



Patterson-Schwartz thrives from the top

Written By Ryan Marshall – *The News Journal*

If the Patterson-Schwartz corporate structure was drawn on a piece a paper, it would be simple a straight line. No pyramid configuration, nor overarching hierarchy of executives, according to President and CEO Joe Pluscht.

When the leaders in the office leave a meeting, they leave as one cohesive group, Pluscht said.

“You may have people 100 percent behind it, or people who aren’t completely, but those managers understand and respect the decision, and we all move forward as one,” he said. “The message to the team members is consistent and the same and everyone is on board with it.”

That’s one of the reasons The News Journal’s annual Top Workplaces survey conducted with Workplace Dynamics of Exton, Pa., selected Patterson-Schwartz as the top company in the large workplace category.

Pluscht said the real estate company’s work environment starts with unison at the top but also stresses surrounding workers with the right managers, those who have a passion for people.

First-year associate Gleidson Alencar said it is nice to know that the owner and CEO are right on top of everything and always there to help, he said.

“Basically, we are a big team,” Alencar said. “We work together, and that makes a big difference. We’re not trying to compete against each other.”

Caring about first-year and veteran employees isn’t the only thing at which Patterson-Schwartz excels. Its ideology is to give back to the community, and one way employees have found to execute that goal is to hire associates who care about the area.

“The local area is the focus of our service, so we try to provide the best service to them,” Pluscht said. “There’s a lot of pride in the community, in helping the community and giving back to the people, because our organization has embedded itself in that,” he said.

And when the going gets tough, the doors are always open for questions, said nine-year agent Dan Logan. There is a constant line out the manager’s door, and they are never too busy to help, Logan said.

Logan, who is 59, said in all the places he has worked, Patterson-Schwartz by far exceeds the climate at his previous employers.

“This is not even a job to me,” Logan said. “This is fun.”

– *Top Workplaces August 25, 2013*