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BEST PLACES TO WORK IN IT 2008

What do IT workers want most?

More than 31,000 of them told us they want fair pay, challenging work and ample opportunities, plus something special to keep them happy, engaged and loyal. Our 15th annual list pinpoints the employers with the right stuff.

Encouraging **RISK**, accepting **FAILURES**

SEI 43

About two years ago, as the development team at SEI Investments Co. worked intensely to move a software project into production, a group of co-workers swarmed about in costumes, filming a skit to be played at the celebration party – once the project was successful.

If that seems a bit presumptuous, it also reflects the investment company's culture of embracing risk. "They didn't do that when I worked on Wall Street," says Jim McBride, head of application development for SEI's Global Wealth Platform team.

But success isn't guaranteed, and at SEI, failure is also an option. Management worries less about minimizing downside risk and more about optimizing outcomes. "It's OK to have a couple of failures if you're chasing the upside," McBride says.

SEI has no multilayered organizational chart. The IT department is an open expanse of floor space with no cubicles. Instead, hundreds of desks are on wheels, and staffers move daily to form ad hoc groups. In the SEI culture, those who perform well advance quickly, gaining bigger roles on higher-profile projects. "You can dramatically expand your responsibilities over a short period of time because the structure is so flexible," says McBride.

If advancement is the ultimate reward, the benefits don't hurt either. The rural campus in Oaks, Pa., located about seven miles from King of Prussia, includes running and hiking trails, a child care center and an in-house gym. People might take a break at any time of the day for a workout, which McBride says took some getting used to after working in a buttoned-down environment.

"For me, it's been a great change," he says.

— ROBERT L. MITCHELL



No. 43

SEI Investments Co.

Oaks, Penn. [Middle Atlantic]
www.seic.com

Why You Want to Work There

IT positions at this global financial services company are integrated into the business. IT team members are involved in product design, strategic development and client relationship management, and they are considered partners to the business units and clients they support. Their opinions are valued and their ideas implemented. The IT staff is currently developing the company's \$250 million global wealth management platform.

Rank by company size

SMALL, NO. 8

EMPLOYEE STATISTICS

Total employees	2,294
Total IT employees	312
IT employee turnover in 2007	5%
IT employee promotions in 2007	6%

TRAINING

Training days offered per IT employee in 2007	4
Training budget per IT employee in 2007	\$2,000

WOMEN IN IT

Total percentage of women within IT	24%
Percentage of IT managers who are women	29%
Percentage of IT staff who are women	24%

MINORITIES IN IT

Total percentage of minorities within IT	11%
Percentage of IT managers who are minorities	6%
Percentage of IT staff who are minorities	13%