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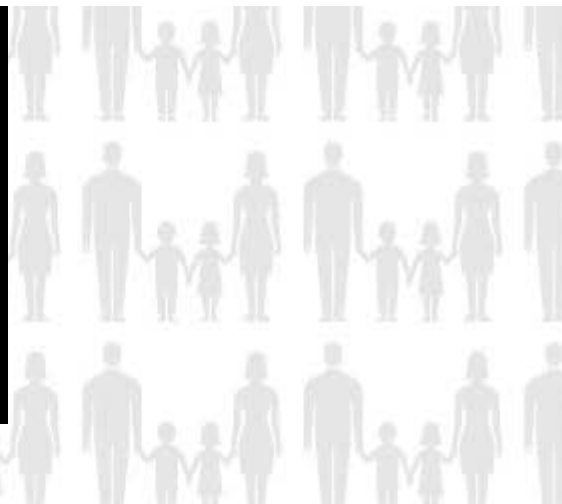
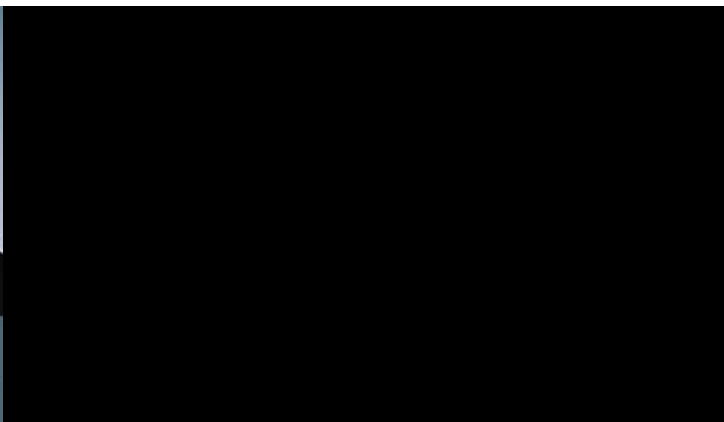
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Tom Hubler
Hubler for Business Families



BEST PLACES TO WORK 2015

Best Places to Work 2015: CentraCare Health

The Business Journal's 17th annual Best Places to Work awards honor 65 Minnesota employers for creating and maintaining engaged workforces.

Aug 14, 2015, 5:00am
CDT

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Superior Work
Comp Solutions
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CentraCare Health

CENTRA CARE

#6 Large: CentraCare Health

Eight-time winner

Score: 86.138

Top local executive: [Dr. Kenneth Holmen](#)

Minnesota employees: 6,764

Business: Integrated health care system

Your company is: Nonprofit

Year founded in Minnesota: 1995

City: St. Cloud

Web: centracare.com

Twitter: [@centracare_mn](https://twitter.com/centracare_mn)



CentraCare Health

CENTRA CARE



We asked President-CentraCare Hospitals **Craig Broman**:

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Scott Builders

Executive Vice President of Real Estate

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Operations Manager

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Describe your company culture in five words: Compassionate, caring professionals serving community

How do you ensure that your employees know they are valued? CentraCare Health supports employee wellness and has been recognized as a Platinum-Level Fit-Friendly Worksite by the American Heart Association for helping employees eat better and move more. In addition, CentraCare is participating in a workplace well-being initiative for employers in Central Minnesota. CentraCare Health Foundation Board approved a grant for \$525,000 over a three-year term to assist in rolling out the Gallup-Healthways Well-Being 5 index to employers who participate in the program. CentraCare provides ongoing employee education and personal development opportunities through the education department and sponsors external educational programs. CentraCare offers an annual employee incentive program; recognition programs; an executive rounding program; and ongoing communications through Daily Dose, an online communication report, and CentraNet, an online resource center available to all staff and physicians.

What steps do your senior leaders take to create a great work environment for all

employees? CentraCare has embarked on a journey of culture transformation that ensures culture-shaping principles are consistently embedded in policies, practices and systems; palpably felt by employees; and measurable throughout the organization. CentraCare conducts an annual employee-engagement survey, and work groups develop action plans to create accountability for improvement. CentraCare ensures fair compensation and benefits through regular compensation surveys, and strives to maintain consistency in the application of the “Just Culture” principles for determining responses to employee issues.

How does your company create opportunities for individual development and career growth at all levels?



- A comprehensive education and development list of offerings provided through internal resources
- Encouragement, financial support and recognition of nurses and other professionals achieving certification in a specialty area

How would you describe your company in 30 seconds to someone you meet at a cocktail party? Health care is all about people — the people we serve and our staff. In the communities that CentraCare calls home, we partner with organizations and businesses to improve health and the quality of life. Our dedicated professionals are committed to best practices, high-quality and compassionate care from birth to end of life. CentraCare offers a full continuum of care from primary and specialty care, urgency care, emergency care, home and hospice care, rehab care and senior services. We are proud to offer nationally recognized specialty care for heart, cancer, bone and joint, neurosciences, women and children services, and behavioral medicine. CentraCare serves all who seek care with compassion, dignity and respect, while seeking to enhance individual and community health.

What are the most popular perks you offer employees? Free parking, tuition reimbursement, employee discounts with area merchants, flexible scheduling when possible, competitive compensation and benefits package

How does being a Best Place to Work affect your bottom line? CentraCare invests in its employees, services and facilities to meet the ongoing needs of the communities we serve. Our engaged workforce places a strong emphasis on good stewardship, which promotes a good bottom line to allow the organization to achieve its vision. CentraCare's Best Places to Work honor provides recognition for what we already know to be true: Our workforce is our greatest asset!

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