

KARLSBERGER COMPANIES

Voted one of the Best Places to
Work in Central Ohio

2005

2006

KARLSBERGER COMPANIES

- ◆ **Mission**

- ◆ *To improve the quality of life through intelligent foresight and thoughtful design*

KARLSBERGER COMPANIES

◆ Vision

- ◆ *Karlsberger is privileged to engage our clients in our quest to:*
- ◆ *- Set the standard for being a "thought leader,"*
- ◆ *- Imagine, explore, and discover solutions that lead to greatness, and*
- ◆ *- Transform exceptional aspirations into reality*
- ◆ *...each and every day.*

Building a Culture that Develops People's Skills and Potential

- ◆ Collaboration
- ◆ Continuing Education (formal and informal)
- ◆ Mentoring (formal and informal)
- ◆ Work hard, play hard
- ◆ Leadership support
- ◆ Creative, casual environment – lack of formality encourages interaction, brainstorming
- ◆ Inviting all staff to participate in project critiques at various stages
- ◆ Challenge employees to work outside their comfort zones
- ◆ Social and economic effects: amazing staff that is passionate about what they do.

Building a Better Community

- ◆ Developed firm culture that supports our community – ongoing process, constantly evolving.
- ◆ Firm's leadership sets example by sitting on boards (personal and corporate). Associates encouraged to support organizations: local architectural review boards, Habitat for Humanity, national board for ALS.
- ◆ Vision – In the mid-60's, founder's son and community visionaries developed concept for Capital South (model still exists and is eerily accurate). Office moved to redevelopment area in 1986. Two major renovations.
- ◆ Long-term commitment to downtown.
- ◆ Champions for Democracy – Franklin County Board of Elections – Employees encouraged to work as voting officials on election day. Karlsberger pays wages for the day. Mandatory election official training classes held in our office.
- ◆ Stable workforce – 2nd largest architectural firm in Ohio. Long tenured employees. Some leave to pursue other opportunities, many return.

Involving Employees to Save Money and Avoid Layoffs

- ◆ Throughout 80-year history, remarkably few layoffs.
- ◆ Don't overstaff; push employees out of their comfort zone. Work hard, play hard.
- ◆ Top leadership meets with senior management weekly (35 people) to share financial, marketing, and operating results.
- ◆ Office-wide meetings after each quarterly board meeting to keep employees current.
- ◆ Share good and not-so-good news.
- ◆ In the past, when things got tight, top management took 20% pay cut, senior management 15% and middle managers 10%. Employees given the option to voluntarily reduce hours. Belt tightening from the top down demonstrated firm's commitment to employees. When things got better, salaries and hours returned to 100% - in phases from the bottom up. While we did have a few layoffs, we were able to retain our core group.

What makes Karlsberger a Great Place to Work?

- ◆ Founded in Columbus in 1928 – continuous operation since then.
- ◆ Culture
- ◆ Environment
- ◆ Commitment to employees and their families
- ◆ Generous benefits
- ◆ Voted one of the Best Places to Work in Central Ohio in 2005 *and* 2006.