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2009 Best Small Firms to Work For: Impact Advisors (No. 1)

8 / 28 / 2009

HEADQUARTERS: Naperville, Ill.
BILLABLE CONSULTANTS: 23
SURVEY SAYS: "I have never experienced a better quality of life at any other firm. This is a great place to work because they value me as a member of the team and never fail to let me know."

Founded in 2007 by brothers Andrew and Peter Smith, Impact Advisors is a healthcare IT consulting firm specializing in strategic advisory and implementation. Impact Advisors has had the advantage of being in the relatively recession-proof healthcare industry, and has shown consistent strong growth as a result.

The firm has grown by an astounding 300 percent since 2007. Impact Advisors was also named as one of our Seven Small Jewels this year for its continued success despite the global economic downturn.

The primary focus of Impact's work is "innovation and creating a trusted advisor relationship with every client," says Managing Partner Peter Smith. Both Smith brothers are veterans of First Consulting Group, where the two learned the value of a strong firm culture.

"We are very proud that we have built a culture that attracts the best and brightest associates in the industry," says Smith. His pride is apparently well placed. In our survey, Impact Advisors ranked No. 1 out of all small firms in the areas of Career Development and Work/Life Balance, and No. 2 in The Job, Leadership and Compensation/Benefits.

"We are very proud that we have built a culture that attracts the best and brightest associates in the industry."

—Peter Smith, managing partner and co-founder of Impact Advisors

Smith gives credit for the firm's impressive showing to Impact's team of "highly respected industry professionals" who are "dedicated to providing strategic advisory and implementation consulting services to the healthcare information technology industry."

Impact Advisors was founded with the principle of making a difference in the industry, and maintaining a small but effective staff to avoid the pitfalls of some larger firms. Impact seems well positioned for even more growth as President Obama and Congress attempt to hammer out a compromise to overhaul the nation's healthcare system. Impact hopes to make e-Health, the

application of e-commerce to the healthcare industry, as indispensable a part of that industry as e-commerce has become to retail, publishing and manufacturing.

Impact Advisors focuses on delivering exceptional service to clients while maintaining their small firm feel. According to the Smith brothers, the firm's target size is around 100 consultants. Associates at Impact Advisors are well-versed in the guiding principles of the firm, including passion for their work, team building, maintaining a small size, operating without debt and sustaining a fun and positive environment where their associates can thrive.

Smith calls his firm's inclusion in our list of the Best Small Firms to Work For, "a huge honor," saying it "solidifies our belief that we have some of the best associates in the industry, all of whom are passionate and committed to providing quality services to our clients while enjoying themselves and feeling confident about the value we are providing."

—Chris Nesi

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