Barnes Dennig Culture

# Video TranscriptKevin Dawson | Talent Director

Kevin Dawson ([00:08](https://www.rev.com/transcript-editor/Edit?token=GVRwtaN2DC0QjzuCkr4cDcTb4TR9ELQk6_y9cHJWkoxRErNfDgXVr8Nu72oRfnaRXLorA2npP5hIB_81hwCKFojzZRo&loadFrom=DocumentDeeplink&ts=8.23)):

There's so much emphasis on relationships and teamwork with our folks here at Barnes Dennig. We really invest a lot of effort and time and energy in our onboarding process, the acclimation to the firm, the understanding of who we are, what we do, how we go about it, who you're going to be working with. Going through a consistent process that everybody goes through so they're hearing the same message. They're experiencing the same things. We want to make sure that you have all the tools necessary to be successful.

Kevin Dawson ([00:40](https://www.rev.com/transcript-editor/Edit?token=SA514mP5edObAyPRQ4fICpYc2yPClmkU-XrqakXG_dHcc8A8FaIVtYzQHh-BCc2ey1iedPWgNbcyzq4JO-_qYIrBcM0&loadFrom=DocumentDeeplink&ts=40.63)):

Technology, we've invested a lot of money into that to make sure that we're on the cutting edge that you have, again, those tools necessary. You come in, you go through an orientation. You're a part of a class and you get to develop those relationships immediately from day one. You go through training. You go through learning and development of understanding the different areas, the different groups, the different people that are a part of those groups.

Kevin Dawson ([01:08](https://www.rev.com/transcript-editor/Edit?token=OLVZtf5yRsH_Yl0kMmZGMaN_PJIeDBzhWmbODJsDOsDM50wTScpbED0gzaFBrarpo9BM7qax6B8lqnBNqY1kPE_GKnk&loadFrom=DocumentDeeplink&ts=68.14)):

And again, we're a firm that is big enough to offer a lot of opportunities, but small enough to where you get to know everybody and be able to poke your head in the door of an office and ask new question and work directly with a partner, work directly with a client and be able to strategize and solve problems. And then turn around and ask more questions, get more mentorship, understand “where can my career grow?” If you want to speed it up and you want to make partner, great. If you want to slow down, life happens. We understand that. Everybody's at a different point in their life, and we want to be flexible. We want to create an environment that you can be successful in whatever you want to do, at whatever point in your life that you're at. And if you want to continue and just slow down, that's okay, we'll allow that.

Kevin Dawson ([02:00](https://www.rev.com/transcript-editor/Edit?token=6G2njoLZ-V_eyr8GS-xk7exLB6tj7NMpA4-8z1m790SJtdZ61uoq85saTYdR2SObQxYZsfcittj6gsoOjaYbidOoAPA&loadFrom=DocumentDeeplink&ts=120.68)):

And then all of a sudden you want to speed up, go ahead. We're really a firm that looks for folks that want to make a career out of this. We really don't look for folks that this is just kind of a pit stop on the road. So we try to be flexible and we try to look for opportunities to be creative with folks in whatever situation may be. So, that starts with the onboarding process. It really starts with building those relationships with your teammates, your supervisors, your onboarding advisors, all those folks that you're going to be partnering with and teaming with to again, serve those clients and be creative, be strategic.