

By Rebecca Patrick

Employees are encouraged to volunteer. "We are a good mix of fun and philanthropy," Susie Viehmann says.



# Colliers International

## REALTY GROUP NOT AFRAID TO HAVE FUN

"Our standout strength as an employer is working with very enterprising people that are outside-the-box thinkers, fun to work with. Everyone kind of pushes one another to do things a bit better. And you have the freedom to do things differently and mess up (to a point), because you are doing it all for the right reasons."

– Susie Viehmann  
senior vice president, marketing

A new company activity is planned annually; a recent example was walking in the St. Patrick's Day parade in Indianapolis.

### Name game

- Founded in 1993 as Summit Realty Group
- Recently an independent, affiliated office of Cushman & Wakefield
- Late last year Colliers International acquired the firm, which has nearly 30 licensed brokers

### Colliers decision

"The primary reason we chose to be acquired by Colliers and not other companies is that they said, 'We like who you are now and we don't want to come in and change your dial' so to speak. They wanted to maintain the culture. At the same time, what we gained is a more robust benefits package and the whole Colliers University, a career development program that opened up a lot of doors for people here."

### Wellness working

"The on-site gym continues to be a real perk for employees and in recruiting. It's easier to squeeze in a half an hour (here) than when you go home and don't want to go back out again."

### Philanthropy focus

- People are encouraged to take off two days annually for community service
- Company selects an over-arching organization to support collectively for two to three years, allowing for multiple group activities
- Employees can pick what fits them best – a field day, mentor opportunity or something else

### Memorable outings

"Each year we try to do something different from the previous year so things don't get stale. In 2015, the entire company marched in the St. Patrick's Day parade, and then after we did a pub crawl. We were not very productive that day but we had a lot of fun. It was team building. The girls all wore green tutus, which was kind of embarrassing but a lot of fun."

