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Protis Executive Innovations: Top Talent Working Together

By Tom Schuman

Small/Medium Companies

When the mission of an organization is to find “A-level” human resource talent for your clients, it’s mandatory to have “A-level” people doing the work. A unique organizational structure and a strong team approach allows Protis Executive Innovations to do just that.

“Two things that differentiate our company,” according to CEO Bert Miller, “are that we have been able to attract high-level talent, and the fact that we have to be a team for the way we go to market. Our people are commission based. We work hard. We have core values of attitude, integrity, work ethic and team performance.”

Protis has a primary focus of working with the banking and consumer products markets. Horizontal integration includes the areas of finance/accounting, information technology and engineering. Miller terms it “being an inch wide and a mile deep.” Team members have specialty skills in areas such as research and development, operations, sales and marketing. Thus, a client works with various members of the Protis team to satisfy its needs.

Work/life balance is a common term, but Protis takes it to the next level. Each person within the company completes a scorecard that includes personal, professional and financial goals. Ratios from that scorecard help determine the level of time commitment that person can make professionally. Those ratios dictate individual revenue projections, which are combined into the overall financial picture. The system works – as evidenced by 35% growth in the past year.

In an industry with a national turnover rate of 67%, Protis comes in much lower (12% for employees who are with the company at least one year). The team approach is a factor.

- Internal celebrations of success include golf putts or throwing darts for money
- Pitch-in meals and contests that result in Miller and other top executives putting on the aprons and serving the food
- Protis Airlines – the company name for the refreshment and fresh cookie cart that makes its way through the office on a frequent basis

Miller credits his father’s work ethic as a strong influence, which he adds will always be a part of the company’s culture. The CEO also is a huge proponent of the Jim Collins book, “Good to Great: Why Some Companies Make the Leap ... And Others Don’t.”

“A lot of the things that we have are good. The challenge is to take those extra painful steps to be great,” Miller theorizes. “There’s a difference between reading it and injecting it into your soul and owning it. We have a book club here that’s breaking it down chapter by chapter and identifying the things we need to do better.”

While the company’s growth has already been substantial, Miller says it’s difficult to fully describe what lies ahead. “When I have people come in and interview, I can paint them a path but I can’t paint them a picture. I don’t have the ultimate vision in mind. If we put good people around us working together, though, whatever we do will be acceptable to all of us.”



Protis Executive Innovations

Description: Protis Executive Innovations is an executive search and professional contract staffing firm, providing human capital solutions utilizing value-added services and products to assist in building our clients’ organizations. As it pertains to our search capabilities, we selectively cultivate both candidate and client relationships, allowing us to build our inventory of both “A-level” executives and “A-level” opportunities.

Primary Indiana location: Indianapolis

Web site: www.protisei.com

Full-time employees in Indiana: 25

Part-time employees in Indiana: 2

Average salary (non-exempt): \$36,000

Average salary (exempt): \$163,000

Job applicants last fiscal year: 377

Job hires last fiscal year: 11