

EBC

It is summer at the EBC and do you know what that means? It is almost time for the **15 Annual Summer Garden Party!** Come join us for an evening of socializing and networking overlooking the Boston Waterfront.

EBC News

EBC 'Best Places to Work' Challenge with Bob Kelleher



The **2009 EBC 'Best Places to Work'** Awards ceremony and celebration will be held on September 18, 2009. This year, Bob Kelleher of The Employee Engagement Group, will be sharing his insights on key industry trends in his talk entitled, “The Sustainable Organization” – *13 Trends Today's Leaders Need to Prepare For*. You can learn more about the subject from the interview below:

EBC: The subject of your upcoming presentation is “The Sustainable Organization” – *13 Trends Today's Leaders Need to Prepare For*. What is the basis for your title?

Bob: I believe today's economic conditions have put a filter on the needs of tomorrow. For instance, it seems only a year ago we were all talking about the “War for Talent”, and the shortage of available engineers and scientists. But today, with employee turnover at many firms in single digits, the focus on keeping and finding great talent has lessened.

EBC: Do you see this changing?

Bob: Definitely. The work force demographic trends don't lie. The War for Talent hasn't gone away. We're just in a cease fire. Eventually, Boomers WILL retire or reduce their work schedules, and the generation in its wake, the Baby “Bust” generation, is much smaller in numbers.

EBC: What other trends should leaders focus on?

Bob: CEOs should worry about the growing ranks of their dis-engaged. Low employee turnover does not equate with high employee engagement levels. In talking to many employees and managers over the past several months, employees are restless, and staying put right now because “no one is hiring”, or if they are, no one wants to be the low man on anyone's totem pole. When confidence in the economy returns, I anticipate we'll see record levels of job movement.

EBC: In your upcoming talk, you mention “13” trends. Can you touch on others?

Bob: Employee Engagement is a key trend. For instance, leaders need to engage Gen Ys differently than Gen X and Boomers. Their needs and motivational drivers are so different. Leadership has never been more complicated. For starters, how we communicate to employees has changed significantly in a short time. General communication approaches need to be replaced with boutique communication. Enlightened leaders also know that engaged

employees produce discretionary effort that truly drives profitable growth. At the risk of sounding like my Gen Y daughter, “Employee Satisfaction is so yesterday”. It is Engagement, not satisfaction, that drives business results!

Other key trends I’ll be discussing include Globalization (unlike western nations, China and India ARE producing increasing numbers of engineers and scientists), Corporate Social Responsibility (a key Gen Y engagement driver), the need to Educate and Innovate, hiring shifts, and the growing influence of social networking sites as branding tools.

Come to the EBC 'Best Places to Work' Program to celebrate the winners and hear more from Bob Kelleher on Employee Engagement.

Have you visited the EBC Resource Center?

The **EBC Resource Center** has many resources for your company and includes some complimentary benefits for EBC Members.

Career Center - EBC Members can post jobs on this site for free and non-members can post jobs for \$50. Check out the site to see a list of potential job applicants and their resumes as well.

Service Directory - The Service Directory is a resource for those searching for environmental services on the internet. Only member companies of the EBC are included in the Directory.

Member Directory - Check out the full list of EBC Members and their websites.

Member News Archive - Read press releases from EBC Member Companies. EBC Members can send press releases to be posted to the EBC website and newsletter as a member benefit.

'How to Green Your Business' Coming Soon to the EBC Resource Center.

For questions about the Resource Center or to submit an item, please email Megan at mcurtismurphy@ebcne.org

EBC Survey Results

Thank you to everyone who participated in the three EBC surveys that were distributed earlier this year: Business Climate, Program Planning and Member Benefits. The survey results will not only help the EBC in our future planning, but can also be helpful to you in comparing your company's business trends with EBC member and non-member companies. You can find the results from these three surveys below, as well as in the EBC Resource Center.

Business Climate Survey

Program Planning Survey

Member Benefits Survey

Join the EBC LinkedIn Group

Join the **Environmental Business Council's LinkedIn Group** and stay connected to people you meet at EBC events.

Welcome to the EBC!

The EBC would like to offer a warm welcome to our new members. Please take a moment to learn about our new member companies.

Alden Research Laboratory

Holden, MA

Alden is an acclaimed fluids flow engineering and environmental consulting company providing analytical and physical modeling capabilities, extensive fish protection and fish passage testing facilities, flow meter calibrations, and field measuring services for over 100 years

ACE Environmental Risk

Boston, MA

ACE Environmental Risk, a division of ACE USA, is a global environmental commercial insurance carrier offering a full range of environmental liability solutions, from traditional risk transfer for simple operational exposures, to custom structured programs designed specifically for complex merger, acquisition or liability relief transactions.

Boralex

Livermore Falls, ME

Guerette Energy Consulting Services

Scarsborough, ME

Massachusetts Association of Conservation Commissions

Belmont, MA

National Grid

New England,

Practical Applications, Inc.

Boston, MA

Riar Consulting LLC

Ipswich, MA

SAK Environmental LLC

North Andover, MA

SAK Environmental (www.sakenvironmental.com) specializes in pollution assessment and remediation, sustainable development, environmental support during construction, and environmental permitting and compliance. We strive to promote sustainable development and environmentally compatible business practices to allow business, industry and communities to thrive. SAK Environmental is SOMWBA WBE & DBE certified.

The Essex Partnership

Newport, RI

Waste Management

Wilbraham, MA

Wetland Strategies

Plymouth, MA

EBC Membership

Want to take advantage of the **EBC Membership Benefits** and have your company listed in the EBC e-newsletter? Take a minute now to join the EBC and present your company as a leader in the environmental and energy industry. Please contact Megan Curtis-Murphy at mcurtismurphy@ebcne.org or 617-725-0207 for more information.

JOIN NOW

EBC MEMBER NEWS

Paul Malmrose Joins Tighe & Bond as Vice President

ERM Launches a New Website

Tighe & Bond Announces Employee Certifications

"e" inc., Boston's environmental science and action program for youth, receives "Promising Practices" award from the Academy for Educational Development

Norfolk Ram's Brian V. Moran, P.E. is active in SPCC Regulation revisions

Tighe & Bond Announces Employee Certifications

Lombardo Associates, Inc. Receives Approval for a No Discharge Wastewater System Design

Product Stewardship Institute, Inc is Instrumental in Passing the First Paint Producer Responsibility Law in the Nation

EarthShare of New England: One Environment... One simple way to care for it

Buchanan & Associates' Jamy Buchanan Madeja, Esq. speaks to Federal and state judges on the legal principles of the Public Trust Doctrine in relation to fisheries management

MASW - New Method to Evaluate Wind Turbine Sites

In-Situ® Inc. Announces Acquisition of Integrator Aqua Systems, Inc.

APPLIED SCIENCE ASSOCIATES CONTRACTED TO PERFORM WIND ENERGY FEASIBILITY STUDY FOR NORTH KINGSTOWN

"e" inc., Boston's environmental science and action program for youth, receives "Promising Practices" award from the Academy for Educational Development

NYPA Selects ESS for Great Lakes Wind Project

ESS Pre-Qualified by Massachusetts EEA and DCR for EEA NRD Program

MABBETT & ASSOCIATES, INC. AWARDED 6TH CONSECUTIVE HEALTH & SAFETY TRAINING GRANT FROM MASSACHUSETTS DEPARTMENT OF INDUSTRIAL ACCIDENTS

Resolute Marine Energy wins New Energy Symposium competition and appoints Olivier Ceberio as Chief Operating Officer

Agresource Inc. launched its first e-mail newsletter this summer