

Alfred P. Sloan Awards for Business Excellence in Workplace Flexibility

2006 Detroit Winners

Albert Kahn Associates, Inc.

Albert Kahn Associates held generational forums for employees. Their “wow” finding? Flexibility was a big issue for all generations – from Gen-X to Baby Boomers. After investigating and evaluating different flexible work options, in 2005, Albert Kahn Associates unveiled its Alternate Work Arrangement program, which allows employees to work a flexible schedule and/or telecommute from home. The step required a “leap of faith,” trusting employees to determine when and where they needed to work in order to get the job done, but it has ultimately resulted in a significant morale boost without sacrificing teamwork or quality.

Amerisure *2 time winner*

Amerisure provides an expanding menu of programs and policies to respond to the diverse needs of our employees and their families, including:

- Flexible start and end times, work at home and compressed work weeks when position responsibilities allow
- Up to five time-off benefit days as part of a short-term income protection plan for important family commitments without the worry of loss of pay
- Flexible leave policies to accommodate absence from the job
- Company support for employees’ volunteer interests, including use of company time, resources and matching funds
- Comprehensive benefit programs like medical, disability and long-term care help to ensure employees and their families are secure when the care of themselves and their loved ones is needed most

Brogan & Partners *2 time winner*

Brogan & Partners has integrated the concept of a flexible workplace into its culture and policies, and has found it to be a good business decision: employees who feel that their employer goes the extra mile for them are more likely to go the extra mile for their clients. Technology has been a key tool to facilitating flexibility. Brogan has invested in computer systems that allow employees to work offsite, setting them up with connectivity at home. The company also has an IP phone system, which makes it so the business line can ring anywhere.

Detroit Parent Network

At Detroit Parent Network (DPN) flex time enables employees to meet their personal

obligations while getting the job done! The way it works is that employees commit to a 40 hour work week, but do not have to stick to a 9-to-5 schedule. Easy to implement and virtually cost-free, flex-time has increased employees' commitment to the organization and reflects their motto: get involved, get connected and get powerful.

Detroit Regional Chamber *2 time winner*

The Detroit Regional Chamber works hard to create an inclusive work environment, and when it comes to flexibility that means making sure employees have the tools and ability to have flexible schedules and telecommute. In addition, the Chamber's Wellness Committee provides on-site wellness initiatives; the Spirit Team provides on-site fun activities and the Diversity Council provides on-site diversity initiatives. Tuition reimbursement is also available.

Farbman Group

Farbman Group introduced flexible work arrangements as a retention tool and since their implementation has seen turnover rates decrease dramatically. The company offers creativity within their flexible work plans that allows employees to tailor programs to their specific needs.

Menlo Innovations

Menlo Innovations encourages employees to focus on lives outside work. Employees work in pairs. So long as they are able to coordinate with their partner to get the job done, they have flexibility with their work schedule.

Rossetti

Rossetti understands that business and design work intrinsically together. The company embraces the need for timely, accurate responses by providing fast and flexible solutions. The company promotes a culture within the firm that encourages personal spirit and expression.

Visteon

Visteon recognizes that employees' personal success contributes to the company's success, which is why the company offers flexible workplace options such as: Telecommuting, Job sharing, Reduced work schedules, and Compressed work week schedules. In addition, Visteon's paid-time off policies were created to encourage employees to invest in their whole self. Visteon's strength is in our employees. Ensuring they have the flexibility to create a successful work-life balance is the company's commitment to them.