

'Helping Others Brings Out the Best in Employees,' says Beck Chief

BY PETER BECK

Eight years ago, we added something unique to our annual performance review process. At The Beck Group, we asked our employees to report the number of volunteer hours they donate each year to the charitable or humanitarian causes of their choice. Employees are able to donate time to charitable activities and causes during regular business hours.

Our rationale? Volunteer service is vital to the well-being of all communities the world over. That's reason enough. And yes, it does get Beck's name out there.

But there are other very good reasons—management reasons—for supporting employees' volunteer activities. Helping others brings out the best in our employees. It strengthens their leadership skills and improves their ability to serve well.

Serve Where You Live

We ask every member of the Beck team to consider this query: "What do you find yourself passionately talking about with your family and friends?" Their mission is to find community groups that align with those passions and then join like-minded people to make a difference.

Beck's Arthur Perkins, a dedicated father, took the opportunity to follow his passion and join a group that

established a children's museum in their neighborhood.

Florida's region rebuilt a kitchen for an organization serving teen parents and women in crisis.



The Dallas office hosts an annual golf tournament for the building industry that provides financial aid for inner-city students.

Leading by Example

We recently established the Beck Community Development Foundation and have empowered Jim Gettman, managing director and member of Beck's Leadership Group, to establish and work with a team to provide leadership for company-wide humanitarian efforts. So far, this group has been involved in sponsored efforts in conjunction with

humanitarian organizations like Living Water International. Teams have traveled to El Salvador and Mexico to participate in several water-well projects for Living Water International so communities have access to clean, running water.

Closer to home, employees also worked on two homes in need of roof repair a full two years after Hurricane Rita blew through Beaumont, Texas.

The Results Are Clear

This brand of employee enrichment has become a lifestyle. More than 60 percent of Beck's employees report that last year they actively supported civic groups, school and church committees, homeless shelters, PTA groups, scout troops, arts groups, non-profits, environmental efforts and governmental committees.

Our employees make a meaningful difference not only through the excellent work they do for Beck, but also because of their community involvement. Taking on humanitarian causes locally and globally is part of our family-owned corporation's DNA.

Peter Beck is CEO and Managing Director of The Beck Group, based in Dallas, Texas. Beck offers a full spectrum of professional services, including development, planning, architecture, interior design, and construction. For more information: www.beckgroup.com