

Nomination: 8546

Beth Brady, Senior HR Director

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company Digital Hands
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title Beth Brady, Senior HR Director
Category C01 - C16 Individual > C03 - Chief Happiness Officer of the Year
Individual Submission Format Written Answers
a. Briefly describe the nominated individual: history and past performance (up to 200 words). Required Since 2014, Beth has been instrumental in cultivating Digital Hands' most valuable asset: its people. Her passion for crafting impactful employee programs within a fiercely competitive cyber industry has played a pivotal role in effectively staffing the company during a period of exceptional growth. Beth's innovative approach to designing and implementing cost-effective employee initiatives has set new benchmarks in the industry, previously accessible only to much larger organizations. As a key leader in the company, Beth oversees all aspects of people operations, including talent acquisition, performance management, compensation, benefits, employee relations, and professional development. Over the past year, she has effectively led the implementation of a top-tier employee recruiting and onboarding system, resulting in the company's time-to-hire metrics surpassing the industry average. She introduced new wellness initiatives tailored to enhance mental, physical, social, emotional, and financial well-being. Furthermore, she implemented new employee engagement, communication and rewards platforms that have garnered a high employee sentiment score [REDACTED]. These systems have supported leadership in developing employees and promoting a collaborative culture within a complex hybrid-remote workplace. Beth's dedication to designing impactful HR programs has played a pivotal role in accelerating company growth and positioning Digital Hands as an industry frontrunner.

b. Outline the nominee's achievements since the beginning of 2022 that you wish to bring to the judges' attention (up to 250 words). Required

+ Implemented rewards systems including peer recognition, challenges, and milestone celebrations. Employees use earned points to purchase gift cards.

+ Bolstered industry-leading benefits package [REDACTED]

[REDACTED FOR PUBLICATION]

+ Deployed new employee recruiting and onboarding system resulting in industry leading HR metrics [REDACTED] and enhanced the new hire employee onboarding experience.

+ Adopted new annual holiday charity event, [REDACTED]

+ High employee sentiment [REDACTED]

+ Implemented engagement platform to enhance training and employee sentiment by providing continuous feedback and career development plans.

[REDACTED FOR PUBLICATION]

+ Awards received since 2022 recognizing high employee satisfaction:

- 2022 Tampa Bay Business Journal's Best Place to Work
- 2023 Stevie Award for Great Employers
- 2024 Tampa Bay Times Top Workplaces

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominee's past performance (up to 250 words). Required

Digital Hands thrives on the principle that employee nurturing leads to success. Our employees are the backbone of our innovation. Through comprehensive healthcare benefits, wellness initiatives, and employee development and recognition programs, we reduce financial burdens, enhance personal wellness, and promote a culture of growth for our employees. These benefits are paramount in an industry with a 0% unemployment rate and 3.4 million unfilled jobs worldwide.

Our commitment extends beyond benefits. We stand out in the cybersecurity industry because of our investment in our people. Recognizing that investment in employee growth fuels innovation, Digital Hands heavily invests in its people through skill development and role creation and allocates a remarkable 25% of its annual revenue to onshore R&D. Unlike many service providers limited to single sets of technologies, we offer hands-on experiences with a diverse set of technologies. Keeping our team engaged, we allow them to stay current with the latest advancements and continuously improve their skills through labs and practical application. These investments empower our workforce to generate new ideas and services, fostering innovation and success.

Our innovation and growth opportunities enable us to invest deeply in our team, resulting in a remarkable [REDACTED] increase in employee promotions within the last year. Moreover, being named a Top Workplace by the Tampa Bay Times and receiving the prestigious Stevie® Award underscores our dedication to employee satisfaction and development. These achievements affirm our leadership in the cybersecurity industry and our commitment to driving innovation while setting new standards for workplace culture.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

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