



Ben Kessing and Remi Leunissen

INVEST IN YOUR EMPLOYEES

Corporate Social Responsibility (CSR) goes further than sustainable business. The latter is mainly linked to reducing the footprint of your organization. While CSR also includes working conditions, sustainable employability and being a good employer. We'll take a closer look at that. Because how does Quadrant4 give substance to this? Qnnect spoke with project manager Ben Kessing and team leader Remi Leunissen of Quadrant4 about how they do everything they can to permanently bind and interest employees.

Ben: "To start with that other part of CSR: we are busy fully electrifying our fleet. We consciously focus on energy consumption and our office is electrically heated and cooled using a heat pump. 'Practice what you preach' is of course fully applicable to us because we have focused strongly on sustainable construction and installation since the foundation of Quadrant4."

Take good care of your people

Remi: "The sustainable employability of employees starts with proper planning. I keep accurate track of the hours of the employees in my team, especially to have insight

into their workload.

It must be manageable. If someone has too much on their plate, I will see if and how they can hand over work to colleagues. Additionally, I make sure that someone doesn't end up with too many different tasks. I naturally grew into my current position as team leader and am happy to use my knowledge and experience to help the team further. Even if someone has private difficulties - which affect the work - I like to take it up with him or her. That caring feels natural to me."

Ben: "We both have a coaching role within the organization. Me on the project management side and Remi for the

architectural firm. Personally, I always make time for employees if they want to discuss something or run into problems. That gives both them and me a feeling of satisfaction."

Quality leap

Remi: "Another thing I work on is developing smart tools that help people in their work. They really pay off. I see that we continuing to professionalize in our field."

Ben: "On top of that, the optimal design of work processes simply leads to more quality and an excellent price/quality ratio for our customers.

Applying good standards and values for employees therefore simply pays off."

Training opportunities

Ben: "This is incredibly important to me. Facilitating employees in their personal growth gives them perspective and connects them to the company. So, it works both ways. We often see that employees take initiative themselves and propose training. We almost always go along with this. Provided the training is relevant for them and for Quadrant4, of course."

Remi: "Some employees are following a program to be allowed to use their official title of architect. To do this, they must achieve specific practical goals within the

company and take various actions. Only then can you be registered as an architect and be included in the Register of Architects. I help them with that. For example, in choosing the right subject. Or by sharing of my knowledge regarding the working methods and pitfalls in tenders.

I draw from practical examples that often provide the right framework. Then the penny drops much faster."

Happiness at work

Ben: "Finding good new employees in the current labor market is difficult of course. Fortunately, we also have very little turnover. The atmosphere and fun that you will find at Quadrant4 are strong contributors to this. People are given a lot of personal responsibility and freedom. And we don't focus solely on the profit of a project. Quality is paramount. That is also very nice for employees."

Remi: "Moreover, we just arranged it well. We have lunch together, there are bicycles available from the company, we provide fresh fruit at the office every day and we have fun outings and activities."

Ben: "Three former colleagues came back to us after leaving. That says enough!"

SOCIAL ENTERPRISE

Quadrant4 prefers to approach caring for people as broadly as possible. We are happy to help people who are less fortunate, for example with our participation in the [Made Blue](#) water project. With this project, you support water projects in developing countries. In addition, we put our best foot forward with our annual participation in the [Roparun](#). With this, we raise money for people with cancer. Moreover, you can read about our collaboration with [Vanhulley](#) in this Qnnect. There, people with a distance to the labor market receive valuable training and guidance.

YEAR-ROUND INTERNSHIP POSSIBILITIES AT QUADRANT4

Quadrant4 offers internships to students year-round. Jesse Boers is currently doing an internship at Quadrant4. What does he think of that? "I'm studying engineering at the Koning Willem 1 College in 's-Hertogenbosch with the architecture differentiation. I can only say that I immediately felt welcome here. It's also nice is that the programs I work with at Quadrant4 are the same as the ones at school. I like it here. It is a really nice group of people so I definitely recommend it to others!"