



Best Practices from CARE Award Winners

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The CARE Awards recognize some of the most innovative and engaged companies in our community. The CARE Award winners put people first: they innovate through exemplary work-life benefits and programs, and foster thriving cultures of community—even in a virtual and uncertain environment. Below are examples of how CARE-ing companies are creating an atmosphere where employees and businesses are able to thrive.

Virtual Work Environment

Creating a collaborative environment virtually is challenging. CARE Award Winners have developed innovative strategies to keep morale high and ensure each employee feels connected and valued.

- » **FMP Consulting** launched a New Hire Podcast, designed to introduce new team members to the workforce. Each episode features an informal ‘question and answer’ style conversation with a recent new hire and provides an intimate look at their background, areas of expertise, current projects, and personal life/hobbies.
- » **Evans Consulting** uses Zoom and Teams to recreate their collaborative office environment virtually. They established a Virtual Hub with various channels including leadership updates, wellness information, a virtual water cooler (laughs, celebrations), and diversity and inclusion resources, among others.
- » In addition to structured onboarding sessions, **FMP Consulting** and **USTA** ensure frequent casual tag-ups and check ins as a way to orient staff—particularly new hires—to the most critical aspects of the organization, operations, and culture.
- » **Dev Technology Group’s** “Fun Patrol” keeps everyone engaged virtually through employee-led cooking classes, coffee dates, paint and sip happy hours, and cocktail making classes.



Employee Development

Investing in employee education and training encourages employees to be the best versions of themselves, increasing individual performance, company efficiency, and employee engagement.

- » **Air Force Aid Society, Inc.** invests in scholarships so hundreds of Airmen/Guardians are able to obtain their college degree.
- » From the date of hire, **JK Moving/CapRelo** encourages employees to further their education by offering tuition reimbursement as well as on-the-job training from industry experts.
- » **ENSCO** offers robust support for active-duty service members transitioning to civilian employment.



Community Stewardship

CARE Award winners have a passion for giving back to their communities and providing opportunities for their employees to do the same.



- » **Business Benefits Group** expands their reach by including friends, families, and clients in their giving opportunities whenever possible. This not only helps to foster and build community, but makes a greater impact on the organization they are supporting.
- » **Highlight Tech** and **NRECA** use employee feedback to drive community engagement activities that support local charities and promote networking across the company.
- » **Monument Wealth Management** has a Small Business Internship program that not only provides robust experience for interns, but aims to create more diversity in the wealth management industry.
- » **Apple Federal Credit Union** offers volunteer hours to all employees to encourage community engagement efforts. Even during a global pandemic, Apple increased the amount of volunteer opportunities offered to staff, which resulted in high employee participation and a record number of volunteer hours logged to date.

Limiting Strict Policies

Trusting work environments increase overall employee happiness and help employees feel empowered in the workplace. This results in increased dedication to the company mission; collaboration around expectations, goals, and ethics; and a united workplace that fosters success and innovation.

- » **Custom Ink** promotes a trusting environment where guidelines are offered rather than hard rules or policies.
- » **NetImpact Strategies Inc.'s** corporate motto is “Do the Right Thing,” which applies not only to their approach to working with clients, but also to their interactions with each other and the community.
- » **FlexProfessionals** has a results-based culture. Other than a once-a-week team meeting, there is no defined work schedule. They empower employees to choose for themselves how, when, and where they do their best work—which has created the most dedicated and hardworking team possible.



Health

CARE Award winners support their employees' physical and mental health to improve their well-being, help with productivity, and as a way to engage with employees inside and outside of work.

- » **B&A** created an Annual Wellness Challenge to encourage employees to participate in as many wellness activities as they can, with prize incentives. B&A even paid for a subscription to a virtual exercise platform, NEOU, to encourage participation.
- » At **Southern Management**, every team is represented by a designated Health Champ who assists team members in identifying new ways to maintain a healthy lifestyle and to support them in adopting healthy mental and physical habits.
- » **Consumer Technology Association** offers Boot Camp, team sports, yoga classes, and a free FitBit to employees who sign up for the ActivityWellness Program and participate in step challenges that run throughout the year.
- » **Hyatt Regency Tysons Corner Center** offered complimentary headspace accounts and provided webinars on managing stress, wellness, and emotions.

