

**100 BEST SMALL COMPANIES TO WORK FOR 2008**

**52 Business Environment**

Business services



<b>Annual sales</b>	£16m
<b>Staff numbers</b>	83
<b>Male/female ratio</b>	46:54
<b>Average age</b>	26
<b>Staff turnover</b>	31%
<b>Earning £35,000+</b>	35%
<b>Typical job</b>	Centre manager

During the past year Business Environment has given more than £40,000 to staff in the form of rewards for going the extra mile. Employees feel appreciated by their managers and are motivated to give their best every day, with positive scores of 82% and 77% respectively.

The company, founded in 1994, is the owner and provider of serviced offices throughout southern England. It caters for the needs of small, medium-sized and large clients, and the firm is just as keen to meet the needs of its own staff. They feel fully involved at work (80%) and supported by their manager (82%).

Every month a different person chairs a team meeting. Managers are kept up to date with company news, such as purchasing new buildings, so they can pass on information to staff, who appreciate their leaders talking openly to them (86%). This clear communication works both ways —



On the slide: staff and their families get a soaking at a Business Environment family fun day

people feel comfortable raising concerns with management, giving a 77% positive score for this question.

Tours of London, bowling and group meals are among the outings staff enjoy, especially since Business Environment contributes up to £25 per head and, at each function, at least one director likes letting down their hair too. People like socialising

with colleagues and feel a sense of family in their teams (81%), say they are fun to work with and that workmates care for each other (87% and 86% respectively).

Summer at Business Environment is celebrated with a family fun day during which senior managers tear themselves away from the candyfloss and ice cream to meet staff to discuss

the business. People are excited about the future (81%), feel their job is secure (84%) and are proud to work for the company (82%).

David Saul has been managing director for 13 years. Employees have faith in him (83%) and say he inspires staff (77%). They also think the company's senior managers truly live its values (80%).

**Business Environment**

Most improved



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More than 70% of staff at Business Environment have been rewarded in the past year for going the extra mile. It is now their turn to recognise the company's efforts, as it rises into the middle reaches of our table, having been unranked in 2007. Four of the eight factor scores place the firm in the top half of our list. A 20% increase in the positive score from 45% to 65% for the Fair Deal factor shows the 83 employees are happy with their pay and perks. More than a third take home at least £35,000 a year. Management and leadership also score well (81% and 80% respectively). The fun, teams have, gives the company its highest positive score of 87% (74% in 2007), and people love working here (81%).

**THE SUNDAY TIMES**

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