

On Thursday, May 12, 2011, The Greater Cincinnati Compensation and Benefits Association (GCCBA) partnered with the Greater Cincinnati Human Resources Association (GCHRA) in presenting:

## ***Best Places to Work - Three Organizations Tell Their Secrets to a Winning Environment***

### **Summary:**

The panel of experienced professionals included these three senior HR leaders from Ohio-based companies discussing their respective organizations' award-winning, successful Best Places programs.

**Walter McLarty of TriHealth** spoke about the high tenure, low vacancy and low turnover rates experienced by his organization. He highlighted the on-site educational programs as key in employee retention. Many employees stay in their jobs and within the clinical discipline in which they are trained. The on-site educational programs offer employees the opportunity pursue a higher degree or leadership education while continuing to work in their clinical discipline. Tri-Health has a well established healthy living program and an employee emergency fund to support employees financially during difficult times. Tri-Health recognizes that employees make the difference and they offer a variety of programs to meet employee needs.

**Mary Sue Findley of DunnhumbyUSA** spoke about Dunnhumby's formation as joint ownership between Kroger and Dunnhumby Limited and their work in providing data insights for their clients. Mary Sue explained that Dunnhumby does not emphasize hierarchy and the office environment includes work stations and huddle rooms versus formal offices. This set up encourage collaboration among employees. Dunnhumby's recruitment goals include hiring to a technical and cultural fit. They work to personalize the employee experience and use data gathered from employees to influence employee benefits and programs. Employees with complimentary skill sets are paired to best serve clients. Mary Sue explained that Dunnhumby is a "global, entrepreneurial organization" that includes passion, courage, collaboration and curiosity in its philosophy.

**Robin Wooddall Klein of Root Learning** discussed Root's philosophy of serving as client fanatics. They work with client groups to unleash dormant human capital through a combination of HR practitioners and artists. Root works with clients to make a meaningful connection between the business and its people to create meaningful results. Robin explained a unique approach to working with employees who are best suited for work at Root. Root Learning works with these employees to help them figure out what they do well and in what work are they willing to invest themselves. Root helps these employees in finding new positions. Using this

approach Root has maintained a strong employee network. Robin stated this philosophy as “true relationships outlasting a place.”

Our panelists described a variety of practices supporting their recognition as a best place to work. Some common themes among the panelists included:

- Connecting employees to the organization through unique or tailored programs and benefits
- Connecting employees to the organization through a sense of empowerment and the opportunity to do meaningful work
- Connecting employees to one another through opportunities for collaboration

We appreciate that our panelists shared information supporting their well deserved recognition.