



360 DEGREES OF SERVICE

Consulting Companies Value Employees, Communities

By Katie Coffin

The life of a consultant is all about ensuring a job well done for the client.

For four consulting companies on this year's Best Places to Work in Indiana list (all in the medium employer category), that life also includes establishing a comfortable, enjoyable and fulfilling work culture for their own employees.

"We don't have a product; we are our employees," said Margaret Mitchell, director of human resources at Allegient, LLC. "It's not only important to serve our clients, but to serve one another. That's really where our team-focused approach comes from."

Allegient, enVista, Moser Consulting and United Consulting all live and breathe service, and it shows in their unique approaches to employee engagement and community involvement.

'Thumbs up' for the community

On a chilly day in mid-March, Ty Moser had to close his door for our telephone conversation because the sounds of hammers and saws were overpowering. He's president and CEO of Moser Consulting, an Indianapolis-based company specializing in large-scale data management, business intelligence and infrastructure services.

Outside, 130 volunteers – many Moser employees – were participating in a panel build for Habitat for Humanity.

"They're putting the walls up. They're actually building the frame on-site and then they'll take it down and move it to where the house will be built," Moser describes. "We work them pretty hard here, but when it comes to the city you live in and helping the community, everyone's a 'thumbs up.'"

enVista, a supply chain consulting and IT services firm located in Carmel, created a committee of a dozen associates to plan community service events. In addition to also completing a Habitat for Humanity build in March, enVista partnered with Outreach, a program for homeless youth in Indianapolis, to offer free consulting services that will help



Moser Consulting employees participate in a Habitat for Humanity build. Allegient associates enjoy time out of the office at Sky Zone Indoor Trampoline Park. Cowabunga, dude! This United Consulting quartet goes all out for the annual Halloween contest.

the organization operate more efficiently.

“We have a Lean Six Sigma training we do internally and as part of that training, you have to work on a project. You have to improve an internal process,” explains human capital manager Stephanie Newell. “This year we decided, ‘Instead of improving something about enVista, let’s put our focus on Outreach.’”

Indianapolis-based Allegient, an IT consulting firm specializing in translating business objectives into technology solutions, donates \$500 quarterly to three charities nominated by employees. Employees have an opportunity twice a year to earn a Make-A-Wish Foundation award, which allows them to select a child’s wish to grant on behalf of the company.

“One of our core values is having a servant’s heart – not only serving one another and serving our clients, but also serving the community,” Mitchell remarks. “Our employees may not be able to give \$8,000 to Make-A-Wish, but because they win an award, they’re given the opportunity to make a difference in someone’s life.”

Taking care of its own

This service-oriented mentality comes naturally for these consulting companies, which meet the needs of clients statewide, nationwide and even globally. The perks they offer employees are personal:

- In 2014, three Allegient employees couldn’t attend the company Christmas party due to an obligation at a client site. Allegient sent them each \$200 restaurant gift cards so they could still enjoy a nice dinner.

- Moser Consulting offers employees a fully-stocked kitchen throughout the week and caters pizza on Fridays.
- Each enVista employee receives \$1,500 annually to use on external training.
- United Consulting, an engineering design company in Indianapolis celebrating its 50th year in business, offers employees a four-and-a-half day workweek.

United Consulting takes care of its employees by emphasizing wellness. President Dave Richter notes the company hosts health screenings and offers financial incentives to each staff member that meets certain criteria set up for body fat, cholesterol and blood pressure.

The company also hosts a fitness day that

includes a healthy recipe contest and a walk around one of their projects (United Consulting designed the Indianapolis Cultural Trail: A Legacy of Gene & Marilyn Glick and the Monon Greenway, to name a couple).

“If our staff’s thinking about trying to be more healthy, then they’re here more, they’re better at what they do and they’re probably happier at home,” Richter points out. “We do things like a *Biggest Loser* contest, and people are losing 30, 40 and 50 pounds and it’s making a big difference.”

Moser Consulting recently began a Wellness Bucks program that provides employees with \$300 per quarter toward anything related to wellness – massages, exercise equipment or race registrations, for instance.



enVista employees serve the community with Thanksgiving meals.



Allegient staff gather for a little fun outside work. In 2014, Moser Consulting set a record for the most people (270) to attend an Indianapolis Indians' game from one company. enVista employees enjoy a summer barbecue. Allegient's award recipients snap a selfie with co-host Gerry Dick at the 2014 Best Places to Work in Indiana celebration.

'OK to have fun at work'

"All work and no play" is a mindset you won't find at any of these companies.

The night before our phone conversation, a group of Allegient employees got together after work for a Mario Kart tournament. Mitchell says this is par for the course. Employees often team up around a common interest, and the company encourages that camaraderie.

enVista hosts a highly competitive ugly sweater contest every Friday before Christmas. Photos are sent via email and a winner is determined by an office vote. The first winner, a software programmer, made his sweater from scratch – an elaborate reindeer with eyes controlled by a phone app he designed and tucked away in a secret pocket!

"He set the bar really high, and people want to dethrone him," Newell declares with a chuckle.

United Consulting has a five-person committee of employees that plans fun activities. Throughout the year, it hosts Euchre and cornhole tournaments, food trucks in the company parking lot and a summer picnic for families. The competitive nature of the annual pumpkin carving contest rivals that of enVista's ugly sweater contest.

"With a bunch of engineers, you can imagine the intricacy of some of the carvings," Richter says wryly.

He adds seriously, "We probably spend more time working together than we do at any other one place. So we work really hard to make sure people don't have a reason to think about going somewhere else."

At the core

Each of these companies has a list of core values that differentiate their workplace cultures. They all emphasized these are not empty statements posted on a wall; these are ideologies woven into the fabric of day-to-day life.

enVista operates by 10 guiding principles – including "we do the right things for the right reasons" and "no one has a monopoly on good ideas" – chartered by the two founding partners. The latter is embodied by the "enNovator" program, which is a Shark Tank-esque opportunity for employees to present a business idea to the executive team.

"What I think is really neat about these guiding principles is that they were operable when it was just two guys with a hope and a great business plan, and they're still relevant today now that we have almost 400 associates (256 in the United States)," Newell recognizes.

Each of these companies had grown in the time between applying for the Best Places to Work in Indiana program and the interviews for this story. The employee counts range from 96 to 256, but the commitment to each individual's well-being and career success produces family-like environments.

"Allegient strives to be the building block in the careers of our employees," Mitchell concludes. "We give a lot of opportunity for people to step up into leadership roles. We're very proud to have the employees that we do because without them, we would not be on the Best Places to Work list."

RESOURCES: Margaret Mitchell, Allegient LLC, at www.allegient.com | Ty Moser, Moser Consulting, at www.moserit.com | Stephanie Newell, enVista, at www.envistacorp.com | Dave Richter, United Consulting, at www.ucindy.com