



Wood & Grieve Engineers Ltd



Wood & Grieve Engineers is a multi-disciplinary engineering consultancy based in Australia and serving a global market place. The organisation works with private and Government clients, in land development and in all sectors within the commercial property development markets.

This is Wood & Grieve Engineers' fourth consecutive accreditation as an Aon Hewitt Best Employer.



What you can learn from Wood & Grieve Engineers

- In difficult times, focus on what you can control
- Choose employees with passion, then equip them with opportunity
- Great colleague relationships drive high engagement and client satisfaction

In difficult times, focus on what you can control

In 2015, Wood & Grieve Engineers has been operating in an increasingly competitive environment. With less work around, there has been pressure to lower fees, however Wood & Grieve Engineers has been determined this should not in any way compromise service. In this climate, senior leaders have continued to prioritise employee engagement because they know it drives exceptional client service. They understand that market movements and technological advances are beyond the organisation's control so they focus on internal initiatives to support and continue to develop staff through difficult times.

Wood & Grieve Engineers has implemented a number of people initiatives to prevent staff from becoming demotivated by the effects of the changing market.

- Communication has been improved, to maintain rhetoric around the company's strategy and core values
- The focus has remained on providing exceptional service to clients
- Social and cultural initiatives have remained a priority.

In spite of challenging circumstances, Wood & Grieve Engineers has maintained high levels of employee engagement and achieved record profit and turnover in the first six months of FY2015.



**"We did not start this journey to win awards.
We did it because we really wanted to make
this a fun and great place to work."**

José Granado
Chief Executive Officer,
Wood & Grieve Engineers





Choose employees with passion, then equip them with opportunity

Culture is hugely important to Wood & Grieve Engineers and as such, recruitment strategies are aligned to the core values of 'Exceptional Service, Great People and High Performance'. Most roles are recruited internally and the organisation 'hires on passion and teaches skill' to build its workforce of like-minded, helpful and enthusiastic employees.

The organisation's Talent Development Plan (TDP) supports and encourages the professional qualities that create a highly capable Wood & Grieve engineer. These young employees are given access to training and mentoring to fast-track their career, as well as opportunities to increase their profile externally. These include:

- Exposure to key clients
- Attendance at important industry functions
- Speaking spots at conferences and on panels
- Coaching from senior leaders.



60%
of **Executive Directors**
joined as graduates



80%
of **Principals** have
10+ years' tenure

Great colleague relationships drive high engagement and client satisfaction

People and relationships are at the core of Wood & Grieve Engineers' culture. The organisation places great emphasis on spending time together outside of the work environment, and encourages staff to socialise 'because they want to and not because they have to'. Senior leaders believe that spending time together breeds mutual respect and inspires collaborative effort amongst colleagues, which in turn benefits clients.

The organisation hosts activities (like sports matches, lunches and charity events) that allow employees, and often clients, to relax and have a good time together.

By focussing on building great relationships between employees and with clients, Wood & Grieve Engineers has achieved exceptional client service standards. Since it was first accredited as an Aon Hewitt Best Employer in 2012, the organisation has also been recognised for its provision of exceptional client service by winning a hat-trick of awards at the Financial Review Client Choice Awards.