

Employees give back and get involved at Copperleaf



COPPERLEAF STAFF AT THEIR VANCOUVER HEADQUARTERS

Copperleaf puts a lot of effort into checking in with employees to learn how engaged they are and how they'd like to see the firm evolve. The company – which helps organizations, many of them utilities, manage their assets and infrastructure, to the tune of more than \$850 billion globally – also allows staff to take the lead on which charities to support.

Last year, after an employee lost a sister to the genetically inherited Huntington's disease, "he proposed we do some fundraising under our Random Acts of Delight [RAD] initiative, which are employee-run

events that give back to society," says Barry Quart, vice president of marketing and employee experience. "The whole company just got so passionate about this. We ended up raising over \$16,000. I think we were one of the largest contributors to the Huntington's Society of Canada in 2019."

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— Barry Quart

Vice President of Marketing & Employee Experience

The fast-growing company, which started with a handful of staff in 2000 and is expected to reach 300 this year, abides by principles established by its founding staff, says Quart. "Our culture comes down to the focus we have on our employees and on our customers. People want to work with a progressive company that provides exceptional value and extraordinary experiences for our clients. Our philosophy breeds success and drives a sense of pride and accomplishment within the company."

Quart assumed the new role of VP of employee experience in 2019, a position created to make the work experience "exceptional," he says. The company also

209	FULL-TIME STAFF IN CANADA
5%	NON-MATCHING RRSP CONTRIBUTION
3	WEEKS STARTING VACATION, PLUS 1 WEEK HOLIDAY BREAK
\$200	FLEXIBLE HEALTH & FITNESS CREDIT

added a mentorship program to its professional development offerings, which include tuition subsidies. An employee engagement survey led to the launch of "fire-side chats" in which employees can bring up any topic with the management team. A recent "chat" led the company's "green team" to gain approval to purchase carbon offsets for staff airplane travel.

"Something we always say here is, 'Speak up, even if it's controversial,'" observes Danilo Prates, a product innovator at Copperleaf. "It's important to have everyone participating in the process of continually improving."

Embracing fun at work is also a key Copperleaf tenet. The Vancouver headquarters has foosball and Ping-Pong tables, and Copperleafer Rippu Gupta was recently crowned singles champion at TechPong, a charity Ping-Pong tournament involving the local tech community. Prates helped organize a RAD event to clean up a local beach. "There's always a lot going on that benefits the community," he says. "These events are a real joy to be part of." ■

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