

Ohio's Employee-Owned Network/Ohio Employee Ownership Center
and Columbus Area Labor-Management Committee

Great Places to Work: Sharing Our Successes

Wednesday, October 25, 2006 - Columbus, OH

What makes an organization a "great place to work"? After WWII, great pay and benefits were probably enough. Increased foreign competition since the 1970s forced companies to focus on higher quality and lower costs. Without employee participation, achieving these requirements was often an insurmountable challenge, and companies turned to labor-management cooperation, profit-sharing and employee ownership to promote common goals. Today, quality and low price are taken for granted and public awareness of corporate citizenship and sustainability in addressing a number of social, economic and environmental concerns is growing.

For many organizations, a commitment to corporate citizenship and sustainability involves building a work culture and mission which develops human potential, gives back to the community, and protects the environment. Organizations are developing strategies to recognize the positive features of their work culture and practices more systematically and to measure their "triple bottom line" impacts on people, the planet and profits.

Come learn what other organizations are doing to meet these challenges:

- **How do you build a work culture that develops people's skills and potential?**
- **What can your organization do to build a better community and a more sustainable local economy?**
- **How can you get employees involved in saving money and avoiding layoffs?**



Dates/Times: Wednesday, October 25, 9:15 A.M. – 3:30 P.M.; registration at 8:45 A.M.

Location: NECA/IBEW Electrical Trade Center, 947 Goodale Blvd., Columbus, Ohio 43212

Registration: \$40. Continental breakfast and lunch provided.

This forum is co-sponsored by the Ohio Employee Ownership Center, Kent State University and the Columbus Area Labor-Management Committee with support from the Nathan Cummings Foundation and the Ohio Department of Development's Ohio Labor/Management Cooperation Program in an effort to educate on the impact of sustainable business for families, communities and the Ohio region.

Presenters/Panel Members

How do you build a work culture that develops people's skills and potential?

Example #1: Designing Workplace Education for Technical/Mechanical Excellence

Panel led by Jean Sickles, Director, Ohio State Apprenticeship Council, Columbus

How can you hire and train qualified people with manual, mechanical and technical skills in a cost-effective manner? Resources available for employer-sponsored workplace and offsite training will be presented through a panel discussion with labor and management representatives from skilled trades in the Columbus area.

Example "2: Karlsberger Companies, a "Best Place to Work",

Karen Platt, Director of Human Resources, Karlsberger Companies, Columbus

Selected as one of the top ten Best Places to Work in Columbus (medium size firms) by Business First in 2005, Karlsberger Companies has created a progressive corporate culture during its 78 years in business which is unique to large planning and design firms. To create a sense of unity within the growing firm, employees work in small teams which foster collaboration and team-building, and balance with events that build relationships and inspire creativity. Employees' aspirations are supported through a generous benefit package including tuition assistance, flex-time, and paid licensing. The firm provides comprehensive design services with a specialty in healthcare architecture and is owned by all partners and provides all employees with an equity stake through its Employee Stock Ownership Plan (ESOP).

What can your organization do to build a better community and a sustainable local economy?

Leslie Schaller, Business Director, Casa Nueva Restaurant and Cantina, Athens, OH

Casa Nueva, Athen's leading Mexican restaurant, is owned/managed by its 25 employee members who formed a cooperative to purchase the business in 1985 with a commitment to workplace democracy, healthy food and entrepreneurship. A catalyst for economic growth in southeastern Ohio, Casa purchases 90% of its supplies from local, organic or fair trade producers and supports a network of 40 regional food producers. Employees earn a living wage, generous benefits (including dental and retirement), flexible work schedules, profit-sharing and opportunities for learning entrepreneurial skills, business management and the human side of business by working with a team of proud business owners. Schaller says "Casa's example in our local economy has had a significant impact on local agriculture and consumer awareness of the importance of purchasing from small businesses." Many former worker-owners have gone on to create new enterprises across many sectors.

How can you get employees involved in saving money and avoiding layoffs?

Ohio Department of Natural Resources and the Ohio Civil Service Employees Association

ODNR managers and employees have developed a Voluntary Cost Savings Program, a joint process for saving money and dealing with tight budget/layoff situations which has become a model for adaptation by other agencies and organizations. This win-win labor-management initiative produces cost-cutting through flexibility in employee schedules and produces significant savings for organizations.

Registration Form

Name(s): _____

Company Name: _____

Address: _____

City _____ State _____ Zip _____

Phone: _____ Fax: _____ email: _____

Please invoice us. Total enclosed: \$ _____

(Please make checks payable to OEOC-KSU)

Please register by October 18. Phone: 330-672-3028; fax: 330-672-4063; email kthomas@kent.edu or mail to: Ohio

Employee Ownership Center, 113 McGilvrey Hall, Kent State University, Kent, OH 44242, Attn: Karen Thomas