



MEDIA RELEASE

"Great Place To Work Listing - BRW"

It's official Horizon Foundation is a 'Great Place to Work'

Business Review Weekly has just released Australia's Top 50 Employers and not for profit organisation Horizon Foundation, based in the South East Corner of Queensland was the only Not For Profit to make the list.

Horizon sat in good company along with well known enterprises Google Australia, Coke-Cola, and Austero.

The competition was stiff, however at the Horizon Foundation the management and staff never had any doubts they worked in a great place and would be amongst the best.

"Our 130 staff say we are a great employer and we believe we are, but the reality is, we have the best staff," said CEO, Joe Gamblin.

"It's a two way street and we will always strive to keep it that way".

"Being a not for profit organisation means that we run very lean and certainly don't have the resources to offer monetary rewards, perks or profit sharing like other companies. Staff satisfaction for us is linked to feeling valued and providing value," he added.

However feedback from staff says it's more than that. "Everyone has access to the CEO and the opportunity to have a say," said Christine Steele, who works in HR and Client Services. We are given more independence and that's very empowering and motivating".

And it's not just the people that work at Horizon Foundation that benefit from the happy, self motivated staff. "Our customers, who we call service users, are continually commenting on the high quality professionalism and integrity of our staff," explained Joe.

But it's even more than that too. Joe related a story about the guy that runs the coffee van that drops into the office each day. He said, "I visit over 60 workplaces every day and you pick up a vibe or a sense of awareness about each business and here you all seem so happy and to really like each other".

But the disability services industry is notorious for its high staff burnout rate. So what makes Horizon Foundation different? "We recognised a long time ago that exceptional staff are the key to successfully giving client satisfaction" explained Joe. "Plus we work hard at getting our organisational culture right, investing in training, taking on board feedback and encouraging people to speak out about any challenges so that we can address issues before they become problems".

Horizon Foundation is a not for profit group formed by a group of dedicated parents and community workers 30 years ago, and assists over 1300 people every year living in the Brisbane-Gold Coast south eastern corridor. Their mission: 'creating opportunities for people with disabilities' is achieved through the delivery of a range of services: the development of skills through post school one-to-one and group programs; support to families and carers; community access; recreation; training; and employment.

Horizon received an Australia Day Award for Community Service in 2007 in recognition for its contribution to the community.

Tel (07) 3245 4266; www.horizoninc.org

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Media contact Susie Imer, PR Officer simer@horizoninc.org 041870 0040.