

2009 Best Practices Honoree

Holtz Rubenstein Reminick

Leveraging Top Talent



Employee Growth and Development

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New York – The accounting firm Holtz Rubenstein Reminick (HRR) takes pride in its career guidance initiative CARE. The acronym stands for Counseling, Advocacy, Responsibility and Empowerment and the initiative matches HRR staff members with company leaders as mentors to help staffers throughout their careers.

Professional development is a central theme at HRR and the CARE program engages employees who are launching their careers, as well as those who are already well-established. CARE was created from the remnants of an earlier mentoring initiative, and with staff input it grew into a program that helps employees both manage stress and take advantage of growth opportunities within the firm. New employees learn about the program during orientation and within a week of joining HRR are matched with a CARE coach selected for his or her interpersonal skills and leadership abilities. A training program ensures consistency across coaches and allows for the flexibility of reassignment in the event there is a mismatch between a coach and mentee.

HRR knows that employees face multiple challenges between client expectations, government deadlines, continuing education requirements and life demands. With ongoing guidance and encouragement from coaches, employees are better equipped to navigate career concerns, including work-life balance issues. Approaching employee growth and development with the accounting firm's signature small-town feel not only encourages a friendly and supportive work culture but also helps employees take control of their careers and perform at their best through goal-setting and personal and professional development.

Since implementing the CARE program, HRR notes improved job satisfaction and morale among staff, as well as cost savings in the form of reduced turnover, which is a low 5.4 percent. The firm also retains high-performing employees who find a long-term career possible with HRR, thus maintaining continuity for clients and increasing the pool of candidates available for promotions and leadership positions. HRR knows that the key to continued success lies in the development of its team. With CARE, staff members feel supported, mentors are able to share their expertise and HRR reaps the benefits of satisfied employees.



This article originally appeared in the American Psychological Association publication, *Psychologically Healthy Workplace Awards and Best Practices Honors 2009*. Reprinted with permission. For more information about the Psychologically Healthy Workplace Program, visit www.phwa.org.