

# **8 Takeaways About Our Workplace Award Application from HR Types**

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Organizational development factors strongly in the content on staff engagement activities and other people practices that Winning Workplaces has published – just check out this page of search results on our website.

As our mission is to help small and mid-sized businesses create better work environments, it likewise also looms large in our biggest annual project, our Top Small Company Workplaces award with Inc. Magazine. In fact, in our retooled-for-2011 application for the award, Learning and Development has its own section. You can see the questions we ask in this section by clicking [here](#) and then clicking the 2011 application preview link in the 3rd bullet in the lefthand column.

If you're an HR type, you may be wondering what your peers think of our award in terms of the value they've gotten from applying, as a means to improve their firms' workplace culture. Below is feedback that 8 such applicants shared from our 2010 application cycle:

1. *"The application does a good job of breaking down the key attributes and facets of our firm (i.e. culture/people development, etc.). It allowed us to look critically at each area and determine what we are excelling at and what could use development."* (Manager of talent acquisition, 10-year-old consulting firm with 50 employees)
2. *"Excellent exercise in articulating our workplace culture."* (VP of HR, 7-year-old retail electricity provider with 103 employees)
3. *"This process was very rewarding as it brought together several departments and helped each of us to not only look back on past accomplishments but also to look ahead to where we are going."* (Organizational development specialist, 8-year-old government contract support provider with 160 employees)
4. *"We have documentation of our practices that we plan to share with board and staff at upcoming meetings. We have also recommitted to the HR goals set for this coming year."* (Development director, 9-year-old social services firm with 33 employees)
5. *"What this did do for me was open my eyes to all our company does even in these tough economic times, and I have started using this in my recruiting process."* (Recruiting manager, 11-year-old financial services firm with 62 employees)
6. *"We're taking next steps to more consistently track HR metrics such as turnover, hires, percent minorities, etc."* (Employee experience manager, 18-year-old information design consultancy with 30 employees)
7. *"Our next steps will be to document our ethical practices so that everyone knows that we are an ethical company."* (Director of HR and finance, 11-year-old software installation provider with 27 employees)
8. *"Formalizing discussions about a 401k match, in addition to considering flexible work arrangements were definitely our take-aways from the process."* (Director of HR, 19-year-old financial services firm with 294 employees)

**If you are in HR in your organization and would like to gain a better workplace perspective, click [here](#) to see if your company qualifies for our 2011 Top Small Company Workplaces award – and a shot at being featured in Inc. Magazine in June.**

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