

## **BC Business Magazine Best Places to Work**

### **MEDIA RELEASE**

#### **FOR IMMEDIATE RELEASE - December 3, 2008 Victoria, BC Our Sparks Are Flying Across BC**

Victoria-based Chemistry Consulting Group Inc. received honours this week being selected as one of the best companies to work for in British Columbia. BC Business magazine's annual "best places to work" roster placed Chemistry Consulting Inc./GT Hiring Solutions in second place for companies with fewer than 100 employees. This rating is based on consideration of human resources practices, employee engagement, leadership dynamics, and company culture.

"As managing partners, we could not have received a greater compliment from our staff," explains Frank Bourree, who along with Christine Stoneman and Charles Shier, pooled their creative and strategic talents to form Chemistry Consulting Group Inc. just over two years ago. "Our approach isn't a mystery. Although the scope of our work is broad, when you boil it right down, a significant part of our work is about helping individuals, businesses, public sector organizations, and not-for-profit agencies discover, and fully capitalize on, their strengths. We are in the people business. Everyday for us is about respecting and nurturing success – in our staff, in our clients, and in each other. When a person feels good about who they are, and confident about where they fit in, their ability to contribute expands exponentially. This award is an affirmation that the approach we use in our work, and with our clients and our team, is the right one".

Scott Sherwood is one of the company's newest Managers and has just helped open seven new GT Hiring Solutions offices in the BC Interior. He takes great pride in his role with the company and is proud to be part of this elite category of celebrated companies. "There are sixty of us at Chemistry/Gt Hiring Solutions working on several different and exciting initiatives, and the common factor that we share is the passion that we bring to our work. The flexibility we have in how we get the job done allows us to help our clients overcome their challenges."

"When Frank, Charles and I came together over two years ago, we knew that we shared similar values – that our chemistry was very good – and that our vision of helping people was what fuelled our strong entrepreneurial spirit," explains Christine Stoneman. "Our employees are like family to us and we could not ask for a more valuable gift than their acknowledgement that they are proud of where, and with whom, they work. We believe in a team approach to being successful. As a company you are only as good as your employees and we are honored to have the very best working with us."

Charles Shier states it quite simply: “Our business is consulting and human resources ... and it is the human resources part that is our passion.”

Chemistry Consulting Group Inc./GT Hiring Solutions is a diverse management consulting and human resources firm, delivering excellence and value to clients from 16 offices across British Columbia.

- 30 -

**FOR FURTHER INFORMATION:**

Frank Bourree  
Principal, CEO  
Chemistry Consulting Group Inc.  
Business and Human Resource Consulting  
Phone: 250 382 3303  
Fax: 250 383 4142  
Email: [f.bourree@chemistryconsulting.ca](mailto:f.bourree@chemistryconsulting.ca)  
Web: [www.chemistryconsulting.ca](http://www.chemistryconsulting.ca)

**Backgrounder:**

<http://www.bcbusinessonline.ca/bcb/bestcompanies/under-100-employees/2008/12/01/chemistry-consulting-group-inc>

The information provided by each organization was ranked against all other participating companies. To ensure a level playing field, certain factors such as the nature of the industry, number of employees, and response rates were considered. The highest ranked organizations were declared ‘The Best Companies to Work for in BC’ for 2008.

**Measurements:**

The Best Companies to Work for in BC survey measures employee satisfaction in key areas of talent management systems.

These areas include:

**Talent Systems** – An integrated set of Human Resources processes practices and tools that align the recruitment, retention and development of an organization's talent with current and future business requirements.

**Employee Engagement** – The degree to which employees commit to the organization at both a rational and emotional level. Engagement levels are directly related to business performance as committed employees are more likely to stay with the organization and put in extra effort over and above what is expected.

**Leadership Dynamics** – Considers the behaviours (conscious and unconscious, productive and unproductive) of the leadership group and the nature of the relationships within the leadership of the organization.

**Organization Culture** – The set of beliefs, values and behaviour patterns which characterize an organization. An organization's culture is reflected in practices such as:

- \* Habits of thinking
- \* Communication patterns
- \* Decision making styles
- \* Operating styles
- \* Organizational structure
- \* Symbols, rituals