



Honoring flexible and supportive employers.

Landscape Structures

Landscape Structures makes play structures and modular skate parks for skateboarders. And the product – kid-friendly and fun – flows into the culture of this non-traditional company. Its 300 employees are owners through the company’s ESOP, so each has a vested interest in the company’s success. Each is unusually knowledgeable about their company and its business. Information about numbers and progress is shared freely and often.

This employer is committed to the health and wellness of its employees, and “our efforts have paid off,” says HR manager Holly Williams, not only in healthier employees, but also in a recent “Active Workplace” grant of \$50,000 from Blue Cross/Blue Shield. “Our focus is on the whole person – mind, body and spirit. Employees can use the brand new activity center at the local high school at no cost to them – it’s equipped like a luxury health club.” Weight Watchers holds meetings onsite, and a recent course on the benefits of organic eating, says Williams, taught them so much “it was scary!”

The company has partnered with a personal trainer who visits the company often; employees recognize her and ply her with questions. She’s one of many who display their wares and expertise at the company’s annual wellness fair, and every summer there’s a different kind of fitness program designed to get employees involved in monitoring their health.

LSI also has a commitment to helping its employees develop to their full potential, no matter what their position, encouraging them to share their career aspirations with their manager and working with them to develop a plan that will groom them for the next step. “We want to make sure they’re not going to leave us because they’re not challenged,” says Williams. “They take charge of their own careers, but we help them all we can. We want our managers to notice when an employee has potential and encourage them to express their interest.”

Communication here is open at all levels, and the environment fosters it. There are no offices, and even president Barbara King’s desk is in a cube. As a result, “there’s a lot of interaction and collaboration, and a lot of support. Employees bounce ideas off each other – you don’t get that closed door syndrome that a lot of offices get.”

Landscape Structures’ employees are valued and treated with respect, and it shows up in the contribution that they make. This is an organization that’s continually evolving, looking for ways to make their company a better place to work.