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RDK Engineers honored by Building Design + Construction

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RDK Engineers, a nationally-active building systems engineering company, has been named one of 2008's "Best AEC Firm to Work For" in the U.S. by Building Design + Construction magazine. The award is given to architectural, engineering and construction firms that excel in innovative recruitment and retention practices, professional development, workplace environment, compensation/benefits and business practices. Featured in BD+C's March issue, RDK was especially noted for its entrepreneurial organizational structure, under which the company serves as an "incubator" for multi-disciplinary, client-focused teams that function as largely-independent business units.

The non-traditional structure was developed ten years ago when RDK's management recognized that to maintain work quality, consistency and client service as the company grew, they needed to enhance communication between technical disciplines. "We thought the best way was to do that was to create teams that work together all the time - the same engineers, the same designers, the same CAD people, all working together to improve coordination and communication," said CEO Chris Cummings. Under the new model, each group sets its own direction and goals while the company provides financial, administrative, IT, and marketing support for the practices they operate. The groups' compensation is directly related to the profits they generate from the work they bring in and complete.

The structure not only energized and provided new opportunities for existing staff, but also allowed RDK to attract top engineering and business talent who established new groups with new service offerings in new geographic locations, including Boston and Amherst, Mass. and New Brunswick, N.J.

New England Real Estate Journal - 17 Accord Park Drive #207, Norwell MA 02061 - (781) 878-4540