

By Rebecca Patrick

The Perficient Indianapolis group gathers at The Paint Cellar to take part in a fun, interactive event.



Perficient

NURTURING AN 'ENTREPRENEURIAL SPIRIT'

"We've done a tremendous push around building up our internal community. Doing social events together like our monthly cultural events or (team building) at the Escape Room or happy hour. It's fun and people really appreciate and enjoy interacting with colleagues outside of the workplace."

– *Jamie Long*
lead business consultant
www.perficient.com

It's Scrum framework training day at the Carmel office. Long says the company as a whole "fits somewhere between the very large consulting firms like an Accenture and some of the boutiques."

The pulse:

- Digital transformation consulting firm
- Provides service to leading platforms like Amazon, IBM, Microsoft and Salesforce
- Headquartered in St. Louis; 30 global offices on four continents employing approximately 3,000
- Indianapolis footprint in place for about 12 years

Setting the tone:

- Micromanaging isn't Long's style. He wants to allow people and teams the space for "that entrepreneurial spirit to create, develop and bring ideas forward."
- Among the company's core tenets: integrity, honesty, innovation, client value and collaboration

A 'career builder':

Long, a supervisor at Perficient Indianapolis (actually located in Carmel), hopes employees "truly see their time here as a career builder ... that they are learning and growing as a person, and they are learning and growing skills."

Training on demand:

An online platform allows interested employees to receive additional training at their own pace and when it's convenient for them. "It's been extremely well received, and we've had a tremendous uptick in the number of training hours."

Helping employees with life:

An employer-sponsored employee assistance program provides counseling for marital, parental or financial problems, as well as assistance for addictions such as substance abuse, smoking and gambling.

"We had someone in Indianapolis who passed away last year; it was really tragic. For times like that or when there is a death in the family, having resources for employees is especially important.

"There are other things too for happy events like having babies. We try to do some special things for our employees to celebrate special life moments in addition to help provide support in times of need."

