

What is the best thing your organization does to help retain team members?

"Gibson is committed to engaging employees for the long haul. We strive to connect in ways that are meaningful beyond our day-to-day 'job.' We accomplish this with many initiatives: our Quality of Life committee that works to find ways to encourage healthful living among all employees and their families; our GibGab group of young professionals that organizes social events; or our Gibson GIVE initiative which encourages community involvement and philanthropy. Ultimately, Gibson wants all of us to feel like we can have a lasting, fulfilling career here."

Diane Davidson, Senior Client Manager, Gibson



"A large part of what Catalyst does to retain its team members is to recognize employee efforts, create a positive workplace and inspire employees to be empowered. Along with the fun, family style holiday/appreciation luncheons and community involvement projects, Catalyst fosters an environment that allows open communication amongst all employees. This allows associates to make their own choices without needing to involve upper levels of management for every decision pertaining to their project. Designers, engineers and manufacturing personnel are able to utilize one another for ideas and expertise to come up with creative solutions that result in success for our clients."

Jason Andrews, General Manager, Catalyst Product Development, Inc.



"There are a lot of things we do at our offices that you don't see at other offices – themed parties, team celebrations, crazy competitions. We work hard to make the work environment an enjoyable place to come every day. But the things that truly help us retain our best employees are the initiatives that help our employees grow their business – training, technology and an unlimited compensation model. After all, they've joined TQL to build a successful business career for themselves. A career that will give them the financial ability to support their other life goals."

Kerry Byrne, Executive Vice President, Total Quality Logistics



"Go to our web site and look up Our Team. Everyone in our company is there – everyone has a bio – and we're listed in alphabetical order, not by title. That illustrates our mindset – every individual is important. Our key approach to retention is being intentional when adding to the team – to find the right person who can help us up our game and who is also a natural fit to the collective group. We thrive on idea flow, freely-given kudos, random competitions, pop-up parties and good-natured razzing. We genuinely like working together – so we take care to protect a culture that works well for us."

Susie Viehmann, Senior Vice President Marketing & Communications, Cushman & Wakefield / SUMMIT



"Communications. We have an annual employee meeting in March to tell our employees how we did in the year preceding and how we hope to do in the year to come. That meeting is followed by a series of employee luncheons where we update the staff on our progress during the year, as well as any new developments in the company and the marketplace. We also post monthly updates on the company bulletin boards. All managers' doors are open and we encourage all employees to stop in whenever they have a question or concern."

John Pidgeon, President, Draper, Inc.



"We let them know they are respected and appreciated. They know the customer is number one and they are our number one customers." Bassemier, who founded the company 46 years ago, adds, "Our newest retail salesperson has been with us over 19 years. We're on track for 2014 to be our biggest and best year."

John Bassemier, Founder and Chairman of the Board, Bassemiers Fireplace Patio and Spas