

## CREATE A GREAT WORK ENVIRONMENT: Arcus



*The past year has been challenging for the economy and for business overall. Despite the downturn, some staffing companies have managed to maintain a positive work environment with innovative programs that boost employee morale. [Arcus](#) is one such firm. Arcus sometimes takes an unorthodox approach to employee morale as a means of lightening the atmosphere in a recession. CEO and president R. Douglas Firestone describes how this helps build a positive team environment.*

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become a fun element of our internal culture. Our President's Club has also been a success: individuals who exceed their goals receive a five-day, four-night vacation to Costa Rica.

**! “The key is to invest in your most valuable asset - your people.”**



**Monster:** Do you have any recommendations on how to initiate employee satisfaction and recognition programs on a limited budget?

**Firestone:** Focus on making the little things count. Arcus has implemented a light-hearted internal recognition initiative: Barcus, a life-sized plush dog. Team members send emails to Barcus whenever co-workers do something outstanding. Each week, Barcus the dog sits in the office of a new worthy team member. Through Barcus, employees are given the opportunity and power to recognize and praise one another. This interactivity keeps team members involved and excited. Every week, we can't wait to see who will get Barcus.

**Monster:** What other efforts have helped your company maintain a positive workplace environment?

**Firestone:** We have initiated Wednesday Pick-Me-Ups: midday on hump day, the entire Arcus team gathers to

take a break in the Arcus Café. No matter if it's a bubble gum blowing contest, the Cha Cha Slide or an Ice Cream Social, the Arcus Family has a great time and leaves feeling rejuvenated. Also, we have regular Arcus Fun Days to boost morale and promote team building. Fun Days have included Dave & Buster's, white water rafting and the Arcus Amazing Race.

**Monster:** Are there ways to build camaraderie when times get tough?

**Firestone:** In these uneven economic times, Arcus has maintained our commitment to the community through the Arcus Gives Back program, which helps the Arcus team come together through a common cause. Near and dear to our hearts is Bethesda Mission. This organization serves the homeless in Central Pennsylvania. Every year, Arcus spearheads a massive food collection initiative, Can Hunger, providing Bethesda Mission with food to feed its residents. Last year, more than 9 tons of food was collected and this year we expect to exceed that amount.

**Monster:** Do you have any other recommendations for maintaining a great work environment in a downturn?

**Firestone:** The key is to invest in your most valuable asset -- your people. At Arcus, we work hard and we play hard. We live and learn as a team. And, through it all, we strive to create an atmosphere and culture that encourages and celebrates success.

**About the Company:** Arcus is committed to delivering exceptional talent and innovative consulting solutions to clients. Named one of the fastest growing staffing companies in the country, Arcus has received four national awards from the American Staffing Association. Arcus currently employs more than 200 employees with revenue in excess of \$25 million. [www.Arcus.net](http://www.Arcus.net)

**About the Author:** R. Douglas Firestone, President and CEO, founded Arcus in 1999 and is the visionary leader of the Arcus team located at the Harrisburg, Pennsylvania headquarters, and at offices in Philadelphia, Pittsburgh, Atlanta, Chicago, Detroit, Dallas/Ft. Worth, Los Angeles, and San José, Costa Rica. Arcus provides clients across the country comprehensive talent solutions for their hiring needs.