



# Building Teams and a Happy Work Environment

Post Covid & Tele-Commuting



## Workspace Pre Covid

## Workspace Post Covid



**Prettier, More Peaceful, More Successful??  
What do you think?  
Lets discuss how this move has impacted ETC  
and see if any of the ideas can help your firm.**

# ETC Companies

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**Company Highlights**  
**4.8 Million Dollars in Revenue in 2020**  
**Profitable since Year 1**  
**No Debt on the books**  
**Happy Successful Professional Employees**



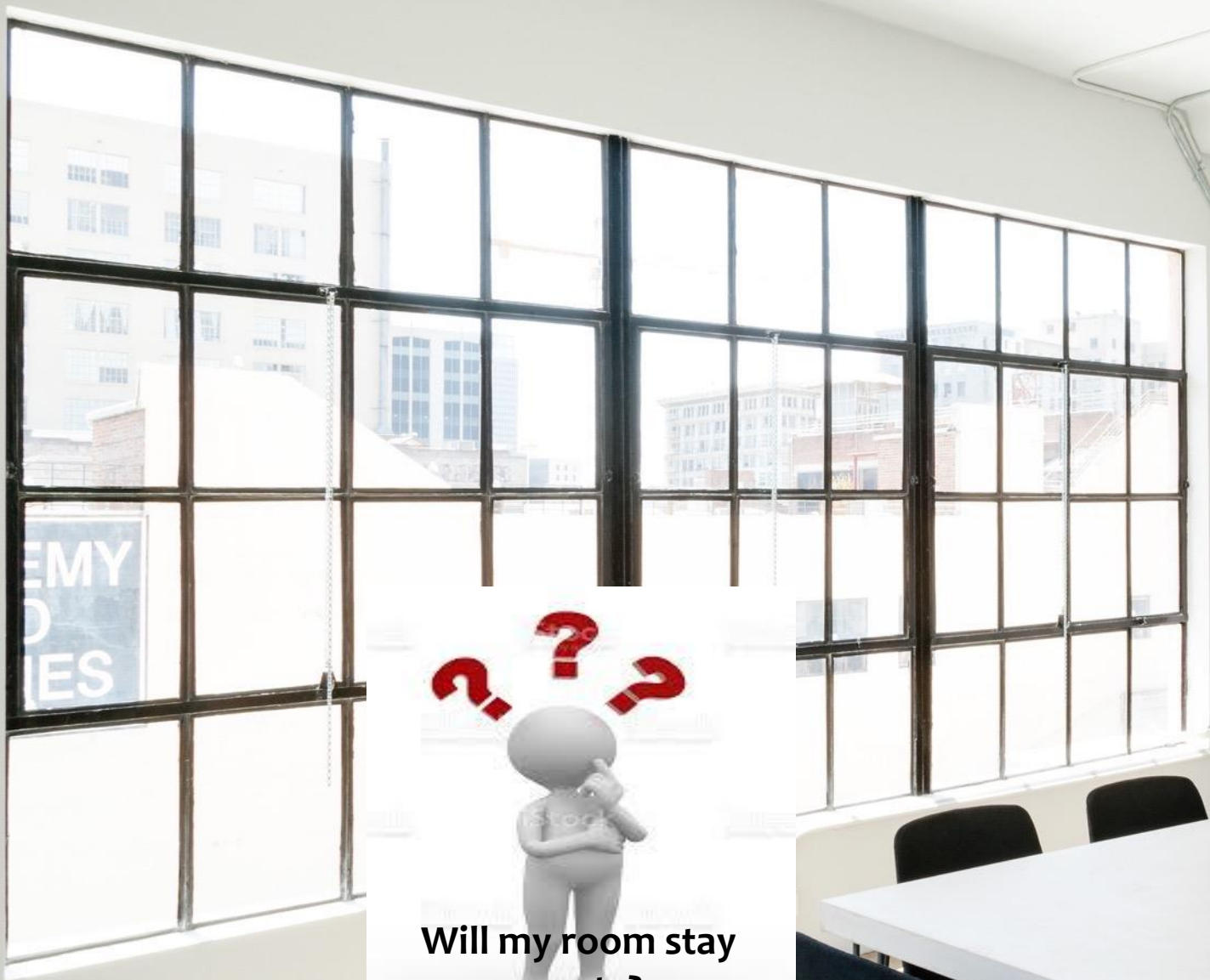
**Heather C Garcia**  
Partner of the ETC Companies  
“Chief Anything Needed Officer”

My work philosophy is to make sure our customers expectations are exceeded. In that don't do anything illegal or unethical and the options are pretty open.

## About Us

The ETC Companies, founded in 2012 has grown to 45 ee's and then right sized to 25 employees in 6 states in 2021 now all working virtually.





54% WOULD WANT to stay home after covid



Will my room stay empty?





# Top Level Initiatives

What did ETC do to help the transition



# Happy Culture

## 2021 Changes to Workplace

- Created Team PODS
- Implemented a 20 Minute Get Moving Contest
- Designed a POD work life balance
- Generated more training to empower everyone
- Modeled a commission/prize structure for success
- Made Training into GAMES... DRIVE FUN
- Be Flexible, Stuff Happens (my office for example)



# Feedback

Pros & Cons from the Field



## Pluses (+) or Pros

- None to very little Commute
- Ability to decorate space for personal happiness
- Access to Pets during the day
- Trade Drive time for Family or Work out time
- Pod creation has given me insight into others roles
- Small groups create a cross training opportunity
- Work hard for the success of our POD. “being bad on your own is hard but being bad for your POD is just downright unbearable.”
- Less likely to catch COVID or get sick
- Save Money on Gas & Lunch
- Flexibility with scheduling (Dr Appts, errands, exercise)

## Minuses (-) or Cons

- Impromptu Meeting Ideas
- Miss People, Work Friends, Team
- Losing practice of being able to tackle tough face to face discussions
- Separation of Church/State or Home/Work. Must learn to unplug
- Easy to mis-read body language
- Takes EFFORT to change scenery
- No Perks – Breakroom goodies or Company Lunches
- Personal Distractions (can’t do dishes/clothes during work time)
- Easy to work ALL THE TIME



# A few more Quotes from the field

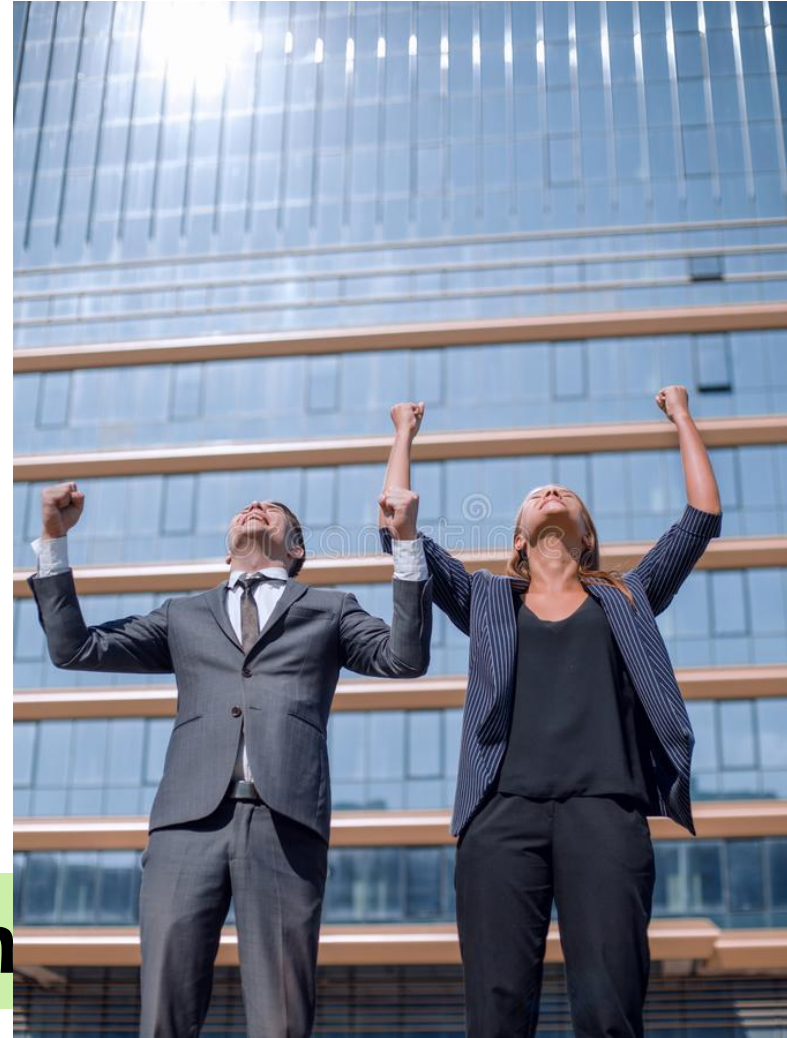
- Casual Wear (of course with no cameras on) is great and saves on dry cleaning
- Feeling of Family/Self First – “I can even be sick and not feel guilty”
- “Its so much easier to get my work done on time working at home, I don’t get interrupted by co-workers walking in...But I do miss them so much. “

# Quantifiable

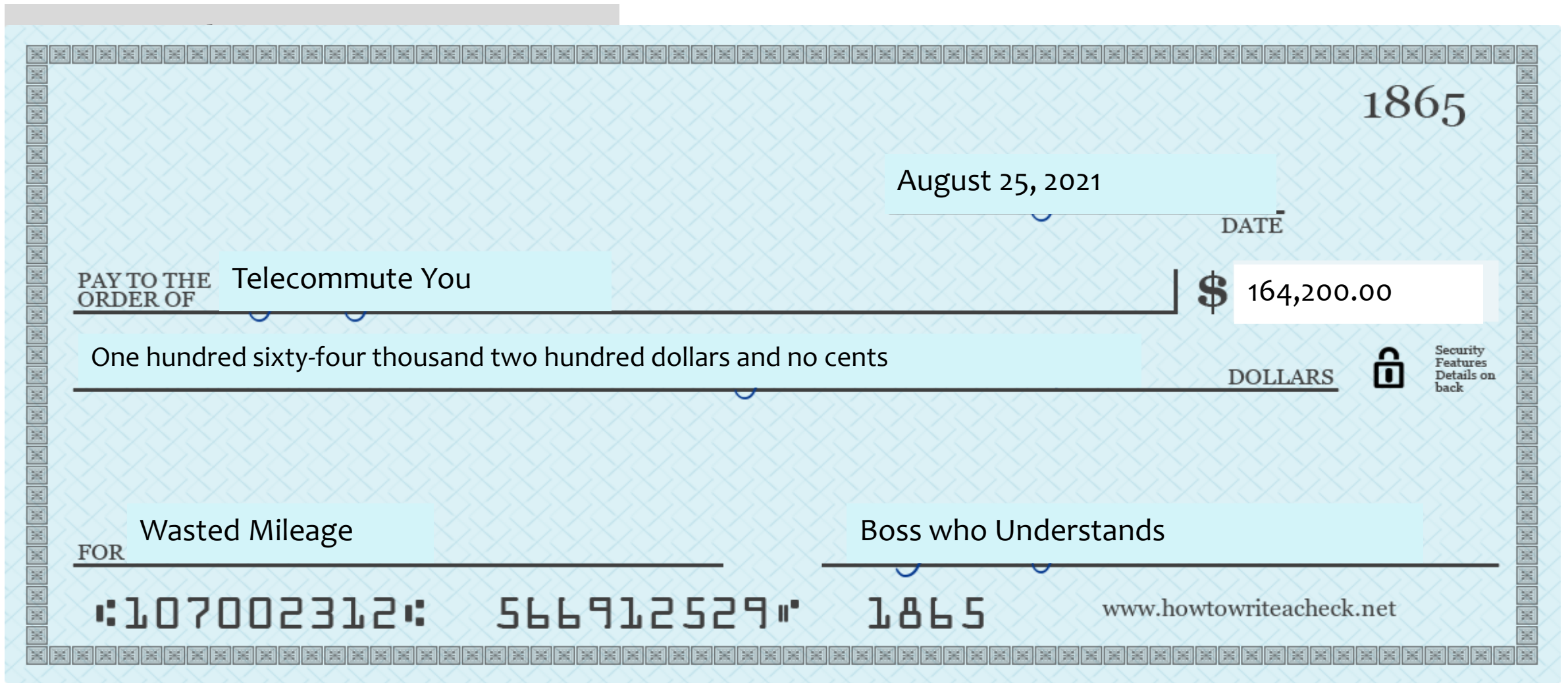
45-minute commute  
each way (90 min)  
230 workdays a year  
35 years of work

**12,075 hours of comm**

**1.3 years of your own PERSONAL life – NOT PAID LIFE**



# Tangible





# Happy Place to Work



# Why We Love Working at ETC

## Management Implemented vs. How It Affected Us

- Created Team PODS
  - Feeling of empowerment
  - POD team encourages employees not to let each other down
  - Feeling of appreciation
  - Makes a cohesive team/family
- Implemented a 20 Minute Get Moving Contest
  - Work life balance
  - Lessen Stress
- Revisited Total Compensation
  - Bringing in new options to medical benefits to lower price and increase options.
- Generated more training to empower everyone
  - Feeling accomplished
- Produced Training GAMES.... DRIVE FUN
  - Fun competition, brings us together as a team. Cheering each other on
  - Helps us learn what we don't know
- Modeled a commission/prize structure for success
  - Gives each employee a bite at the apple, reiterating how important each individual is to the success of ETC





# Take Aways

- We feel free to throw out ideas for making ETC better.
- We would do anything for this company
- We have NO desire to leave
- We wake up happy to work





# Thank You

The ETC Companies

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