

PI Worldwide® Clients Featured in “Top 100 Places to Work”

The companies represented on the Boston Globe’s 100’s Top Places to Work all possess a common theme – their employees are their #1 asset. They have created a positive workplace for their employees in the midst of economic uncertainties. Their employees are given opportunities and tools to build solid careers, while enjoying a rewarding work environment.

The Globe invited more than 1,000 employers to participate in the second annual “Top 100 Places to Work”. Their rankings were based on survey information collected from 86,000 employees at 269 Massachusetts organizations.

Several PI Worldwide clients made the list of the Top 100. We asked a few of these clients to share their thoughts and insight on how the Predictive Index® (PI) has played a role in receiving this prestigious award.

Bright Horizons partners with more than 700 employer clients in a range of industries to provide family-friendly solutions such as worksite child care and early education, emergency back-up care and elder care, and college counseling and continuing education services.

Their ranking on the Globe Top 100 list underscores how Bright Horizons works to support its employees, and, despite the downturn in the economy, continues to place an emphasis on fostering a culture where employees feel valued and supported at both work and home.

“Our business is all about people so it is critical that our employees feel like we are a great place to work in good times and bad and going through this kind of period has really tested the strength of our culture,” said Bright Horizons CEO David Lissy. We feel very fortunate to have the people we do working for us and that they are committed to not only our mission but each other.”

“What makes Bright Horizons a great place to work is our strong culture and realization that our people are our business. We have an accessible, values-driven, leadership team. We consult with our clients about what it takes to provide a strong work environment for their employees and we try to do the same within our organization,” shares Eileen Smith, Vice President of HR at Bright Horizons.

Bright Horizons is very selective in their hiring, and they use the Predictive Index as part of an extensive interview process. “We want our employees to be successful and PI gives us the insight to match the right candidate to the job. That insight helps ensure future success in their role and increase employee retention,” explains Eileen. “We also use PI for team building as it gives us critical information in understanding how to work effectively together. We are able to better communicate, define roles more clearly and measure long-term performance.”

HarborOne Credit Union is the largest state-chartered community credit union in New England. Established in 1917 as Brockton Credit Union, it has expanded to include offices in several locations throughout Massachusetts.

“Much of our success is due to the culture we’ve established,” explains Patricia Williams, Harbor One’s Senior VP of Human Resources. We are a highly driven organization with an open, collaborative work environment. Our core values include treating each other with dignity and respect, communicating with trust and having fun.

The company has doubled in size over the past ten years. To achieve a balance between rapid growth and maintaining their culture, they realized they needed to focus on helping employees work effectively together, and gain a better understanding of each other. Patricia shares, “PI plays an active role in developing and supporting the culture we have today and will continue to have in the future.”

Another core value is offering exceptional customer service. Patricia shares, “Our employees work above and beyond to provide a superior customer experience. The company implemented PI Worldwide’s Selling Skills Assessment Tool™ and Customer-Focused Selling™ products for their sales group. The tools are primarily used for team building and helping the teams understand that good selling is about good service. The sales group is currently achieving at a higher level than they were a year ago.

Eastern Bank, is the largest independent, mutually owned commercial banking franchise in New England. The Bank’s commitment to its customers, communities, and employees is highly regarded across the state. Making the list of top 100 companies to work for enables Eastern Bank to validate what the company believes about its business every day.

“The bank has a very dynamic and forward thinking work environment, where operating decisions are made while maintaining the long-term interests of our employees,” explains Joe Riley, Executive VP, Retail and Business Banking.

Joe shares, “PI has played a role in creating our culture, which is based on open communication. We use PI to foster strong communication and to help in the development of a ‘one on one’ coaching environment where an individual’s behavioral insights generate meaningful dialog and better understanding of work styles amongst managers and their teams, as well as co-workers and colleagues.”

“We are very proud to be recognized for the second straight year as one of the best places to work in Massachusetts,” said Richard E. Holbrook, chairman and CEO of Eastern Bank. “This is a tremendous compliment to our team of banking, investment and insurance professionals.”

Consigli Construction Co., Inc. is an established leader in the New England construction industry. The company provides construction management, general contracting, and other services from its offices in Connecticut, Maine, and Massachusetts.

“We have a great team atmosphere with everyone working toward a common goal, explains Brian Brogioli, Consigli’s Personnel Director. The company has also been recognized as a top company to work for by the Boston Business Journal for the past four years. Brian shares, “Retention has remained strong throughout the growth of our business, and we’ve continued to maintain a strong culture.” The company uses the Predictive Index for hiring and strong job fit as well as team building. Brian explains, “PI helps us get the right people in the door by creating strong job fit throughout the organization. One of our company’s main principles is recruit, train, mentor and motivate. PI has played a role in each of these four facets of our business.”

PI Worldwide® is a global management consulting organization that helps companies be more successful by focusing on their most important asset — their people. Praendex Incorporated, the parent company of PI Worldwide, is publisher of the Predictive Index®, the Selling Skills Assessment Tool™ and Customer-Focused Selling™.