

Flexible environment is key at Morris Haynes & Hornsby firm

For the law firm Morris Haynes & Hornsby, the key to being a great place to work is flexibility.

Clay Hornsby, a partner at the firm, said the small size of the office provides opportunities to change rules or policies quickly if leaders see fit.

It's something that the firm has taken advantage of.

"We don't have a lot of rigid rules we go by that can't be changed or tweaked pretty quickly," he said. "We're still a small enough group that we can sit down and accommodate things from time to time."

For employees of the law firm, that means flexible schedules and a management group that's willing to accommodate their needs, he said.

Hornsby said the law office's workers are very good about covering each other's shifts when necessary and the firm gives employee comp time when they have to work overtime or on the weekends.

The firm also tries to have staff meals whenever possible and give bonuses so employees can share in the firm's successes.

He said the flexibility and willingness to work with employees has created a strong environment at the firm – one he said benefits the firm in the long run.

"It makes such a big difference in dealing with the public and dealing with



Morris



1-50 EMPLOYEES

Morris Haynes & Hornsby



"The firm enjoys an exceptional camaraderie between the partners and employees."

Nancy Eady, attorney

Industry: Legal services
Top executive: Larry Morris

Rank within category: 9
Rank overall: 15

the clients," he said.

"We trust our staff to do a lot of interrelations with clients, (so) it would be a big deal to have to retrain and build new relationships."

Because his firm handles personal injury and wrongful death suits, he said it's critical for Morris Haynes & Hornsby to have an engaged work force that people trust.

"People can tell if you're not happy about what you're doing or if you're just going through the motions," he said.

'PEOPLE CAN tell if you're not happy about what you're doing or if you're just going through the motions.'

Clay Hornsby
Partner

University of Phoenix opening doors for students, employees

Roger Rocha isn't surprised that his employees rated University of Phoenix's local campus as one of Birmingham's best places to work.

Not when he thinks about how his workers feel about their mission.

"We see education as a door to a better life for our students and we see ourselves as the hinges that help hang the doors open," he said.

Rocha, the school's local campus director, said the fulfillment of being able to come to work every day and help change lives keeps workers engaged and happy.

The company has also given its own employees a chance to change their lives by offering free tuition for employees, as well as reduced tuition prices for their families.

Several of the company's employees and their family members, including Rocha and his wife, have taken advantage of that unique benefit to pursue doctorates, MBAs and other degrees.

Rocha said those opportunities really do make University of Phoenix a great place to work.

"They can change people's lives and change their own lives," he said.

University of Phoenix also provides workers with a lot of opportunities for advancement. Rocha started out as an instructor 10 years ago and now leads the local campus. His director of operations started out as a part-time worker.



Rocha



1-50 EMPLOYEES

University of Phoenix



"Since my first day, the staff has nurtured and groomed me for success and established the true meaning of the phrase 'home away from home.'"

Dorian Waluyn, student services coordinator

Industry: Private university

Rank within category: 10
Rank overall: 18

Top executive: Roger Rocha

Rocha said they try to let employees have a little fun, as well.

For instance, movie day is a common occurrence at the local University of Phoenix campus. Employers will dress up as their favorite movie characters and have a catered lunch.

The company also goes to Birmingham Barons games and arranges to have an ice cream truck to come by the office for workers.

"Ice cream just tastes better when you get it from a truck," he said.

In other words, Rocha said, the company tries to do the little things right.

'THEY CAN change people's lives and change their own lives.'

Roger Rocha
Local campus director

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