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2011 Best Places to Work

Big category winner: Stichter Riedel Blain & Prosser PA

Premium content from Tampa Bay Business Journal

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Answers by **Gary Hopper**, firm administrator

What is the biggest challenge you face in trying to motivate your team, and how do you overcome it? These days, most employers will tell you that the biggest challenge in motivating their team is maintaining morale in light of layoffs and cutbacks. [Stichter Riedel Blain & Prosser PA](#) is a 16-lawyer firm specializing in the representation of parties in bankruptcy cases, insolvency matters, out-of-court workout arrangements and related civil litigation.

One of the biggest challenges in keeping them motivated, however, is creating outlets to avoid burnout. Although our workplace is very professional, it is also very casual and collegial. No matter how intense things might be on any given day, we all have a good sense of humor and never take ourselves too seriously.

In addition, we have some excellent chefs on our team. We get together regularly to take advantage of that and enjoy a great meal and good company and exchange stories about each other from years gone by. We also have holiday feasts where the whole team and their families get together to celebrate the occasion. Keeping the workplace light-hearted and humor-filled and sharing meals and holidays together is the fuel that keeps our team running strong.

How has your workplace changed for the better in the last year? It is always difficult to get everyone on the team to adapt to changes in the workplace, whether technological, personnel or otherwise. We strive to make changes that will improve the lives of our employees and increase productivity while maintaining the same high level of service our clients expect.

Within the past year or so, we have added four attorneys and two support staff. These additions have helped us better serve our existing clients and additional clients. In addition, we have upgraded our research system and other technology systems to improve productivity.

What have managers done to keep morale high when economic conditions are rough?

Since we specialize in the representation of parties in bankruptcy cases, insolvency matters, out-of-court workout arrangements and related civil litigation, the current economic conditions have not had a negative impact upon employee morale. We are sensitive, however, to the impact that economic conditions might have on our employees, and we try to work through those issues with them.

Given our practice, we are more likely to face a potential morale issue when the economy is booming because the demand for our services generally decreases. During those times, we focus on providing pro bono services to clients who cannot afford services, attending bar association activities, writing articles, speaking at seminars and business development.

How would you describe your company to a prospective employee? We are a family of problem-solvers. We have a top-notch team, great benefits and a collegial work environment.

Are you hiring? Not at the moment