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
CAMPAIGN
IOWA STATE
WITH PRIDE AND PURPOSE

$800,000,000!

[Image of people holding signs with numbers]
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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