



No.1 Pegasus Ablon Properties

WE ROCK:

There is often a big difference between our avocations and our vocations. We have our passions, and we have our professions. When you put people in positions where they find both together, they tend to be happier in life and content with their jobs.

If the group is committed to the team first, they can find camaraderie and destiny.

POPULAR PERKS: We believe that be-

yond respect and appreciation, the two most important benefits people look for are health and a sense of personal freedom. We provide and subsidize 100 percent of all health care costs, and we allow each person to set his or her own flexible hours and schedules based on individual self-discipline. If you trust the team, the team will return this trust.

ROCK STAR RECOGNITION: As a team, we share all our successes and failures collectively, and therefore, we have chosen not to create individual incentive programs. There is no greater feeling or recognition than a team point person coming back to the office, and slapping high-fives with everyone and saying, "We won! We won!"

COMPANY CULTURE: Words such as transparency, entrepreneurial, no fear of mistakes, communication without layers and filters, and collaborative often tend to sound trite. Yet these are the things that each of us actually truly want from any team we are on. If your team is secure, accountable to each other and has clarity of vision and focus, then all the energy is focused on accomplishing the collec-

tive goal. When someone walks in the office to tell me what they 'did' on their own volition (even though it was not the original plan) and how it produced the originally intended results for our client, I know that I am glad that I am part of this culture.

IF I WERE A ROCK STAR I'D BE: Bono — 30 years with the same friends, a great body of original work, fantastic charity work and really cool glasses.

MORALE BOOSTER: I consistently crack very bad jokes, and everyone pretends to laugh. More importantly, we eat lunch together and talk about life. Morale is really about knowing that you're not alone, having a belief that there is a future worth working toward and believing that there is a common commitment to get there together.

COMMUNICATION: I would say that we have an open door strategy ... but we just went ahead and took the doors off, literally.

OUR SONG: Beethoven's 9th Symphony (albeit VERY old rock and roll)



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Michael Ablon
Partner

SMALL COMPANIES