

What We Do Differently Because of BPTW



“The Best Places to Work program has opened up a wonderful feedback channel for us. One of the top ‘asks’ from our associates has been to relax our traditional dress guidelines. Because of this feedback, we have made substantial changes like removing a requirement for nylons/trouser socks, allowing sandals,

eliminating the need for formal suits to be worn and have gone to casual Fridays – which are a huge hit! We made sure our associates knew that these changes were because of their feedback on the Best Places to Work survey!”

– *Chrisanne Christ, senior partner, human resource development
Centier Bank*



“We have a stronger focus on both wellness and training than ever before. Past surveys have indicated our employees want more in these areas. Our wellness program has expanded beyond physical health to include an emphasis on career development, community involvement, financial wellness and

social well-being. In terms of training, we have added a specialist role to staff to offer more internal education. We’ve also introduced the StrengthsFinder assessment to all staff, providing 250-plus hours of training last year to help employees identify their personality strengths and apply them to their everyday work. We are proud of this alignment of our employee needs to our culture.”

*Lisa Schlehuber, CEO
Elements Financial*



“Best Places to Work has caused us to more fully engage our staff in company decisions. The best illustration today is how our staff’s ideas drove the design of our new office space.”

– *Rick Conner, CEO
American Structurepoint*



“Communication. While we had always thought of ourselves as great internal communicators, our 2014 BPTW survey suggested differently. We had just come out of a recession that greatly impacted the architecture, engineering and construction industry and our focus had been on righting the ship.

“We are proud to say we have since moved the bar significantly. We developed a strategic communication initiative that took a vertical organizational approach to voice, messaging and consistency. ‘Teaching the Why’ became our mantra and outcome. Messaging, transparency and delivery come from voices at all levels. This has served us well in our transition to being employee owned.”

*Fredrick J. Green, AIA, NCARB, president/COO
Cripe*