

Creating a Winning Workplace

AGB

January 24, 2011

Session Outline

(This is a facilitated discussion, folks!)

- Complete the workplace survey!
- Why strive to be a “Best Place to Work?”
- Iowa State University Foundation experiences
- Share your best practices for being a “Best Place to Work”

Your Survey Profile

- Group 1 – Staff Assistant
- Group 2 – Accountant/IT Specialist/Advancement Services
- Group 3 – Director of Communications/Donor Relations/Prospect Research
- Group 4 – Executive Director of Development

Employee Survey Categories

- Leadership and Planning
- Corporate Culture and Communications
- Role Satisfaction
- Work Environment
- Relationship with Supervisor
- Training and Development
- Pay and Benefits
- Overall Engagement

Institutionally-Related Foundations

Still a workplace of choice for most nonprofit professionals . . .

- Salary, benefits, relative job security
- Career growth opportunities
- Resources to be successful
- Intellectual stimulation
- Is there a better place to work than a college campus?

Institutionally-Related Foundations

An Environment for a Happy Work Place?

- Strained revenue models
- Limited/no raises; furloughs; benefits and training cuts
- High expectations of Generations X and Y
- Increasing scrutiny, regulation
- Greater performance expectations
- Challenging bureaucracies to navigate

Why Strive to be a Best-Place-to-Work?

- *Who wants to work in a dysfunctional environment?*
- *Improves retention, improves performance*
- *Instills sense of pride in existing employees*
- *Good reputation serves as a recruiting tool*

Iowa State University Foundation

- Separate 501(c)(3) organization
- 18-member board; 150 “governors”
- Own human resources function
- 100 employees
- Constituent DOD’s housed in campus units with direct reporting line to ISUF
- \$13 million budget in FY11



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WITH PRIDE AND PURPOSE





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Iowa State University Foundation

Our Culture

We are committed to accomplishing our mission by:

- *Creating a “best place to work” environment that encourages personal success and fulfillment.*

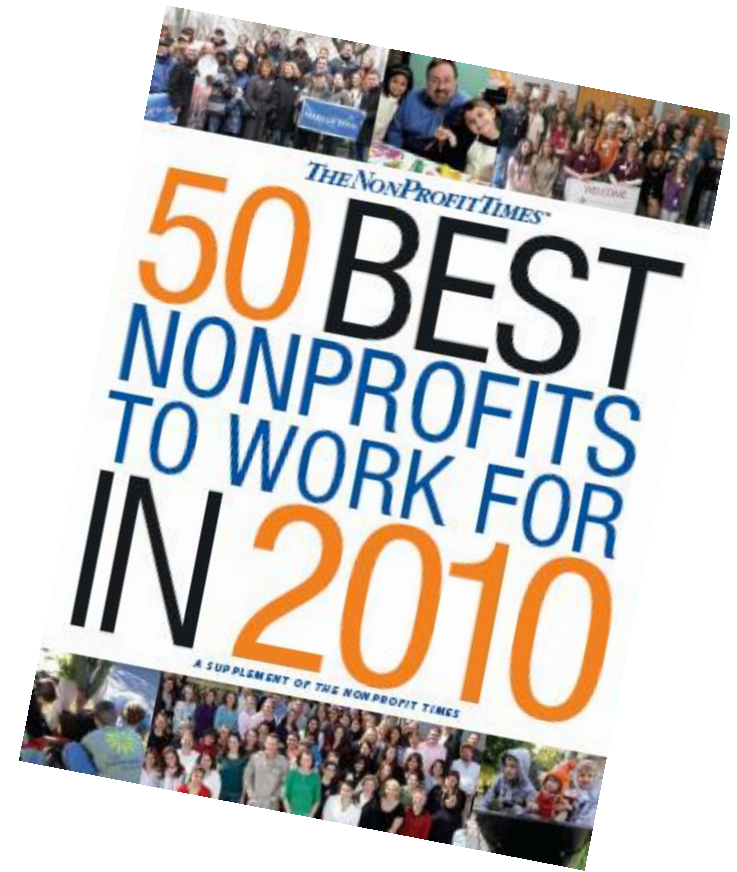
Best Companies Group▶▶▶

- Third-party organization (Harrisburg, PA) that measures top workplaces for various industries and geographical regions
- Contracted by general media, trade publications, and industries
- Conduct research on the dynamics and characteristics of participating companies and analyze the data
- The mission of Best Companies Group is to “Identify and recognize places of employment that are leading the way in defining the employee experience of the 21st century.”



NonProfit Times

- 1st Annual
- ????? submissions
- Wide range of nonprofits
- Little representation from higher education



Survey Instruments



Management Survey

- Overview of products and services
- Basic demographics – number of employees, gender balance, etc.
- Benefits, vacation, sick pay retirement plan, bonus programs
- Performance evaluations;
- Employee Assistance Program availability
- Wellness promotions
- Volunteer time off and community service
- “Green” practices
- Communications tools and practices
- Employee recognition practices
- Job development and advancement opportunities
- Leadership and training opportunities
- Family-friendly benefits and programs for healthy work/life balance
- Describe unique culture traits

Survey Instruments



Employee Survey

- Anonymous on-line responses
- Demographic breakdown
 - Length of service
 - Age
 - Gender
 - Department (development, finance, IT)
- 75 questions – strongly agree to strongly disagree
- Open “essay” questions
 - What does this organization do to make it a place where people would want to work?
 - What can this organization do to increase your satisfaction and productivity as an employee?

Your Survey Results

- Group 1 – Staff Assistant
- Group 2 – Accountant/IT Specialist/Advancement Services
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- Group 4 – Executive Director of Development

Survey Results

Iowa State University Foundation

- Areas to celebrate . . .
- Areas of concern . . .
- Highlights and lowlights of employee comments report

Building a Best-Place-to-Work Environment

50 Tips

50. Live by the Golden Rule!

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