Workplace culture is the basis on which success for any company, large or small, is built. Without a commitment to creating a positive environment for employees, it is difficult for a business to thrive. At Aerotek, structured training and development programs reinforce with employees our corporate culture of valuing our most important asset – our people. Across the country, each recruiter goes through an extensive onboarding and training program.

In our Indianapolis office, we have created a developmental program that shows recruiters how to excel and how to obtain a promotion to the next level. This approach begins at the onset with each employee; a distinct career path is plotted with development and training along the way. Because of this investment, the majority of company promotions come from within our organization.

Knowing that most promotions come from within, this creates an environment in which everyone is working as hard as possible. It is my belief that the team members understand their value and feel empowered every day. Each employee is encouraged to take ownership and responsibility for the success of their office and the Aerotek team.

Author: Tim Tolle is Indiana director of business operations for Aerotek, a leading provider of staffing solutions. He can be contacted at (317) 705-3979 or www.aerotek.com

WEB EXCLUSIVES

Achieving Success Through the Team Approach

The team is the heart of any organization and critical to its success. At Indesign, we are one big team focused on supporting each other and our clients, and we have a very flat structure that facilitates this teamwork.

People are empowered to do their jobs and encouraged to increase their responsibilities. Managers care about every person and allow them to contribute to their fullest and be valued for their contributions and who they are.

Part of valuing people is valuing their work/personal life balance. We have many fun events where people can connect on a personal level and develop into a more tight-knit work family.

Read the full story at www.bizvoicemagazine.com on May 16

Keys to Creating a Leading Workplace Culture

While there are many attributes that make a company a desirable place to work, four elements have played the most prominent roles in our ability to attract and retain top employees.

Workplace culture is perhaps the biggest influencer of employee satisfaction, and two ingredients are crucial in order to create a culture that feels authentic to employees. The first is where it starts. A CEO’s words and actions must reinforce what’s been defined as a company’s culture. This holds true for executive management and senior staff as well. Secondly, those characteristics must be threaded through all aspects of the business.

Read the full story at www.bizvoicemagazine.com on May 20

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<table>
<thead>
<tr>
<th>July-August</th>
<th>September-October</th>
<th>November-December</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wellness</td>
<td>Indiana Companies to Watch</td>
<td>Annual Award Winners</td>
</tr>
<tr>
<td>Legislative Vote Analysis</td>
<td>Business Deals</td>
<td>Chamber Member Recognition</td>
</tr>
</tbody>
</table>

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