

Congratulations to top employers, Cameco and Goldcorp

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Our congratulations go to Refinery clients Cameco and Goldcorp who have both been named by the Financial Post as one of the 10 Best Companies To Work For in Canada (the FP10). They both also make the list of the Globe and Mail's Top 100 Employers in Canada.

What does it take to make these lists? The Globe and Mail use eight criteria: (1) Physical Workplace; (2) Work Atmosphere & Social; (3) Health, Financial & Family Benefits; (4) Vacation & Time Off; (5) Employee Communications; (6) Performance Management; (7) Training & Skills Development; and (8) Community Involvement. Similarly the FP 10 are chosen based on strenuous criteria that look at a company's policies and programs, considering everything from workplace to health benefits, financial benefits, vacation time, support for development training and employee communication as well as the company's role in the community.

A quick glance at these lists suggests that what is really important is the way that employers value employees. Despite pressures on the bottom line, particularly over the last year or so, to meet both the Financial Post's and Globe and Mail's criteria organizations must recognize the importance of people. Furthermore, they must act on this belief and not just pay it lip service. While we (and most senior leaders in organizations) know that doing the right things with employees will ultimately lead to better bottom-line results, many organizations struggle to invest in their people. Never has this been more apparent than over the last 12 months.

Cameco and Goldcorp have both made long-term commitments to the development of the people. They have not swayed from their determination to develop the leadership capacity of their organizations. Thus we were not surprised that they made the list. It is well deserved and is a clear endorsement that they are indeed doing the right thing when it comes to their people practices. Our congratulations go to them for staying the course. Their investment will stand them in good stead for years to come.

