ACEC Fall Conference

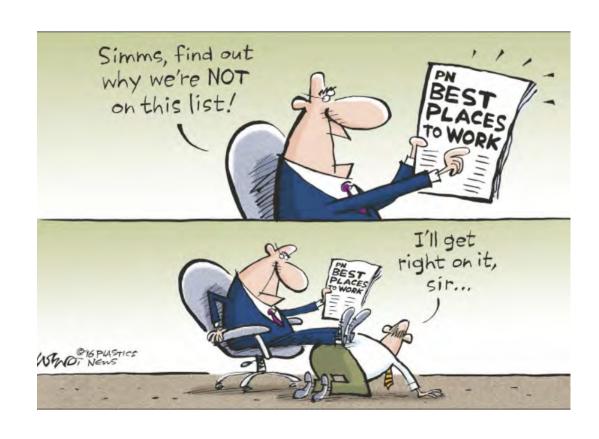
Las Vegas, Nevada

Creating a Great

Place to Work while

Achieving Financial

Success!



October 30, 2018



Presenter:
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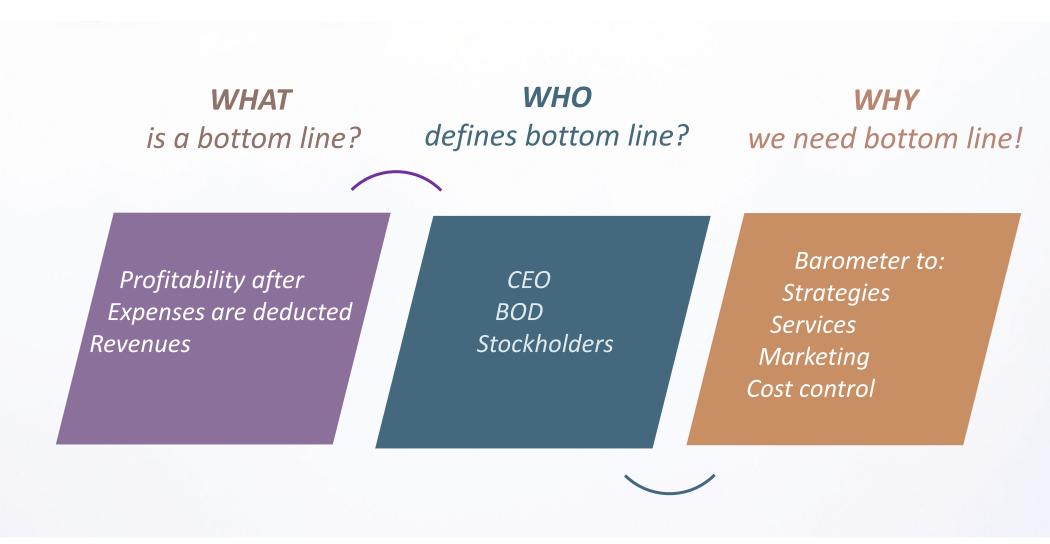
in www.linkedin.com/in/rizwansiddiqiusa



Financial success = bottom line is it really?



Understanding the bottom line in business



Jeag.er. zirk · lidar Illee-ger-shipl Defining Definition: 1. the Positive Leadership the party





"People will work harder for someone they like, and they like you in direct proportion to the way you make them feel."

- Irwin Federman





Leadership

- Establishing direction creating a vision
- Communicating direction to create vision
- Motivating, inspiring, and influencing

Management

- Focusing on execution and implementation
- Creating structures, processes, and systems
- Planning, organizing, directing, and controlling





Leadership traits

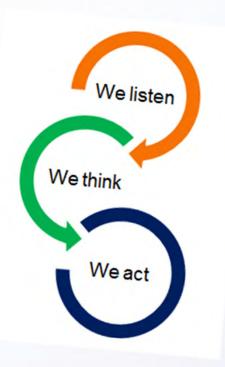
- Do the right things right
- Motivate team
- Focus-driven
- Make work fun
- Lead, but don't dictate
- Clear messaging
- Show appreciation



Qualities of a leader

- Listening skills
- Empathy
- Protector
- Motivational skills
- Persuasion
- Visionary

- Ability to prioritize
- Foresight
- Embrace value system
- Growth-driven
- Consensus builder
- Results-oriented





Leadership types



Vs.

Employee Centric Leadership











Is leadership linked to business performance? Absolutely, but depends

- Not solely about profit
- Define objectives and constraints
- Market conditions
- Customers and market selection
- Effective marketing
- Financial management
- Customer intimacy model
- Customer satisfaction



"Now THAT'S what I call explosive growth!"

What makes a great place to work?

- Reasonable compensation package
- Stake in company's success
 - Profit sharing, stock options, or bonuses tied to performance
- Safe, comfortable, and appealing work place
- Challenge their potential
- Flex hours and remote working options
- Collaborative workspaces



What makes a great place to work?

- Employee empowerment
- Culture of accountability
- Career development
- Transparent and timely communication
- Create sense of ownership
- Treat employees with respect and care
- Job security



"This really is an innovative approach, but I'm afraid we can't consider it. It's never been done before."





Employee benefit programs

- ESOP
- 401K contribution
- Flex spending account

- Credit union plan
- Tuition reimbursement plan
- Stock options for employees



Employee benefit programs

- Conduct regular industry survey
- Evaluate employee benefits every year
- Explain fringe benefits cost
- Range 50% 60% of base salary

Helps employee retention!





Healthcare benefits

- Self insured versus marketplace
- Assess benefits annually
- Manage cost increases
- Innovative approaches

Healthy solutions

- Zero deductible incentives
- Wellness seminars
- Family engagement
- Healthy practices



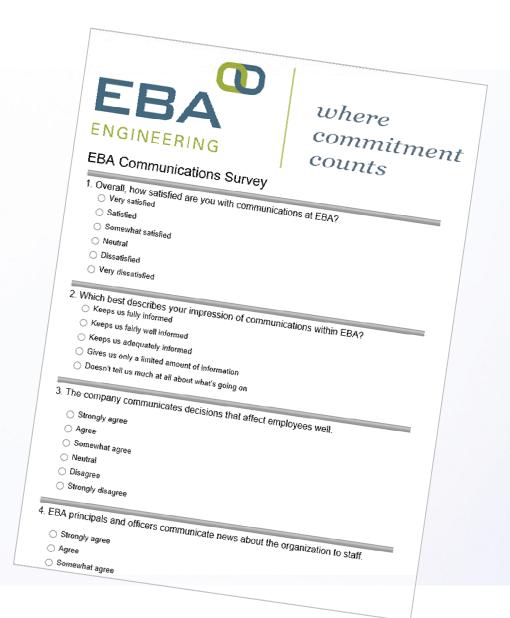






Those small little things! Employee feedback surveys

- What are their expectations
- What do they like
- How can we improve





Those small little things! Employee engagement efforts

- Internal newsletter
- Chairman's updates
- Client newsletter





Those small little things! Increased communication

- President/CEO visits all offices
- Regular site visits
- Evaluation meetings



"What if, and I know this sounds kooky, we communicated with the employees."



Those small little things! Onboarding

- Company shirt
- Company pin
- Companywide welcome email
- Personal email from President/CEO





Those small little things! Employee recognition programs

- Employee of the year
- Project of the year
- On the spot award
- Conference presentations
- Technical articles





Those small little things! Mentorship program

- 12-month mentorships
- Cross-discipline teams
- Monthly meetings
- Quarterly evaluations
- Completion certificate
- Future leaders



Those small little things! Employee appreciation

- Friday breakfast
- Company provided coffee/tea
- Social get-togethers
- Lunch & learn trainings
- Events to improve employee morale
- Online apparel store
- Employee engagement for various causes





Those small little things! Employee appreciation

- Professional organizations
- Industry event attendance
- Referral bonus
- Holiday bonus



Those small little things! Student loan repayment assistance

- Student loans exceed \$1T
- Social responsibility
- \$100/month for 5 years
- Great hiring/retention tool



Those small little things!

Leadership Council

- Annual retreat
- Employee feedback and input
- Client feedback
- Leadership training
- Strategic action plan



Strategic Plan

Employee driven 5-year plan Market focus Key Executive Employee involvement initiatives oversight Annual evaluation Employee updates *Implementation*



Those small little things! Annual townhall meeting

- Every employee is invited
- Provide company updates
- Celebrate company successes
- Opportunity to ask questions
- Led by President/CEO
- Employee input and survey
- Develop action items



Employee quote



"As a little fish in a big pond, I appreciate being informed of all the events/decisions our company is involved in.

I am very proud of EBA and I call it 'My Company', and it is obvious that upper management cares about all its' team members."

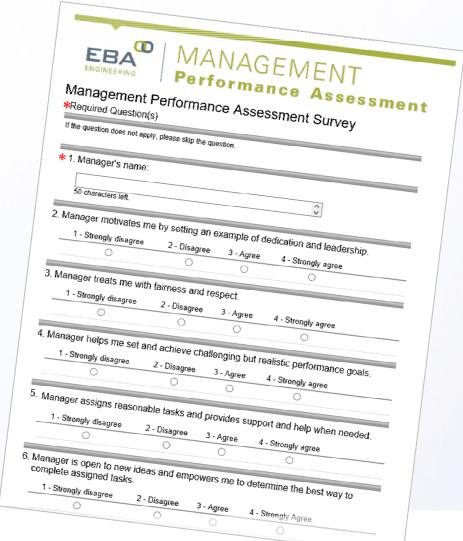


Those small little things!

Management performance assessment

(360 survey)

- Annual process
- Employee feedback
- Helps improve performance
- Creates culture of accountability
- Tied to salary adjustments





Those small little things!

Annual anniversaries

- Anniversary card mailed
- Dunkin' Donuts[®] gift card

5-Year anniversaries

- 5, 10, 15 ... year certificates
- Special company pin
- Social media announcement
- Recognition at annual holiday party
- Gift card/company apparel
- President's personal call



Those small little things! Special occasions

- Gift basket for child births
- Fruit basket for sick employee and family
- Personal call from President/CEO



Those small little things! Parties and celebrations

Employee holiday party





Summer family picnic





Those small little things! Birthday recognition

- Personal email from President/CEO
- Personal phone call from President/CEO



Debi.

Hoping you have a wonderful birthday full of good cheer!
I'm so glad you're part of the EBA team and thankful
for all that you do!

Sincerely,



Rizwan A. Siddiqi, PE President & CEO





Employee quote



"Mr. Siddigi, thank you very much for the birthday wishes. I really loved the phone call too. I am an employee that works in the field and sometimes it feels like I am not attached to EBA, but when you get remembered in such a wonderful and thoughtful way I do really appreciate it. EBA has been a wonderful company to work with and Joe has been a great boss..."

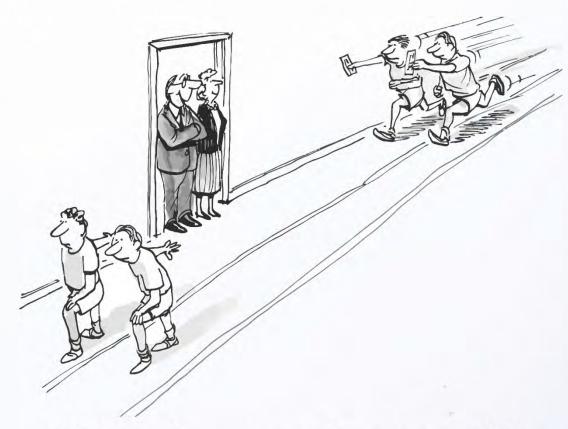
- Sincerely, Debi





Those small little things! Future leadership development

- Future leaders
- Offer company stock
- Provide leadership training
- Provide mentorship
- Succession planning and leadership transition
- Company stability



"I love the sense of teamwork."



Those small little things! Family-like culture

- Open door policy
- Access to leadership
- Transparency
- Employee empowerment
- Meet employee expectations



"My door's always open because I love a parade!"



How to win hearts of employees? Employees are #1 asset

- Listen-listen
- Communicate
- Regular updates
- Respect them
- Empower them
- Support them

- Equitable pay
- Growth opportunity
- Strategic direction
- Family environment
- Culture of accountability
- Bottomline to share



Triple bottom line scenario

Who wins?







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