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

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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)

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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
“Define your career path with a leadership makeover”
Traits contractors look for in their future leaders

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