

**“DEFINE YOUR CAREER PATH WITH  
A LEADERSHIP MAKEOVER”  
TRAITS CONTRACTORS LOOK FOR IN  
THEIR FUTURE LEADERS**



**millerbonded**

MECHANICAL

Keith E. Wilson

Partners In Progress Conference  
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# IT'S YOUR LIFE - MAKE THE RIGHT DECISION !!!

- Y's in the road ahead !!!



# PERSONAL HISTORY



- Born and raised in Albuquerque, NM
- Started working for Miller Metal Company four days after graduating from high school in June of 1971.
- While attending the University of New Mexico in 1971 – 1972, worked part time as the maintenance man's helper, a delivery person and then went full time as the delivery coordinator in 1973.
- In 1974, became quite interested in the sheet metal trade, entered the apprenticeship program and graduated to journeyman status in 1978.
- In the summer of 1978, broke arm and was asked to go into the office to become a draftsman.
- From that position advanced to detailer, estimator, project manager, vice president and president in 1986.
- In 1995, my current business partner and I merged Miller Metal Company and Bonded Plumbing & Heating into Miller Bonded Inc. in which I serve as its CEO, providing total mechanical services including service repairs and maintenance.



# OPPORTUNITIES IN OUR COMPANY

- Accounting
- Administration
- Detailing / CAD
- Fabrication Shops
- Field
- Human Resources
- Material Handling
- Project Management
- Purchasing
- Safety
- Sales/Estimating
- Service Repair & Maintenance
- Tools



# OPPORTUNITIES IN OUR COMPANY

(UNION OPPORTUNITIES)

- Accounting
- Administration
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# ATTITUDE IS EVERYTHING !!!

- **YOU ARE:**

- A Go-Getter

- A Participator

- Aggressive (but not over the top)

- Appreciative

- Diplomatic

- Emotionally stable

- Flexible

- Good communicator (both verbal & written)



# ATTITUDE IS EVERYTHING !!!

- Inquisitive (Ask questions)
- Motivated / Driven
- Patient
- Professional
- Punctual / Timely (Don't be late; don't leave early)
- Solution Oriented (propose what's best.....)
- Steadfast in principals
- Tactful
- Willing to take a risk (calculated)
- Willing to wait (don't expect too much too soon)



# ATTITUDE IS EVERYTHING !!!

- **YOU HAVE:**

- A sense of urgency
- Ability to learn / Desire to learn
- Good personal appearance
- Great attitude towards the union & company
- Team spirit
- Technical skills
- Willingness to empower others
- Willingness to work not only hard but smart





# ATTITUDE IS EVERYTHING !!!

- **YOU SHOULD:**

- Analyze / Trouble shoot
- Embrace change
- Go above & beyond (Be willing to put in the extra effort)
- Listen carefully
- Take responsibility for your actions



# ATTITUDE IS EVERYTHING !!!

- **BIG TURN OFFS:**

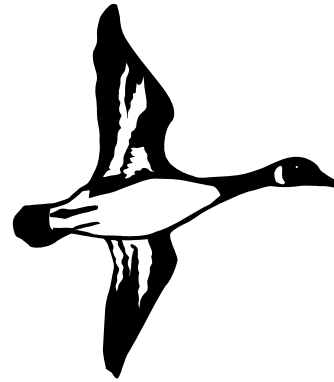
- It's not my job

- I'm off the clock

- Translated = It's all about....Me, Me, Me



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- Continue to develop your leadership skills. You won't regret it !!!

