



Vegas Vacations

TAURUS PROPERTY GROUP

PURPOSE:
Real estate
consulting firm

**NUMBER OF
EMPLOYEES:**
5 full time
1 part time

If all goes according to plan, next April, Taurus Property Group's six employees and their spouses will board a plane for the Big Apple. The all-expenses paid trip to New York is dependent on the team meeting stretch goals: that is, sales goals above the regular benchmarks set by the retail real estate consulting firm.

The goals, by design, aren't easy to reach. Nor are they impossible. Last year, the young team went to Las Vegas after they hit their stretch goals. "It was outstanding and it was a great motivator for everyone in the office," says director of development Mike Brescia.

But more than that, president Bernie Bayer says the achievement-dependent trips serve to reinforce a vital idea: "We're all in this together and when Taurus is successful, we all succeed."

In a small company such as Taurus, fostering camaraderie is vital. It has a direct impact on the bottom line, says Lindsay Scoville, manager of leasing administration. Employees

are trusted to get their jobs done, free from micro-managers. "It's part of Taurus's push for you to take ownership of your own job."

Spousal support matters, too. They even share in some of the same bonuses that employees enjoy — travel vouchers, weekend getaways to the mountains or jet-setting to Seattle for lunch. "The sacrifices and support from spouses is something that everyone at Taurus benefits from," says Bayer.

Yet, attention to family doesn't just surface only at bonus time. Executive assistant Jennifer LaFitte works a condensed, four-day week, freeing up time to spend with her three-year-old daughter. "When I returned to the workforce after my maternity leave, that was one of the things I was looking for," says LaFitte. "It makes such a difference in my life."

Indeed, when an employee is rewarded with bonuses that include and celebrate the supportive family, it all feeds into the idea that everyone truly is in it together.

— Amber Bowerman

• "Each week we set a goal for the week. Once certain benchmarks are achieved, we get rewards and prizes."

• "Team-building events include significant others and family."

• "I have the opportunity and tools to learn as much as I am willing. It's been great in growing my career."