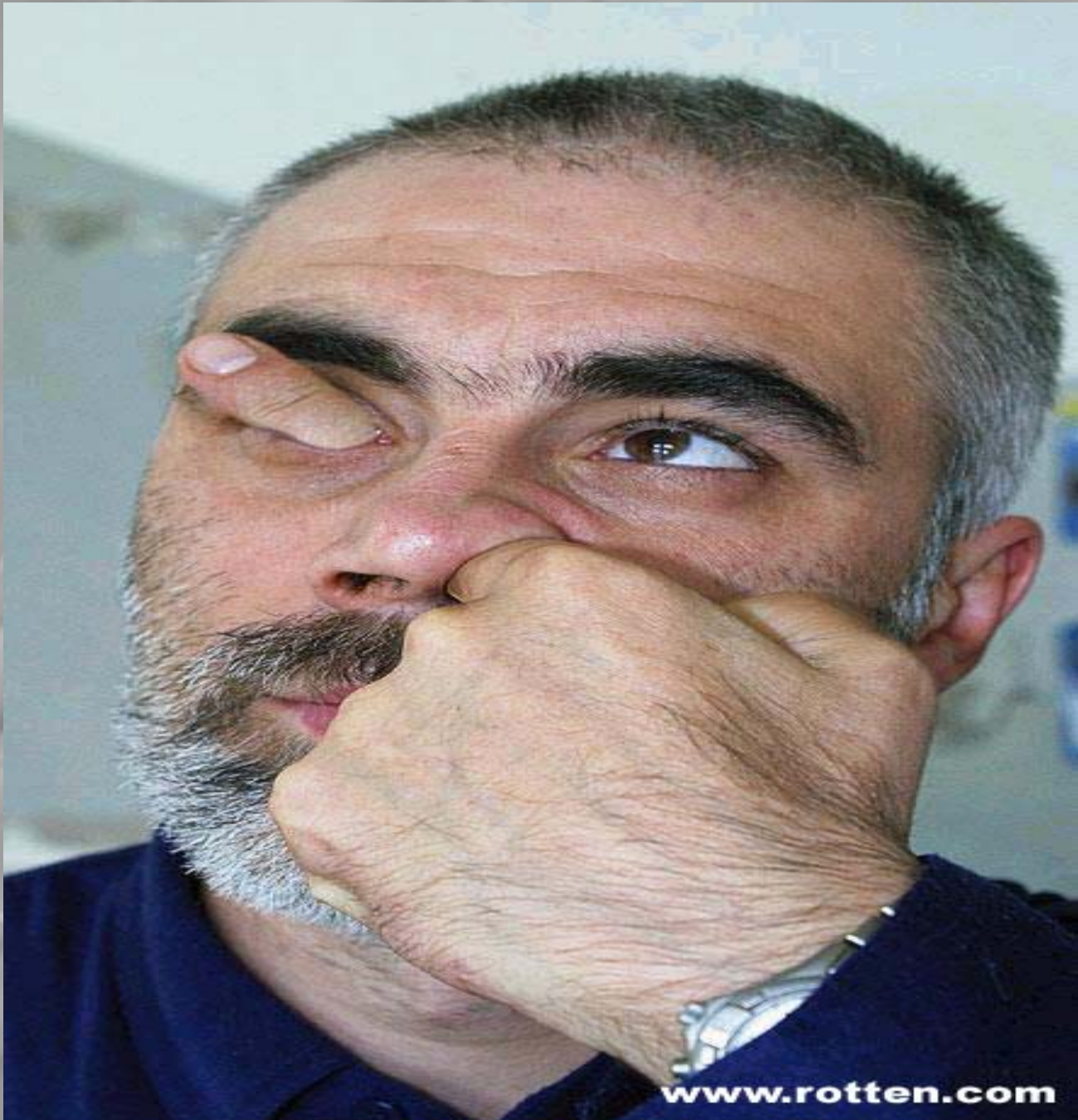


Where Do You Go From Here?

Partners in Progress 2010
Caesar's Palace, Las Vegas
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Midwest Fabricators LLC and
ACP Sheet Metal Co., Inc.

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



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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



Journeyman

- 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

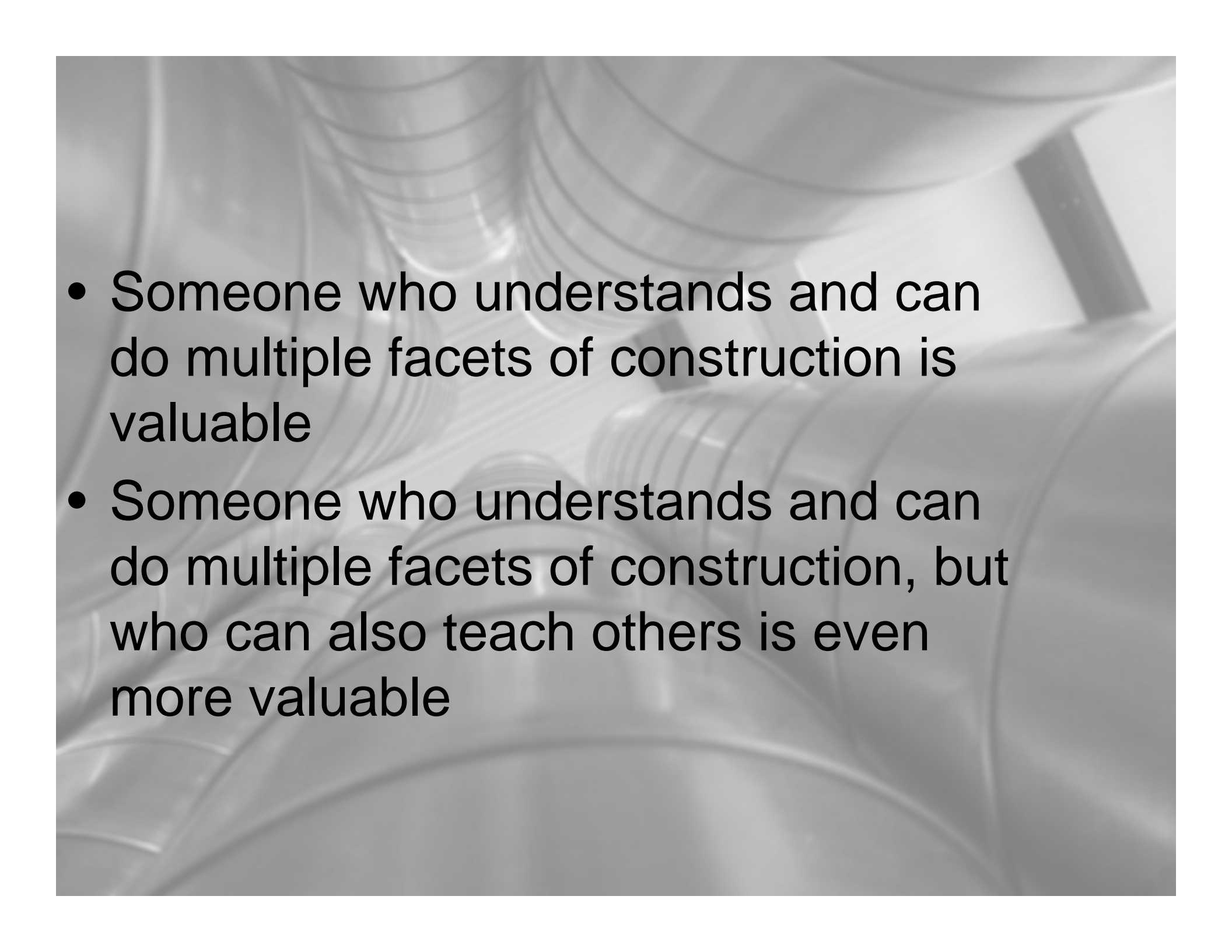
- Do a good job
- Make a good impression
- Don't be a "hot potato"
 - Don't want to be a guy that bounces around from shop to shop
- Be successful

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



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- The background of the slide is a grayscale abstract image. It features a series of overlapping, wavy, horizontal lines that create a sense of depth and movement. In the background, there is a faint grid pattern, similar to a perspective view of a tunnel or a series of parallel lines receding into the distance. The overall effect is a complex, layered visual texture.
- **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**