

BC Business Magazine Best Places to Work

MEDIA RELEASE

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Good Chemistry Pays Off

Victoria based Chemistry Consulting Group Inc. received top honours this week being selected as the best company to work for in British Columbia. BC Business magazine's annual roster placed Chemistry in first place for companies with fewer than 100 employees, rating them on human resources practices, employee engagement, leadership dynamics, and the culture of the organization.

"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 forming the Chemistry Consulting Group Inc. just over one year ago. "Our approach isn't rocket science. Though our scope of management consulting work is broad, when you boil it right down, a significant part of our work is about helping businesses, public sector organizations and not-for-profit agencies discover their strengths and fully capitalize on them. 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 to us is an affirmation that the approach we use in our work, with our clients and our team, is the right one".

Alison Peever manages Chemistry's RoomServiceCanada.ca™ international recruitment service, a business solution that facilitates the employment of temporary foreign workers in the hospitality industry. She takes great pride in her role at Chemistry and is proud to be part of this elite category of celebrated companies. "There are forty of us at Chemistry 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 a over year 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 unsolicited acknowledgement that they are proud of where they work and who they work with. 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 some of 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. is a diverse management consulting firm, delivering excellence and value to clients from more than 10 offices across British Columbia. Chemistry Consulting Group Inc. is dedicated to serving the local, regional and national business advisory and human resource needs of businesses, public sector organizations and not-for-profit agencies.

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FOR FURTHER INFORMATION:

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Backgrounder:

<http://www.bcbusinessmagazine.com/bcb/top-stories/2007/12/01/best-companies-work-b-c>

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 2007.

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

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