Where Do You Go From Here?

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RULES FOR TODAY

• During the course of the hour, I promise I am going to offend somebody in this room….For that I am sorry.

• I’d rather be informative than politically correct.

• If you have a question, shout it out, raise your hand, throw something…just ask your question
My Theme for the Day

• BYOB
  – Bring your own beer

• BYOM
  – It’s a grillin’ thing
  – Bring your own meat

• BYOH
  – Build your own ?????
  – Build your own
  – HISTORY
What you are NOT going to get today

- You are not going to get rhetoric saying “You can go anywhere you want to go.”
- That is a load of crap
- You can only go where your mind, body and soul will let you go.
- And, you can only go where the environment around you will let you go.
My Goal for the Day

• I want you to leave here with a better understanding of:
  – What contractors look for
  – Where contractors look for our leaders
  – Where you can go as an apprentice
  – What it is going to take to get there
Contractors

• Get on the JATC
• Walk through your shop now and then
• Walk through your jobsites every once in a while
• Have meetings with apprentices
• Talk to your other supervisors
Get on the JATC

• Why?
  – You see potential apprentices before most of the other contractors
    • You see how they communicate
    • You see how they present themselves
    • You see if they have a skill or interest that would benefit your company
  – You see the problem children, those apprentices that are having difficulties in school, life, work, etc.
    • You have to deal with them as a committee
Walk the Shop and/or Jobsites

• Take a stroll through your shop periodically, see what your guys are doing
• Talk to them….they will give you good information
  – Information about how to do things better
  – Information on where they want to go
Have Meetings with Apprentices

- Let them voice concerns, criticisms, and solutions
- Present them with problems or issues….I promise there is going to be someone that thinks outside the box, or has a solution you never would have thought of
- Ask them where they want to go, what they need to do their jobs better
Look for Leadership Characteristics

- Hard Working….what does it mean
- Problem Solver
- Sees things objectively
- Sets a good example….don’t have to be old timer to set good example, we can learn from anyone
- Someone who doesn’t give up
- Listens, and follows instruction
- Optimistic
- Can handle pressure and responsibility
- Peers think he/she is competent
- Focused
- Loyal
- Honest
- Enthusiastic about job
- Follows through
- Gives Full Attention to job
- Handles criticism well
- Handles conflicts appropriately
- Team oriented
- Always learning
- Wants success…for him/herself and business
- Works above the level that is expected
Leadership Characteristics

- Forward thinking, good planning skills, proactive and NOT reactive
- Imaginative
- Broad-Minded
- Competent
- Efficient and productive
- Logical
- In control, exercises self control...doesn’t lose temper, handles adversity, controls conflict
- Well spoken
- Motivated

- Exemplary character
- Confident, but not arrogant
- Functions in an orderly and purposeful manner
- Goal oriented, stays focused on the end goal
- Committed...to the job, to him/herself
- Ability to be flexible and change when necessary
- Embracing new ideas and technologies
- Always improving themselves, and those around them
Journeymen

• Where do you want to go?
  – Do you want to be…
    • Best Journeyman you can be
    • Foreman
    • Project Manager
    • Estimator
    • Draftsman
    • Superintendent
    • Owner

• Have you told any one?
  – For others to know where you want to go and help you get there, you have to communicate with them
How to Communicate Where You Want to Go

• Tell them you want to be a foreman, project manager, etc

• Actions speak louder than words
  – You can’t just give lip service….
  – one of the ways you can “tell them” is to by going to classes, finding ways to make you better, make your crew better, make your company better
Journeyman (cont’d)

• If you haven’t told someone where you want to go, why not?
  – Bashful people don’t advance as fast as people who go after what they want
• Are you working a plan to get there?
• Think credit…..past is best predictor of the future
• BUILD YOUR OWN????
  HISTORY
Apprentices

- Starting from the interview….dress appropriately, speak properly, act professional
- If there is a direction you want to go, tell someone
- Work hard
- Show up on time, or before time
- Get the job done…if a task is almost done, get it done…wasted time re-orienting yourself
- Think credit….we can only base where you are going to go on where you have been.
- Let us know what skills you have, education you have or want
- Give us ideas for better ways to do things
- Be a leader…..work on those characteristics of a leader
- Think like a business man…don’t be late from lunch, from breaks, and be prepared and think ahead
Successful People

• Successful people
  – Not just successful from 8 to 4:30
  – They are successful from the time they wake up until they go to sleep….and I bet they are successful in sleep in that they dream about what they can do to make a job better, a way to get better, a way to make more money…simply put….they dream about being successful
What it takes to be Successful

• Planning
• Work Hard
• Participate
• Pay Attention/Learn
• Be dedicated
• Know where you want to go
Planning

• Write a plan
  – Sullivan- “Plan the work and then work the Plan”
  – When you finish today, know where you are going tomorrow
  – Plan ahead

• Learn Time Management
  – Follow a schedule
  – Set goals, plan to meet them, then work that Plan
Work Hard

• Do a good job
• Make a good impression
• Don’t be a “hot potato”
  – Don’t want to be a guy that bounces around from shop to shop
• Be successful
Participate

• Don’t just be there…at school, work, home
• Get out of it what you put into it
• Get as much out of it as you can
• If you go into it miserably, you will be miserable doing it
Pay Attention/Learn

• Show up on time
  – Can’t learn if you aren’t there
• Listen to what is being said:
  – At school
  – At work
  – On breaks
  – At lunch
• Don’t be a robot
  – Understand why you are doing what you are doing…if you don’t understand why, then ask
• Don’t get “pigeon-holed”—learn everything you can
• Someone who understands and can do multiple facets of construction is valuable
• Someone who understands and can do multiple facets of construction, but who can also teach others is even more valuable
Be dedicated/Know where you want to go

- Where you want to go depends on you
- If you get there depends on several things
- Put in extra time to help you get where you want to go
My Biggest Requirement

• Any leader or supervisor in my company has to have the ability to think like a businessman.....have to understand how business works, the small costs and ways to keep them down, etc.

• Has to have the company’s best interest in the forefront of their mind
Avenues Available

• Carry your tools
  – Show up, work your 8, and go home
  – No added stress or responsibility, and no extra reward

• Supervisor Role
  – Foreman
  – Superintendent

• Office Role
  – Estimator
  – Draftsman
  – Project Manager

• New Business Opportunity Role
  – New ways to use your training, education, technology, etc
  – i.e air balance, architectural, light commercial, etc

• Owner Role
  – You may want to ultimately buyout current owner, or open own shop
Other Avenues

• Use it as a stepping stone…
  – Engineering Degree
  – Construction Management Degree
  – Design Build Team Member

• Use it to look at new areas of expertise
  – Leed/Green Building
  – Fire Life Safety
  – TAB
DON’T BE ONE OF THESE
Instead, be one of these:
MOHAWK BOY

- Now One of Our Best Foreman
- College educated
- Made a career change
- Started as a helper
- We helped him get into the program
- Was an outstanding student and apprentice
- Won local contest twice, regional contest once
- Smart and dedicated
- Ran his first job within a month of being turned out
- Now runs all of our air balancing operations
- In line to be a project manager
• BUILD YOUR OWN HISTORY

• AND the time to start is NOW

• Use where you have been to help get you where you are going to be tomorrow