

BIRMINGHAM BUSINESS JOURNAL

BEST PLACES TO WORK



Medium Companies

#8 - Valent Group

Respondent: Leticia Tatum, HR Partner

Describe your company in a tweet: A team of passionate people delivering a Fortune 1000 experience to middle market businesses, employer benefit groups and individuals. #ExperienceTheDifference

What are three specific ways you ensure all of your employees know they are valued? 1. Open Communication: Informing our team when we make changes and why. 2. Recognition: Programs for outstanding performance.

3. Quarterly Conversations: Regular, honest and reciprocal feedback focusing on how each member contributes to our success.

How is your company working to improve diversity? We are intentional in ensuring our candidate pools represent our diverse community.

What concrete steps do your senior leaders take to create a great work environment for all employees? We practice open, honest and consistent communication – every teammate has a voice. Ensuring each employee is passionate about what they do. If their passion turns out not to be with us, we support them in

determining what is.

What are some specific examples of how your company creates opportunities for individual development and career growth at all levels of the company? We encourage and pay for professional education and personal/developmental training opportunities. In addition, we support and work to foster internal career growth and promotions.

How would you describe your company culture in 30 seconds to someone you meet at a cocktail party? We love what we do and who we do it with.

What are the most popular perks you offer to employees? We offer days off for birthdays, access to a company health/wellness clinic, work from home/telecommuting opportunities and early Fridays.

What keeps you up at night in regard to creating a great workplace? Maintaining a great culture where people love what they do and who they do it with. Plus, our employees' overall holistic wellness. Statistics show that 10-15% of employees suffer from some form of depression or addiction.

PERKS OF THE JOB

