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# **Fall Event Speaker News: Donna Fenn Ties Open Book Management to Profitability for BNET**

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Winning Workplaces believes that better engagement of employees equals better business results. But we don't just talk the talk here – we walk the walk!

The notion I mentioned above that's the essence of our tagline is instilled in our nonprofit primarily from our founder and Chairman, Ken Lehman. It's well known that the company his family co-owned, Fel-Pro, achieved great success and in the process innovated people practices in a number of ways.

But other members of our Board of Directors have seen a similar payoff of employee engagement. One of these is Jeff Jeffery, President and CEO of IRMCO in our hometown of Evanston, IL. The *Chicago Tribune* ran a great article last week describing how a specific practice – open book management – has enabled his staff to identify and implement cost savings, with the net result being to avoid layoffs so Jeffery can leverage his talent for when conditions improve. (Even in this tough climate, it's a testament to IRMCO's human capital strategies that sales are up 22% over 2009 and the company is making money, as the *Tribune* reports.)

**Speaking of open book management**, our friend and a speaker for our October 27-29 event with Inc. Magazine in Denver – Donna Fenn – had a piece that was recently published on BNET in which she connects the dots for small business leaders looking to literally cash in on the practice. Two of the four companies Fenn profiles, The Sky Factory and A Yard & a Half Landscaping, are winners of our 2010 Top Small Company Workplace award with Inc.

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