

MINNEAPOLIS/ST. PAUL BUSINESS JOURNAL



PULTEGROUP INC. – MINNESOTA

#7 COMPANY // FIRST-TIME WINNER



SUBMITTED PHOTO

medium
COMPANIES

Score: 91.800569

Top local executive:
Jamie Tharp

Minnesota employees: 67

Business: Homebuilder

City: Eden Prairie

Web: pulte.com

In the past 12 months, first-time Best Places to Work honoree PulteGroup Inc. — Minnesota has made a considerable effort to improve its work environment. In August, the team relocated its main office to provide employees new amenities such as an on-site fitness center and on-site dining. Additionally, each workspace has height-adjustable desks. These perks are in addition to discount pricing on a new home if employees choose to build with Pulte.

FOR MORE ABOUT WHY THIS COMPANY IS A BPTW, WE ASKED DIVISION PRESIDENT JAMIE THARP:

What's a go-to team-building exercise for your company? On a quarterly basis, our entire team gathers for a calibration. We spend time recapping business results, discussing future plans and recognizing exemplary

performances. The second half of the meeting is always reserved for fun. Recently, that's meant a Twins game, an afternoon of paintball, a cooking class and a boat cruise (pictured above). Whatever the activity, the point is to remove our team from their day-to-day environment, leave work behind for an afternoon, and enjoy each other's company in a social situation.

How does your company create opportunities for growth and development for your employees?

We recognize that every employee who comes to work for Pulte Homes is making an investment in our company, and in turn, it's our duty to invest in them. This is accomplished and documented through development plans that employees create in partnership with their manager on an

annual basis. Regularly, these plans include cross-departmental informal interviews and job shadowing with other members of our team. In addition to increasing their exposure to aspects of our business that they typically wouldn't have, this allows an opportunity for employees to explore their interest in other departments. When an employee sets a goal, we are committed to do what we can to get them there. Furthermore, a benefit of belonging to a larger network is the vast amount of human capital we have access to. Within our 28 divisions across the country, we have some of the industry's most talented professionals. Mentoring is deeply engrained in the Pulte culture and a practice, in which, many of our team members participate with great results.