

Vision Lite

A Clear View of Excellence at Pacific Glazing Contractors

Volume 13: September 2016

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BUILDING PEOPLE BUILDING PEOPLE

It goes without saying that to be in business a business needs to be profitable. But, there's more to life than money. We all know that. We all have to work, to keep a job. And, we all long for purpose – something bigger than ourselves. Current business practices teach us that the best companies provide something more than just a paycheck. We all want meaningful work, to use our talents, to grow and excel, and to be part of some “thing”—to make an impact. We've pondered these ideas, wondering what our “thing” is. How can Pacific Glazing Contractors provide more?

We keep hearing the echo: mentor, coach, train, teach, and develop. We've just brought in our friend, David Callanta, out of retirement to do just that. He's focusing his attention on the shop, helping Luis develop a mission and vision for fabrication of our materials, and all the other details of running the shop.

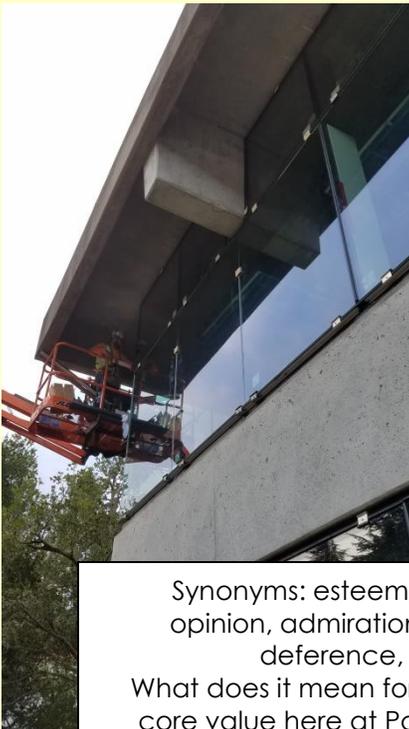
So this week's “ah-ah” is that our “thing” is to build people. And we see it everywhere: Leadmen training right hand men, PM's teaching PE's, shop staff working with production workers. As we hire, we want to make sure it's a fit: that PGC is good for you and that you are good for PGC. Part of that fit is where you fit as a mentor/mentee, coach/trainee, or teacher/student. This isn't the place for everyone. We trust it's the place for you. We are “building people (glass/aluminum to be specific) building people.”

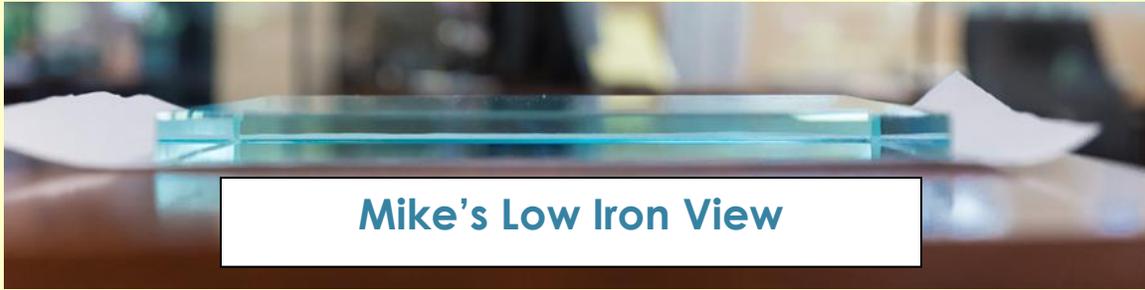
Synonyms: esteem, regard, high opinion, admiration, reverence, deference, honor.

What does it mean for respect to be a core value here at Pacific Glazing? It means everyone who works here, everyone we talk with on the phone, and everyone who disappoints and frustrates us is a valuable human being. Positions, job descriptions, bosses, clients, vendors, etc., these are roles assigned us. But more importantly, we need to treat each other with RESPECT.

This Month's Focus:

Core Value: Respect





Mike's Low Iron View

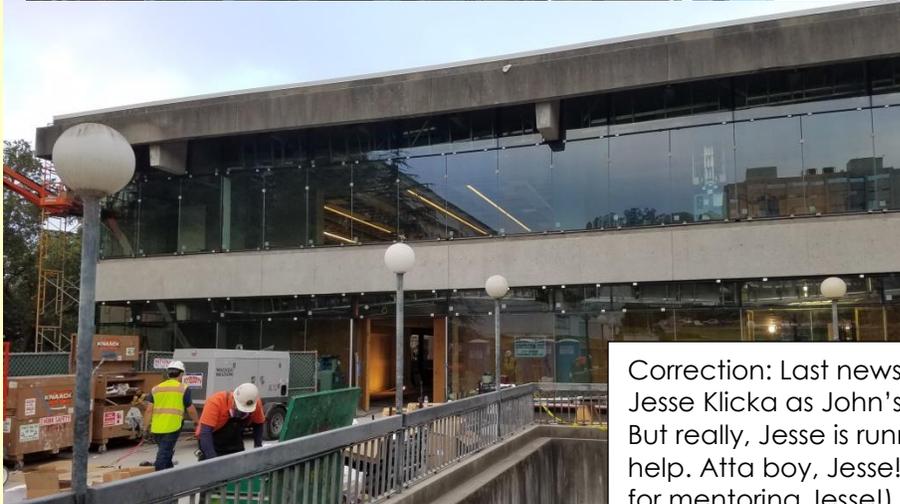


Dear Company,
 Thank you for my birthday gift. "God willing and the creek don't rise," we'll go play in Hawaii soon. Your kindness makes a difference.

And if you didn't see it, here's the eggstravaganze created for Mike. He's over to the right fishing, surrounded by little egg grandbabies, and Karen is the eggMinion on the left, reading her book.

You're the best!

Birthday Thanks!



Correction: Last newsletter, this editor described Jesse Klicka as John's assistant on the LPCH project. But really, Jesse is running the project with John's help. Atta boy, Jesse! Way to go. (And thanks, John, for mentoring Jesse!)



Raffle!

And the winner of the 49er tickets against the Packers on August 26th is:

Sal Perez!

Congratulations!

Runner up – Eddie Chavez

Third place – Austin Miller

We had our first set of nominations. YOU are amazing! Here's who received kudos:

- **David Spinner** has been tenacious in his efforts to improve as an estimator. He has gained confidence and is mentoring our estimating engineers. I'm proud of him.
- **Carrie Martinez** is the everyday, living example for the mission statement of PGC. Always willing to help, work ethics are unquestionable, always responds to clients, very precise and detailed in her responsibilities, maintains great relationships with both customers and coworkers, eager to learn, always looking for the next mountain to climb.
- **Eddie Chavez** PE Extraordinaire for his consistent can-do attitude in the face of daily challenges, his good nature and willingness to jump in and tackle anything thrown at him.
- **Sal Perez** for paying close attention to hrs at Maple phase 2. And teamwork with...
- **Andrea** on the PM side of phase 2 Maple St.: Teamwork!
- **Sal Perez** because has excellent leadership skills
- **Linda** cause she's a rock star!
- **Sal Perez** because he is stepping up into the leadman position, showing complete ownership for his project, watching the hours, noting GC delays, everything expected from a leadman.
- **John Barnes** because he stepped in the mentoring role of many inexperienced project engineers and has kept a positive attitude. He is an asset to PGC.
- **Jenna** because she goes above and beyond with her assistance to follow up on POs and has the whatever-it-takes attitude. Someone I see going far in their career based on her tenacity to learn and do well.
- **Jimmy Perry**, he has a great attitude and is very knowledgeable.
- **Richard Davison** for staying on top of his jobs!
- **Andrea Ramirez** for stepping up and into the role of Project Manager on Maple Street!
- **Sal Perez** stepping up as a Leadman and going beyond his normal duties. Great team player.
- **Sal Perez**- always willing to help, communicates clearly, is responsive and has a wonderful attitude.
- **Broc Brown**- from day one in the office, Broc has been helpful in any possible way, keeps everyone in the loop when working on things and has a great attitude
- **Jenna**- I think we all know that she comes every day with a great attitude, she gives 150% and is a rock star at her job.
- **Austin** is really doing a great job, I think he fills the position well
- **Austin** exemplifies the whatever it takes attitude and always has a smile. I have heard nothing but great things about him since he started!
- **Stephane** has the company's best interest always in front of her.
- **Cassie**, gives more, works more, handles more than anyone else. She is the rock that weathers all the shortcomings and still stays positive. And keeps things moving forward. I can't say enough.

Now who's showing amazing attitude and aptitude?

- **Martin Garcia.** He's a hard worker, accepts any challenge presented to him, a great teacher, and an inspiration to the crew.
- **Ron Cooper.** He is always willing to help or stay after to get the job done
- **Carrie.** Rocks it every day no matter what.
- **Dave Spinner** has been tenacious in his efforts to improve as an estimator, gaining confidence and mentoring our estimating engineers. I'm proud of him.
- **Martin Garcia** is a really valuable team member in our shop
- **Parker.** He has a great attitude and is learning very quickly
- **Keith Lindquist.** For stepping up at LPCH while lead was on vacation
- **Javier.** He continues to get better and better every day and his work ethic is amazing.
- **Jenna.** If everyone had the attitude and worked as hard as you, we'd all be in a better place!
- **Chuck** on google for giving us all he had on a hard push (working 12hr days) to meet an unrealistic deadline with what had to be done in a specific time frame.
- **Jack** on getting all Moffitt glass in-- this was long lead time glass and had logistical challenges. He did not break one piece!
- **Alex** for always having a positive attitude even though he doesn't LOVE driving.
- **Chuck.** Being the face in the field on Google in a very tough situation. Hanging in there and working the job through.
- **Andrew Herrera** for being willing to take the midnight shift that no one else wanted.

Raffle #2

And the winner of the 49er tickets against the Rams on September 12th is:

Chuck Gnagy!

Congratulations!

Runner up – Parker Rea

Third place – Martin Garcia



One More Time

Raffle #3

You could be entered to win Niner's tickets, again! How? Your supervisor/leadman/manager could nominate you to be entered into our raffle. October's raffle includes 2 tickets to the **Niner's** game against the Cardinals. The game is

Thursday, October 6th @ 5:25.

What might possess your leader to nominate you? All the stuff we've been highlighting: the anatomy of success, initiative, whatever-it-takes attitude, excellence, and RESPECT. Who exemplifies respect for others, particularly people who are building people?

Leaders, please email your nominee's name and the reason to Elizabeth (Elizabeth.near@pacificglazing.com). Stay tuned. We'll find out at the PM/Leadman meeting on September 15th.