

## Award Programs

### FSB/WINNING WORKPLACES Best Bosses 2003



**Honored Leader:** [Celeste Ford](#), Founder and CEO

**Company Name:** Stellar Solutions

**Location:** Palo Alto, Calif.

**Nature of Business:** Aerospace engineering services.

**Founded:** 1995

**Revenue:** \$6-10 million

**Growth Rate (2002):** 8 percent

**Number of Employees:** 61

**Average Tenure:** 3.3 years

#### Key Workplace Traits and Programs:

- Flat management structure
- Employees in leadership roles
- Open-book management
- Employee opinion surveys
- Accessible leader
- Company-wide meetings
- Profit sharing
- Employee recognition programs
- In-house training programs
- Subsidized external learning
- Company social events
- Matching gifts program

**Ford on leadership:** "People are a critical resource. Treat them fairly and empower them to have high impact both within your company and with your customers.

"Customers are the life blood of your company. Provide solutions to their critical needs

#### Learn More

Read "[The Iconoclast: Celeste Ford](#)" in *FSB: FORTUNE Small Business*.

Read Stellar Solutions' [Success Story](#).

and make them heroes. Offer a total solution that goes beyond their expectations and enables them to succeed with their mission."

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