

MBJ Best Places to Work 2015 Nomination Letter

By Russ Daley, Director of Business Development

I have worked for Fortune 500 companies, small non-profits, and even had my own company, but I have never worked for a company with more energy, optimism, and positive culture than Gant Systems. Nick Gant, the founder, has infused the company and inspired every employee with his personal motto of "Make it happen."

This motto is empowering to employees and gives everyone a sense that they are both trusted and relied upon to take personal responsibility in the workplace. Mistakes are never seen as a negative when our efforts are geared towards "Make it happen."

Importantly, Nick has fostered a progressive company culture and held team-building events to discuss and define our culture, values, mission and vision. We each know what we are doing, why we are doing it and how to do it.

One of the things that makes our culture and our sense of teamwork so strong is that Nick's primary criterion for hiring someone is character. So while every new hire may bring new talents and insights to the company, they are always people of good character -- and this makes Gant Systems a great place to work.

Related to our company culture, while many companies say that they have a "Family First" focus, Gant Systems truly lives this value. Employees are encouraged to work from home if this fits their lifestyle. Moreover, even though we work in a highly demanding technology services field, work requirements are never allowed to interfere with family time -- and this is possible because we always know everyone on the team is looking out for one another.

Another cultural factor which makes Gant Systems a "Best Places to Work" nominee is that we are not an ego driven company -- and this starts from the top. There is no political game-playing, nor an environment where employees feel threatened by other's success. While we each take pride in the work we do, we share in the rewards and the sense of accomplishment.

Gant Systems is company that is committed to community development and this extends to programs and purposes that are important to our employees. This is manifested through sitting on local boards or focusing efforts to support non-profit agencies with special pricing for services and finding ways to foster their missions through technology. By virtue of this, employees feel a sense of purpose which extends beyond our own business.

Because Gant Systems is a company which has experienced tremendous growth and increasing financial success every year since its inception in 2007, employees have a sense of excitement for the present and confidence in the future. These feelings drive the optimism and energy which are so vital to the spirit of our company.

In the end, the culmination of all the above is that employees don't look at their jobs at Gant Systems as a stepping-stone to something else. We all see our roles as a long-term commitment to a shared mission and an environment we view as a "work family" -- and this really does make Gant Systems a great place to work.