. They also need to feel wildly successful at work and at home. We strive to help our people find the balance between excelling at work and never missing a school play, soccer game, volunteer opportunity, muffins with mom or donuts with dad.

As we continue to build our culture, the following three cornerstones are essential to making Hylant a great place to work: transparent communication, engagement and leadership. Our office kicked off the year with a “rolling out the red carpet” celebration for employees. This event was an opportunity to thank our

team for their ongoing commitment to our clients and firm. It was also a chance to gain followership in terms of the vision for the future and to offer insight from leaders in other industries.

The event was only the beginning in terms of enhancing our internal communication and engagement with employees. We have installed interactive digital monitors to serve as employee communication bulletin boards, which promote business development, team information and spotlight our associates. On a weekly basis, activities are hosted to bring team members together in a social setting to share and develop both personally and professionally.

Leadership is not a top down initiative at Hylant. We encourage ongoing feedback and input on ways our team and company can reach the next level of success. The ultimate goal of our efforts is to ensure our team has the tools, resources and development opportunities that allow them to deliver to clients, impact our community and, most importantly, go home to what really matters with a grateful, positive spirit.