



2 Geotechnical and Environmental Services Inc.

Geotechnical and Environmental Services Inc.'s entry-level training program is legendary in the civil engineering industry. The company recruits for attitude and aptitude and trains for the rest.

In January 2007, GES established a unique monthly coaching process as a pilot program for its management staff. As a human resource practice, the program has proven to be a remarkable tool for motivating and rewarding staff members, furthering business goals through continuous improvement, developing careers and enabling staff members to consider higher career aspirations than they had previously considered. The program's key elements link the day-to-day staff member performance goals with the business' strategic goals in a way that motivates employees to drive performance, improve overall client service and learn new technology and techniques.

> During its six-month cycle, program

From the Judges

The monthly coaching process lends itself to regular communication among employees and gives management a snapshot of career aspirations of those they supervise. Strong emphasis is placed on training and development.

meetings begin with a coaching worksheet, which, during the cycle's first month, is completed by an employee's direct supervisor. The supervisor uses the worksheet to describe expectations and performance measurement standards, while outlining the staff member's areas of strength and areas for improvement.

- > Employees and their supervisors mutually agree on developmental goals.
- > The staff member completes a personal development plan, which sets the career development pace and allows for selection

of individual job-related goals.

> During subsequent monthly meetings, the staff member completes an input sheet describing the monthly progress, setbacks and successes.

With this information, the supervisor suggests career-mapping ideas to fit a staff member's individual framework for growth in terms of new responsibilities and/or promotions. Supervisors also coach staff members daily on a less formal basis.

GES' performance management system is paired with its approach to communication and morale. The company boasts daily announcements, quarterly parties, occasional potlucks, toasts to celebrate successes, quarterly newsletters and an open-door policy. The company also has numerous venues for soliciting employee input and feedback.

In addition to collectively celebrating major company milestones, GES has a number of recognition programs in place to acknowledge employee achievements:

> **Hard Hat Recognition:** Supervisors reward staff members for going above and beyond, for bringing successful ideas or solutions to the workplace, demonstrating leadership skills and helping co-workers do the same.

> **Staff Stars:** A barbecue and town meeting format is featured where news and information is shared and outstanding performance is recognized.

As good corporate stewards, GES staff members attend high school job fairs, speak at elementary and middle schools and connect with students at its adopted middle school. The company also participates in Corporate Challenge.

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Geotechnical and Environmental Services Inc.

7150 Placid St., Las Vegas

Top Executive:

Gregory DeSart,
President

Human Resources:

Marie La Camera,
PHR

Industry:

Engineering

Primary Service:

Civil engineering

Employees: 35 (31 in Las Vegas)

Approximate Annual Revenue:

\$5.5 million



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