



When Work Works is a national initiative led by the Society for Human Resource Management (SHRM) to help businesses of all sizes and types become more successful by transforming the way they view and adopt effective and flexible workplaces. When Work Works is one of the foremost providers of resources, rigorous research and best practices on workplace effectiveness and flexibility in the nation.

The prestigious When Work Works Award is part of the Society for Human Resource Management's (SHRM's) When Work Works project, a national initiative that helps employers become more successful by transforming the way they view and adopt effective and flexible workplaces.

The award is earned after a rigorous assessment that emphasizes the real-life experiences of employees and incorporates national benchmarks of employer practices from the *National Study of Employers* and the employee experiences from the *National Study of the Changing Workforce*. Two-thirds of an organization's winning score is based on a survey of its employees.

Applicants are scored on six research-based ingredients of an effective workplace: opportunities for learning; a culture of trust; work-life fit; supervisor support for work success; autonomy; and satisfaction with earnings, benefits and opportunities for advancement — all factors associated with employee health, well-being and engagement.

“Congratulations to the Rhode Island winners of the When Work Works Award,” said Ellen Galinsky, president of the Families and Work Institute, originator of the award, and senior research advisor for SHRM. “These are model employers whose practices not only yield positive business results but also allow employees to thrive.”

The winners will be recognized at RI SHRM's Summer Social on Thursday, August 10th at the Chapel Grille, 3000 Chapel View Blvd., Cranston, RI.

The Rhode Island recipients of the 2017 When Work Works Award are:

- BlumShapiro
- Kahn, Litwin, Renza & Co. Ltd.
- KPMG LLP
- Ryan, LLP
- Sansiveri, Kimball & Co., LLP

To learn more about the award, visit an [interactive map](#) that lists winning organizations by state. Additional information about the [When Work Works Award](#) and the [When Work Works](#) initiative also is online.