

FAST FACTS:

Our Leadership Qualities

- Marjorie Herter
 - Decisive & Compliant
- Mimi Schaller
 - Detailed & Consistent
- Rodney Henley
 - Credible & Innovative
- Jim Herter
 - Attentive & Optimistic
- Tony Murphy
 - Precise & Dependable

High impact - low effort

Ideas to show appreciation to your project team:

- Regularly attend and participate in job progress meetings.
- Respect the project space as a hazardous zone. Wear hard hats and safety shoes.
- Review pay applications and invoices promptly.
- Refer your contractor to a colleague with a copy to your contractor.

DETAILS—DETAILS—DETAILS!

If you're a whole enchilada person, details can bog you down. But we know every team needs at least one very detail oriented person. This is the team member who breaks large tasks into smaller ones. She or he is the one who lets us eat the elephant — even if it is only one bite at a time!

Our detail person is Mimi Schaller. In fact, Mimi recently received bouquets for attending to all the details on a project she managed this summer. A grateful Superintendent of School District 128 applauded her for taking the gym renovation project to a successful completion. Mimi took the mammoth undertaking and broke the project into manageable tasks. She coordinated those tasks and made sure nothing slipped through the cracks. She meted out the assignments and made sure everyone was on the same page.

Communication and follow up are what puts Mimi at the top of the list of most sought after project managers. Along with regular communication channels of



phone, fax and email, she uses face-to-face communication. The progress of the job is communicated up to the Owner's representative and down to the subcontractors and suppliers. There aren't any surprises for the Owner on Mimi's jobs.

Mimi is an example of the leadership we employ at Vee See Construction. If you want to know how she'll develop a plan to help you eat your elephant, call her at 708-425-3420.

WHO SHOULD BE ON THE CONSTRUCTION TEAM?

Your construction team should include representatives from the following interests:

- Owner (the visionary)
- Designer (the creative)
- Contractor (the task master)

• User (the practical)

More than likely these persons will also have different personalities which will help round out the team. You'll want to use the behaviors of each member to drive meetings and the project.

How do you find out about team members behaviors and personalities? There are several good systems available. The one Marjorie Herter has been using for over 25 years is DiSC Personal Profile System. We'd like to forward a complimentary copy to you; just give us a call.

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What can I afford?

Contractual relationships

Reasonable fees and profits

How to select your contractor

HARD HAT LEADERSHIP

During the course of constructing your project, your leadership will be in the spotlight.

Although your vision and passion may be Act I, the qualities you display in Act II may require a hard hat and steel-toed shoes.

If you are constructing a project, you are creating change. Whether it is a new facility or renovating your existing space, there are changes which will affect those you lead. It is not so much how the change will affect you – you, of

course, have the vision and know where you're going. The group you lead needs to know what's going to happen to them.



So your communication skills will come into play. And, so will your courage. You may be challenged with the

“We've always worked next to the 'abc' department.” or with “How will we do our jobs while our space is being remodeled?”.

Your ability to listen and your positive attitude will allay fears. Then, put the excitement spin on the change and you'll have won over your fearful ones.

If you want to discuss how to use your hard hat leadership qualities as the plot of your construction project unfolds, call Marjorie Herter, 708-425-3420.