

November, 2016

25 BEAUTIFUL EMPLOYEES
at
COMPANIES THAT HONOR EMPLOYEES

You really do want to spend time with this issue of ROLE MODELS[©]

Twenty-three ROLE MODEL companies were invited to select an employee to say “why they love their job”. These are beautiful people that represent their positive and inspired workplaces. With each photo and quote there is an excerpt from their company’s ROLE MODEL article that’s talks about how they honor their employees.

Will Yowell, Zion and Zion



ZION & ZION

Featured in July, 2016 issue Culture ROLE MODELS
<https://www.zionandzion.com/>



“The thing I love most about Zion & Zion is that I feel like the company believes employees are its most valuable asset. They invest heavily in our professional development by bringing in industry leaders for in-house training, send us to the top conferences in our respective fields and regularly coordinate and fund social and team-building events.” Will Yowell, Web & Mobile Applications Developer, Phoenix, Arizona.

Each year the company sends every employee to at least two national conferences in their field or a related field. And every team member returning from a conference presents the learnings from that conference to the entire agency. Specifically, what the team member feels Zion & Zion is doing well based on the conference; where Zion & Zion could improve; etc. Of particular note is that each time a team member presents, they need to make the presentation understandable and relevant to EVERYONE they are presenting to be that person from the social media team, the creative team, the web development team, the strategy team, etc. It’s no small task, but it does result team members truly thinking about the agency as a whole.

Zion & Zion’s culture ensures that no one is restricted to the immediate function of their job title. In stark contrast to other agencies, team members are encouraged to step outside the lines (there actually are no lines) and work closely alongside neighboring departments to create the best end product possible.



Team members cracking stone crabs for at the annual CrabFest.

As part of that playful culture, the team regularly gets together to celebrate company events and milestones throughout the year. For instance, the annual “CrabFest,” now in its eighth year is a big deal at Zion & Zion. It’s a celebration in which the agency flies in hundreds of stone crab claws overnight from Miami Beach for a fun filled day of eating, drinking, and an array of outdoor games in the courtyard of the Zion & Zion building.

Whether it’s a company sponsored happy hour, a trip to Lake Pleasant, or a BBQ at the home of the Zion’s, there’s always something exciting around the corner that allows employees opportunities to bond and blow off a little steam.

<http://culturerolemodels.com/november-2016/#will-jowell-zion-and-zion>