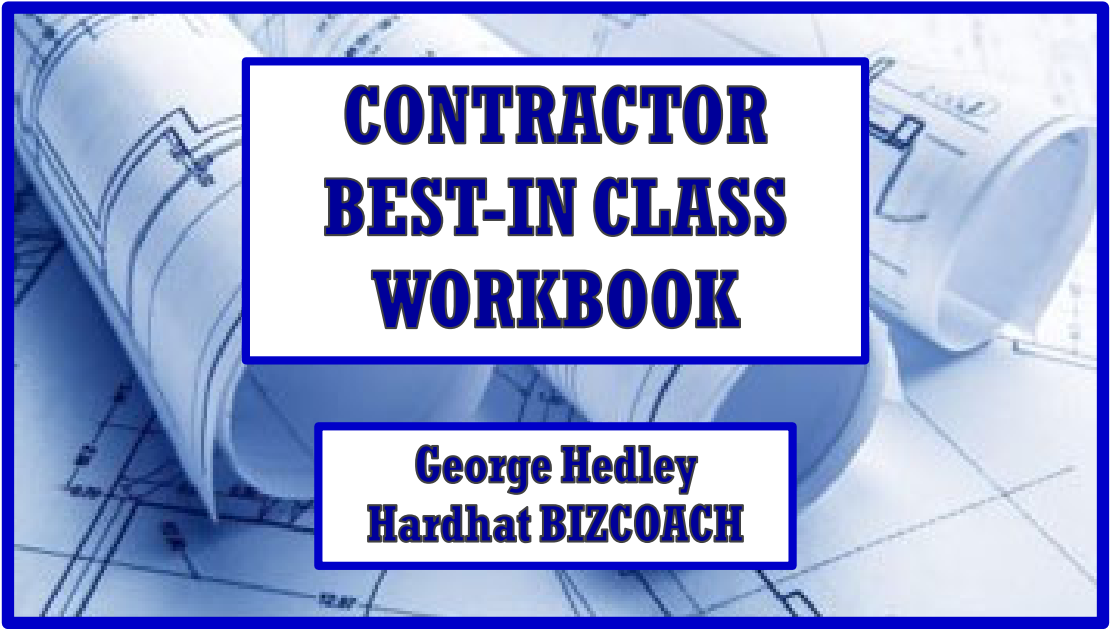


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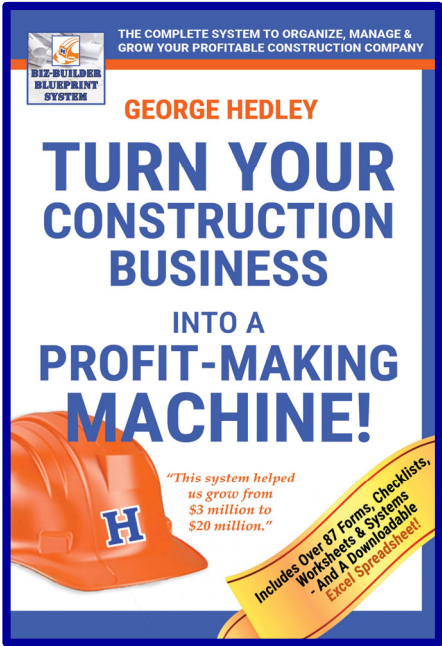
ACCURATE
ESTIMATES
NO PROFIT MARGIN FADE
BUILD
CAPACITY
SCALE-UP
IMPLEMENT
BIZ-BUILDER
BLUEPRINT
GET YOUR BIZ TO WORK
GROW
& PROFIT
KNOW YOUR
NUMBERS
BUILD A BEST
IN CLASS BIZ



Thanks For Watching My YouTube Video!

**As a Construction Business Coach, Consultant and Mentor,
My Goal Is To Help Contractors Get Organized, Grow & Always Make A Profit!
I would like to discuss working together to help improve your business.**

**Please Email Blueprint@HardhatBizcoach.com To
Schedule a Time for an **Introductory Zoom Coaching Session****



Available @ Amazon.com



**Email: Blueprint@HardhatBizcoach.com
To Schedule a BIZ-Improvement Coaching Session
To Help Develop Your Profit Plan**



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Complementary Coaching & Hands-On Consulting Session **FREE**



- Identify Issues, Find Solutions & Improve
- Get Organized, Systemized & In-Control
- Steps To Increase Profits & Production
- Draft Your Financial & Mark-Up Plan
- Build A Strong Team & Delegate



With
George Hedley
Hardhat BIZCOACH

Please Email Blueprint@HardhatBizcoach.com To
Schedule a Time for an **Introductory Zoom Coaching Session With George**
COACHING PROGRAMS OFFERED By George Hedley – Hardhat BIZCOACH

BIZCOACH ACCELERATOR

Hands-On Fast-Track Coaching - Retainer Program

- Regular BIZCOACH Zoom Sessions With George
- Pro-Active Coaching For Construction BIZ Owners
- Improve Systems, Strategy, Results & BIZ-PLAN

George Hedley HARDHAT BIZCOACH



PROFIT-MAKING MACHINE Annual Package

BIZ-BUILDER Deep-Dive Total Coach Program

Build An Organized, Self-Managed, Growing & High Profit BIZ

- Zoom Sessions + Onsite Management Team Meeting
- Hands-On Coaching, Advisor & Analyze Operations
- Strategic Planning & Improvement Initiatives
- Targets, Goals, Systems, Strategy & Plans



George Hedley
Hardhat BIZCOACH

PROFIT-BUILDER CIRCLE

Contractor Zoom Mastermind Peer Group

- Monthly Interactive Group Coaching Sessions
- Solutions To Your Issues & Challenges
- Education, Mentoring & Coaching



GEORGE HEDLEY
HARDHAT BIZCOACH

Draft Your Construction Company BIZ-PLAN



Work 1 On 1 With George Hedley As Your Coach & Mentor
Includes 6 Hours of Zoom Sessions + Worksheets & Templates
Transform Your BIZ Into A Profit-Making Machine!
Breakthrough Your Growth & Profit Barriers

Develop, Draft, Determine & Implement Your:

- ✓ 3 To 5 Year BIZ-PLAN, Financial Plan, Vision, Values, Targets & Goals
- ✓ Core FOCUS - High Margin Clients, Projects & Services
- ✓ Action Steps - Profit, Talent & Systems



George Hedley CPBC CSP
HARDHAT BIZCOACH
Construction Executive Business Coach



The BIZ-BUILDER BLUEPRINT SYSTEM

The Complete System To Organize, Manage & Grow A Profitable Construction Company

1. Implement step-by-step Strategies and Systems to Organize, Grow, Manage and Build a Highly Profitable Construction Company that Produces Results.
2. Get Organized and In-Control, Delegate, Let Go and Hold People Accountable.
3. Replace Yourself with Proven Standardized Systems, Processes, Checklists & Templates.
4. Stop the Stress & Chaos, Move Up to a Better Level, Make Money and Get Your Life Back.
5. Draft and Implement your 5-year Business and Financial Plan, Vision, Values & Goals.
6. Install Field and Project Management Systems to Finish Jobs On Time & Under Budget.
7. Improve Field Crew Production with Job Cost Scorecards and Proactive Schedules.
8. Design your Organizational Chart with Job Descriptions and a Talent Development Plan.
9. Know and Manage your Numbers Including Markup, Overhead, Profit, Job Cost and Sales.
10. Design a Marketing and Sales Program to Win More High Margin Customers and Contracts.
11. Stop Selling Low Prices, Develop Accurate Estimates and Present Winning Bids & Proposals.
12. Develop a Plan to Build Wealth, Passive Investment income and Freedom.



George Hedley is available to help you improve and reach your goals.

If you are looking for a **Professional Construction Business Coach** to help you move to the next level and reach your goals, you are at the right place.

As a Construction Business Coach, George helps construction company owners build, grow and improve their company's profit, finances, talent, management, operations, field production, sales, estimating and bottom-line results.

If you are ready to invest in your future, we can hold a no-charge initial Introductory Discovery Zoom Session to discuss how we can work together, and I can help as your coach, mentor, and advisor. We can explore your issues, challenges, and performance, plus your goals for a coaching program.

To Schedule an Introductory BIZCOACH Session with George

- Email Blueprint@HardhatBizcoach.com

With your email, please tell me:

- ✓ Your Name & Email
- ✓ Company, Location & Website
- ✓ Annual Sales Revenue & # Of Employees
- ✓ Type Of Work Performed
- ✓ Areas Needing Improvement



ACCURATE
ESTIMATES

NO PROFIT MARGIN FADE

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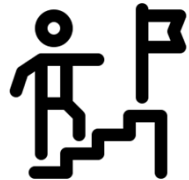
BIZ-BUILDERS Always Grow & Make Huge Profits!



- “Best In Class” Contractors All Do The SAME Things
- Call Bold New Plays & Move BIZ To A Higher Level
- Do BIZ Different - Improve, Innovate, Change & Disrupt Status Quo
 - Too BUSY? - What Opportunities Are You Missing?

The Construction BIZ Is Changing!

- Customers Demand More, Better Performance & Results
- Continuous Improvement, Latest Technology
- Better Players, Production, Strategy & Systems



BIZ-BUILDERS - Build ‘Best In Class’ Businesses

- ✓ RISK Takers
- ✓ Strong Energetic Exciting VISION & Mission
- ✓ Scale-Up & Move To A HIGHER Level
- ✓ GROW & Make High Margin PROFITS
- ✓ Continuously IMPROVE, Change & Disrupt
- ✓ Build A BIZ That WORKS
- ✓ Acquire & Develop INVESTMENTS
- ✓ Enjoy FREEDOM & WEALTH

BIZ-BUILDERS WANT TO:

- ☐ Always Move BIZ To A Higher Level
- ☐ Build A Bigger Better Highly Profitable BIZ
- ☐ Stop Running In Place & Get Unstuck
- ☐ Scale-Up, Grow & Make More \$\$
- ☐ Let Go, Delegate All Decisions
- ☐ Stop Being Overworked & Spread Too Thin
- ☐ Get Organized & In-Control
- ☐ Build A Strong Management Team Run BIZ
- ☐ Get Off The Low Bid Treadmill
- ☐ Make “Best In Class” Margins & Profits
- ☐ Work Less, Get A Life & Enjoy Freedom
- ☐ Be A Wealthy Contractor With Investments

What BIZ-Builders Want!

- ☐ _____
- ☐ _____
- ☐ To Give Them What They Want

Successful BIZ-BUILDERS:

- Know What They WANT To Achieve
- Have A Written PLAN
- Always TRACK & Make PROGRESS Towards What They Want

***Why Are We In BIZ?
What’s The Purpose For Our BIZ?***

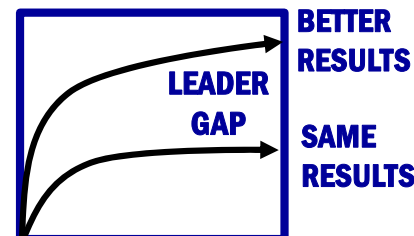
- _____
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- _____
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- _____

Top Contractors Continuously Improve, Innovate & Change!

- Best In Class Contractors All Do The SAME Things!
- What Bold New Plays Will You Call As Leader To Improve Your Results & Company Performance?
- Why Do Company Presidents Struggle Making Changes Or Improvements?

The Construction BIZ Is Changing!

- More Demands - Requires Better Performance & Improvement
- Must Do BIZ Different - Innovate, Change, Improve & Disrupt Status Quo



Successful Leaders, Managers & Winning Coaches:

- ✓ Know What They WANT To Achieve - Targets & Goals
- ✓ Have Written Business PLANS - To Achieve RESULTS, Targets & Goals
- ✓ Always Track & Make PROGRESS - Towards Their RESULTS, Targets & Goals
- ✓ Achieve Consistent RESULTS - Accurate Estimates, No Profit Margin Fade, On-Time & Safe

 -EZ RULE - President, Managers & Supervisor's Role Is NOT To Do The Work!

- ✓ -SCALE-UP - Keep Moving Flag To A Higher Level - Build Capacity, Improve & Innovate

What's Your Business Potential?



What's Shutting Off Your Potential?

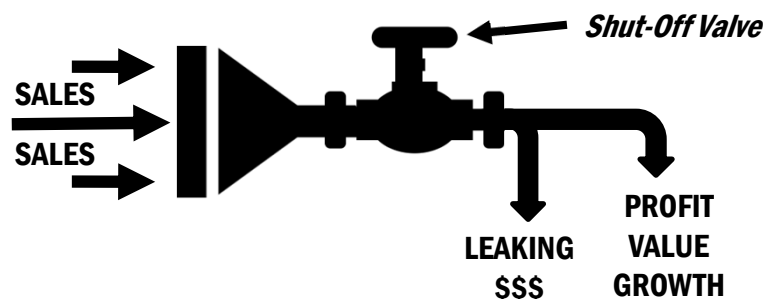


DO IT
TRY
DON'T



☒ ☐
YES NO

- What Must You FIX To Reach Your Potential?

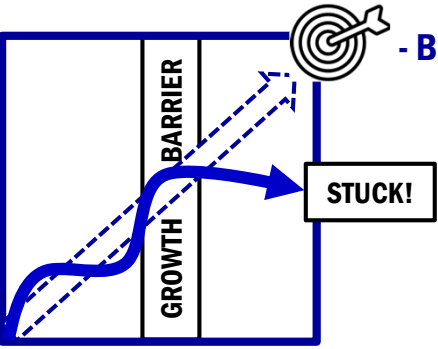


Best In Class Contractors



- ✓ Profit & Results Are #1 Priorities - Achieve High Margin Profits, Results, Equity & Co. Value
- ✓ Produce, Protect & Improve Profits - Pro-Actively Manage Contracts, Customers & Production
- ✓ Enforce Systems & Processes - Maintain, Monitor, Implement & Enforce Systems & Processes
- ✓ Right People In Right Positions - Build Top Talent Accountable To Achieve Results & Perform
- ✓ Accurate Estimates - Right Production Rates, Subcontractors & No Missed Items
- ✓ Know, Track & Hit Numbers - Update & Monitor Financials, Job Costs & Scorecards Timely
- ✓ Sell & Win High Margin Work - Grow High Margin Revenue, Loyal Customers & Contracts

Draft Your *BIZ-BUILDER BLUEPRINT* Strategic BIZ-PLAN



- BIZ-Owners Start With A Vision & Goals

- *What They WANT:*

- Growth - Profit - Value
- BIZ To Work! = Wealth & Freedom

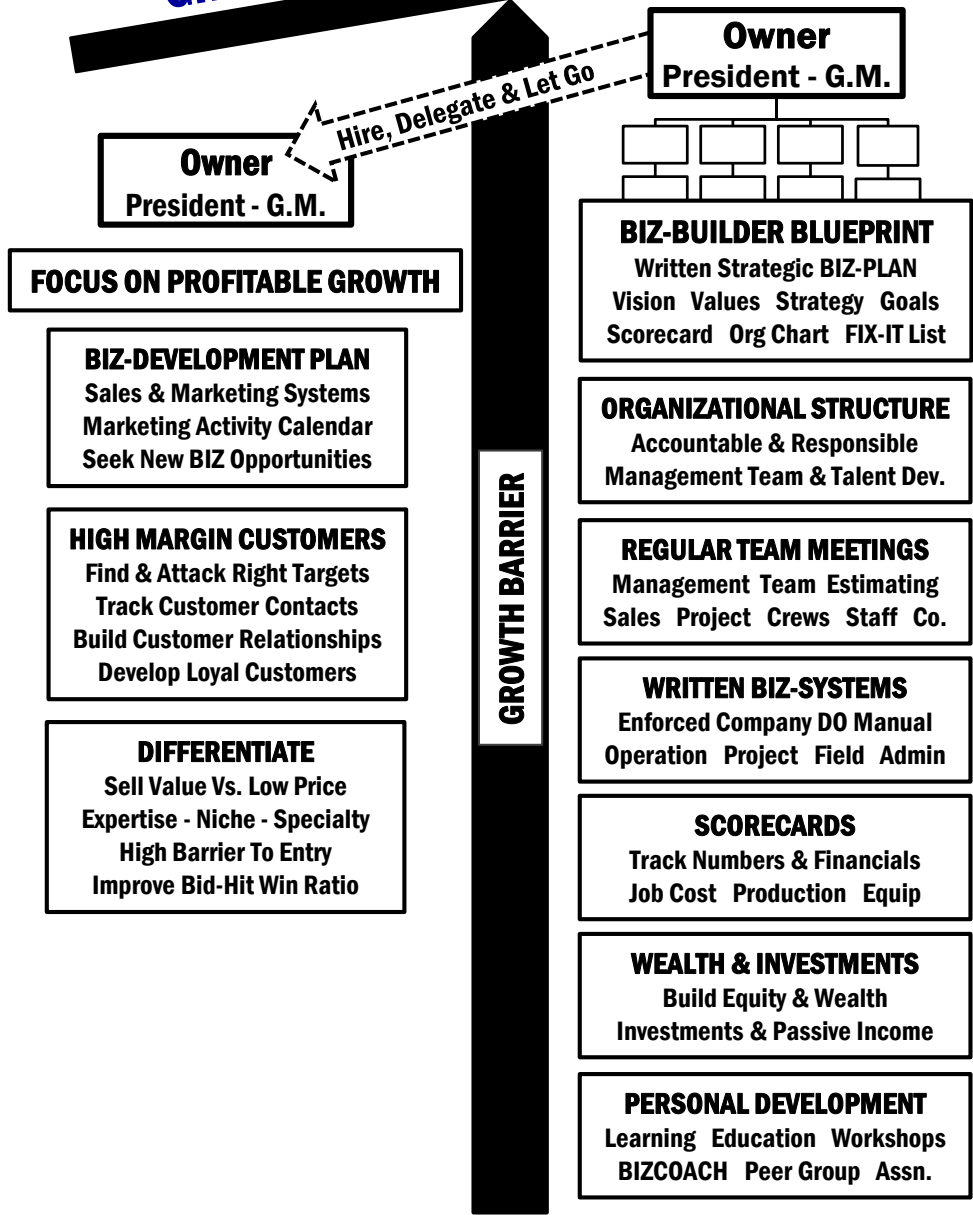


Successful BIZ-BUILDERS:

- Know What They WANT
- Have A Written PLAN
- Always Track & Make PROGRESS Towards What They Want



Barriers To Growth



BIZ-BUILDER BLUEPRINT

BIZ-BUILDER BLUEPRINT BIZ-PLAN System - Page 1

[illegible]

BIZ-BUILDER BLUEPRINT BIZ-PLAN SYSTEM - Page 2

[illegible]

**BIZ-BUILDER
BLUEPRINT
SYSTEM**

BIZ-BUILDER BLUEPRINT SYSTEM										Year	BIZ-DEV & SALES PLAN									
FINANCIAL BIZ-PLAN & SCORECARD - 5 Year											FOCUS - MARKETS-CUSTOMERS-PROJECTS									
FINANCIAL TARGETS			SAMPLE	Year	Year	Year	Year	Year		BIZ-DEV, SALES & MARKETING PLANS										
Sales Growth Rate																				
Total Annual OVERHEAD			\$ 1,000,000																	
Net Profit Goal @ ROOH %			50.0%																	
NET PROFIT GOAL			\$ 500,000																	
Total Annual OH + P Goal			\$ 1,500,000																	
Average OH + P MARK-UP			20.0%																	
Ave. OH + P GROSS MARGIN			16.7%																	
TOTAL SALES Revenue Goal			\$ 9,000,000																	
OVERHEAD MARK-UP			12.5%																	
OVERHEAD MARGIN			11.1%																	
NET PROFIT MARGIN			5.6%							WHEN										
EQUITY			\$ 1,250,000							REGULAR MEETINGS SCHEDULE										
Return On Equity %			40.0%							MANAGEMENT TEAM Strategy Meeting - Monthly										
Average JOB SIZE			\$ 300,000							PROJECT REVIEW Meeting - Monthly - VP / PM / S										
# JOBS / Year			30							BIZ-DEV Marketing & Sales Strategy Meeting - Monthly										
BID-HIT-WIN RATIO			20.0%							Estimating, Bid & Leads Follow-Up Meeting - Weekly										
BID VOLUME Required /Year			\$ 45,000,000							Construction Scorecard Review Meeting - Weekly All PM, Supt & Fore										
Total # BIDS Required /Year			150							FIELD Manpower & Equipment LOGISTICS - Daily Or Weekly										
MULTI - DIVISION - Sample Year										Project Start-Up Turn-Over Hand-Off Meeting - Est To Project Team										
										Project Subcontractor Meeting - Start-Up & Weekly Onsite										
										Project Customer Meeting - Sstart-Up & Weekly										
										CREW Field Crew Strategy & Safety Meeting - Mon AM - Weekly										
										CREW HUDDLE-UP - Daily										
TOTAL Projected EARNED			100%	\$ 9,000,000	20.0%	16.7%	\$ 1,501,491			Staff Meeting										
TOTAL REQUIRED TO HIT GOALS				\$ 9,000,000	20.0%	16.7%	\$ 1,500,000			All Field Meeting - Quarterly										
										All Company Meeting - Quarterly / Semi-Annual / Annual										

ACCURATE
ESTIMATES

NO PROFIT MARGIN FADE

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CAPACITY

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BIZ-BUILDER BLUEPRINT Business Plan

Acme Framing Contractors

SAMPLE #2

Date

BIZ-PURPOSE - Why In BIZ?

Produce Steady Profits & Build A Valuable
Management Team Run Organized Company
Allowing For Income Producing Investments

5 Year BIZ-VISION - What We Want To Be

Become Leading Framing Contractor In County.
Make 10% Net Profit & Grow @ 20% / Year
Management Team Accountable For Results
Loyal Ongoing High Margin Customers & No Bids
Great Place To Work With Responsible Team
Owner's Role - Leader & Sales Vs Jobs / Estimates
Invest In 1 Income Producing Project / Year

BIZ-MISSION STATEMENT

Our Mission Is To Build Long Term Customer
Relationships & Provide Superior Workmanship
With Well-Trained Managers & Crews
In A Productive Manner

BIZ-MOTTO

Our Promise Is To Meet Your Goals
With Safety, Quality & Reliability!

CORE VALUES & PRINCIPLES

Motivated Team Player With Positive Attitude
Accountable To Achieve Expected Results
Take Ownership, Find Solutions & Solve Problems
Committed To Improvement, Change & Adapting
Act With Integrity, Honesty & Respect

TOP BIZ-PRIORITIES

Implement Job Cost Tracking System
Accurate Estimating
Develop Training Program
Implement Customer Loyalty Program
Develop 3 New Crews & Foremen

ORG CHART - Talent & Position Plans

Develop Hiring System For Crews & Foremen
Develop Job Descriptions For Each Position
Hire Project Administrator / Office Manager
Establish Level Of Authority For PM & Foremen
Hire & Train Full Charge Project Manager

SHORT TERM Improvement Plans

Establish Sales & Profit Tracking Scorecard
Develop Crew Manpower Tracking Schedule
Develop Crew Meeting Agendas
Hire Strong Supt To Manage Field Operations
Develop Crew Production Job Cost Weekly Scorecards
Develop Job Start-Up & Close-Out Checklist
Develop Job Material, Tool & Equipment Checklist
Verify MH Labor Rates & Update Change Order Rates
Implement Online Timecard System Into Accounting
Standardize Weekly Tasks For PMs & Foremen

INVESTMENT - Targets & Goals

Purchase Rental Property Investment This Year
Develop 1 Investment Project Every 2 Years

BIZ-TARGETS - 1 Year Action Plans

Implement Digital Timecard System
Upgrade Accounting Software
Upgrade Estimating & PM Software
Develop Crew Review & Performance Scorecards
Obtain Bank Line Of Credit
Develop Crew Training Program
Standardize Project Management System
Implement Customer Relationship System
Find 5 New Loyal Customers Who Don't Shop Price
Hire Office Manager & Full Charge Bookkeeper
Move Into New Office
Stop Call-Backs, Re-Work & Punch-Lists

FIX-IT LIST - Improvement Areas

Establish Crew Standards - Quality & Rules
Accounting System - Eliminate Manual Entries
Estimating System - Need Cost History
Poor Supervision Of Field Crews
Timecard System - Need Online System
Standardize Job Start-Up & Close-Up Checklist
Standardize Job Material & Tools Checklist
Need 2 New Crew Foreman & 1 PM
Hold Regular Crew Team Meetings
Need Accountable Job Descriptions & Goals

PERSONAL - Targets & Goals

Take 3 Weeks Off / Year
Join A Peer Mentor Mastermind Group
Hire A Business Coach

ACCURATE ESTIMATES
NO PROFIT MARGIN FADE
BUILD CAPACITY
SCALE-UP
IMPLEMENT BIZ-BUILDER BLUEPRINT
GET YOUR BIZ TO WORK
GROW & PROFIT
KNOW YOUR NUMBERS
BUILD A BEST IN CLASS BIZ

Which Step Is Your BIZ On?

BIZ-BUILDER GROWTH CHART

Steps To Get Your Business To Move To the Next Level!



Step 7 - Your BIZ WORKS!
Owner Is CEO, Visionary Leader & Innovator
Company Works Like A Well-Oiled Machine
Leader In Results & Performance

Step 6 - WEALTHY CONSTRUCTION BUSINESS
BIZ Is Valuable Asset & Works Well Without Owner
Delivers Results - Growth, Profit, Revenue & Production
Management Team Runs BIZ, Scalable Systems, Talent, Operations, Estimating, Sales, Finance & Investments

Step 5 - BEST IN CLASS CONSTRUCTION BUSINESS
Implementing BIZ-Builder Blueprint, Vision, Values, Talent Devel.
Achieving High Results - Projects, Profits, Growth & Customers
Building Team, Enforcing Written Systems, Strategy, Org Chart
Owner Is Leader & Coach, Strong Management Team Runs BIZ
Accurate Estimates, High Margin Work, Latest Software, Wealth

Step 4 - BIZ-BUILDER - Growing Sales, Profits, People & Systems
Focused On Building A Profitable Growing BIZ That Works
Drafting BIZ-Builder Blueprint BIZ-Plan System, Vision & Values
Growing, Seeking High Margin Customers, Timely Financials
Investing In Top Talent, Org Chart, Delegating & Profit Systems

GROWTH BARRIER

Step 3 - STUCK - Busy Busy Small BUSINESS OWNER
Owner Is BIZ - Co. Won't Work Without Owner Doing Work
Weak Employees, Chaos, Out Of Control & No Systems No Vision, Plan Or Goals; Low Profits, No Growth Or Talent Poor Money Mgmt., Jobs Late & Over Budget, No Selling

Step 2 - SELF-EMPLOYED BIZ OWNER
Owner Is 100% In Charge Of Everything
Owner Is Worker, Boss & PM
BIZ Delivers Low \$\$\$, No Growth & No Life

Step 1 - EMPLOYEE
Trade Worker Supt
Fore PM Estimator

STUCK ZONE
FEAR OF:
- PAIN - Change, Lose \$\$\$, New Ways
- Making Bad Decisions Or Mistakes
- Hiring, Delegating, Letting Go
- Holding People Accountable
- Trying New Things - Customers, Jobs
- Selling - Easy To Bid Low Price Work

What Do You Need To IMPROVE Or FIX To Get Your Business To Move To The Next Level?

- _____
- _____
- _____
- _____



Steps Required To Achieve Your 5-Year VISION & Goals

1. Determine Strategies, Initiatives, Improvements & Changes Required To:



- 1. Implement Your BIZ-Builder Blueprint System - Strategic Business Plan**
 - a. Draft & Implement Your Vision, Core Values & Mission Statement
- 2. Set & Achieve Your 5-Year Financial Plan, Targets & Goals**
 - a. Achieve Higher Net Profit Margins
 - b. Financial Management
- 3. Build Talent & Create Capacity To Grow**
 - a. Develop A Company Org Chart, Job Descriptions & Clear Lines Of Command
 - b. Find, Attract, Hire, Train, Mentor, Coach & Retain Top Talent
 - c. Provide Effective Leadership & Pro-Active Management
 - d. Delegate & Hold People Accountable
 - e. Put The Right People With The Right Talent In The Right Roles
- 4. Implement & Enforce Systems & Processes**
 - Install Integrated Technology & Software
- 5. Achieve Construction Performance & Results**
 - a. Construction Operations & Management
 - b. Accurate Estimating
 - c. Project Management, Schedule & Budget
 - d. Field Operations, Supervision, Production, Quality & Safety
 - e. Subcontractors & Suppliers
 - Equipment Management
- 6. Grow & Increase Profitable Revenue, Higher Margin Contracts & Customers**
 - a. Focus On Profitable Opportunities, Your Expertise & Specialties
 - b. Marketing, Sales & Customer Relationships
 - c. Find New Opportunities & Seek Higher Profit Job Types With Low Competition
 - d. Win & Negotiate More Work With Loyal Customers
- 7. Develop & Grow Investments, Equity, Passive Income & Wealth**



2. Build Structure, Team & Talent Required To Achieve Your 5-Year Vision & Goals

- Determine How Your Company Must Be Structured To Achieve Your Vision Targets & Goals

1. Identify Critical Changes, Improvements, Upgrades, Disruptions & Innovations Needed
2. Design & Implement A Clear Organizational Chart & Specific Lines Of Command
3. Review Talent - Assign, Move, Change Or Hire The Right People For The Right Positions
4. Develop, Monitor & Enforce Job Descriptions - Roles, Accountabilities & Responsibilities

3. Implement Systems & Processes Required To Achieve Your 5-Year Vision & Goals

- Identify & Develop Systems, Standards & Processes Required To Be Organized & Working

1. Identify Areas For Improvement & What Needs To Be Fixed Or Improved
2. Prioritize Initiatives For Improvement
3. Assign Team Captains For Each Initiative With Deadlines For Implementation



4. Implement Your Strategic Action Plan To Achieve Your 5-Year Vision

ACCURATE ESTIMATES
NO PROFIT MARGIN FADE
BUILD CAPACITY
SCALE-UP
IMPLEMENT BIZ-BUILDER BLUEPRINT
GET YOUR BIZ TO WORK
GROW & PROFIT
KNOW YOUR NUMBERS
BUILD A BEST IN CLASS BIZ

'Best In Class' Construction Company Strategy - 1



1. Maintain Updated Written BIZ-BUILDER BLUEPRINT Strategic Business Plan

- 5 Year Vision, Mission, Core Values, Culture, Targets & Goals
- Implement Winning 'Must-Do' BIZ-STRATEGY & Game Plan
- Communicate Vision & Results Regularly To Team

2. Achieve 'Best In Class' RESULTS In Top 10% Of All Competitors

- Gross & Net PROFIT Margin, Return On Overhead & Return On Equity
- Continuous 15% Annual GROWTH With High Margin Contracts
- Achieve Completed Project Job Cost, Production & Profit Goals Without Margin Fade



3. Effective Visionary LEADERSHIP & MANAGEMENT

- Leaders Provide Ongoing Visionary Leadership, Encouragement, Motivation & Inspiration.
- Managers Provide Ongoing Coaching, Mentoring, Praise & Recognition For All Employees.
- Managers Meet With Their Direct Reports Weekly To Review Results, Progress, Activities & Deadlines.
- We Maintain Professional Administration, HR, Effective Meetings & Leading Technology.
- We Empower, Delegate & Hold People Accountable To Perform, Make Decisions & Produce.
- We Treat Our People With Respect, Honesty & Integrity.
- Our BIZ Operates Without The Owner's Hands-On Management, Decisions Or Doing Work.

4. CONSTRUCTION OPERATIONS Produces Expected Excellent Results



- **PROJECT MANAGEMENT**
 - We Finish Projects On-Budget With No Margin Fade Utilizing Updated Job Cost Tracking.
 - Our Projects Are Professionally Managed, Well-Supervised, On-Schedule & High Quality.
 - We Update Project Job Cost Tracking With Accurate Estimated Cost To Complete Monthly.
 - We Hold Pre-Project Turn-Over Meetings, Weekly Job & Customer Meetings.
 - Project Managers Perform Weekly Job Walks On All Projects With Supervisor & Foreman.
- **Field SUPERVISION & PRODUCTION**
 - We Have Professional Full-Time Supervisors & Crew Foremen On All Projects.
 - We Complete Projects On-Budget With No Profit Fade, Quality Workmanship & Safe.
 - We Update Job Cost Labor Scorecards & Review With Supervisors & Foremen Weekly.
 - Supervisors & Foremen Produce Weekly 3 Week Look-Ahead Schedule & Punch-lists.
 - We Maintain A Pro-Active Safety Program & Low EMR.



'Best In Class' Construction Company Strategy - 2



5. Produce ACCURATE ESTIMATES

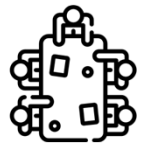
- We Maintain A Detailed Cost History Library Based On Completed Projects & Results.
- We Produce Accurate Estimates, Bids & Production Rates Within 2% & No Missed Items.
- We Update Our Estimating Template After Completed Projects With Missed Items & Results.

6. Maintain Profitable EQUIPMENT & TOOLS

- We Have Well-Managed, Fully Utilized & Well-Maintained Equipment With A Minimum 15% Return.
- We Provide Excellent Cutting-Edge Professional Tools In Good Shape For Our Crews.

7. Regular MEETING Schedule

- Our Meetings Focus On Achieving Results, Logistics, Coordination & Team Building.
- We Hold Estimating Meetings Weekly & All Company Meetings Quarterly.
- Regular Team Meetings For Project Managers, Supervisors, Foremen, Estimating, Sales & Marketing.



8. Professional FINANCIAL MANAGEMENT

- President Knows, Monitors & Reviews The Numbers Weekly.
- Professional Accounting Team, Systems, Software, Reports & Financial Controls Delivered On-Time.
- We Maximize & Grow Profitability, Equity, Working Capital & Cash-Flow.
- We Maintain Adequate Cash, Reserves, Cashflow, Working Capital, Bonding & Credit.
- We Generate High Net Profit Margins From Our Projects, Services & Equipment.
- We Reduce Debt & Limit Borrowing To Only When It Increases Profitability.
- We Continuously Build & Grow Our BIZ Value & Investment Portfolio.



9. Maintain SYSTEMS & STRATEGY

- Our BIZ Is Organized, Systemized & Runs With Like An Efficient Machine!
- We Continually Develop, Update, Maintain, Train & Enforce Written Company Systems & Processes.
- Construction Management Systems Produce Contract Conformance & Consistent Results.

10. Strong Take-Charge MANAGEMENT TEAM

- Company Is 100% Run By Strong Management Team Accountable & Responsible To Achieve Results.

11. TECHNOLOGY & INNOVATION

- We Maintain Leading-Edge Fully Integrated & Utilized Software For Accounting, Estimating, Project Management, Job Cost, Contract Documentation & Timecards.



'Best In Class' Construction Company Strategy- 3



12. ORG CHART STRUCTURE With Capacity To Grow

- We Maintain & Enforce An Updated Organizational Chart With Clear Chain Of Commands.
- We Maintain & Enforce Detailed Job Descriptions With Clear Accountabilities, Responsibilities, Expected Results, Activities, Tasks, Deadlines & Levels Of Authority.

13. TALENT DEVELOPMENT PROGRAM



- Our BIZ Is Focused On Building Strong Talent & Employees.
- Talent Development Program Puts Right People In Right Positions For Our Current & Future Workload.
- We Pro-Actively Recruit, Hire, Develop, Promote, Motivate, Train & Retain Top Talent.
- We Build & Maintain A Great Place To Work That Attracts & Retains The Best Talent Available.
- We Empower, Delegate & Hold People Accountable To Perform, Make Decisions & Produce Results.
- We Build Capacity & Have A Pro-Active Plan To Promote & Develop Emerging Leaders.
- Our Program Builds Winning Teams With Positive Attitudes Willing To Change & Improve.
- Regular Coaching & Mentoring Is Encouraged & Monitored.
- We Have An Ongoing Training, Promotion & Advancement Program.
- We Perform Regular Reviews for All Employees.
- We Maintain A Pro-Active Rewards & Incentive Program Based On Achieving Measurable Results.

14. BIZ-DEVELOPMENT, Sales & Marketing Program

- Our Written BIZ-DEV Plan Delivers Steady, High Margin Revenues, Contracts & Profits.
- Pro-Active Program Achieves High Bid-Hit-Win Ratio Above 25%.
- BIZ-DEV Plan Develops & Maintains New, Repeat, Loyal & Negotiated Customers.
- We Maintain A Reputation As The Best Provider In Our Market, Niche Or Specialty.



15. WEALTH & INVESTMENTS - We Have An Ongoing Growing Investment & Development Portfolio.

16. PRESIDENT'S ROLE

- Provide & Communicate An Inspiring Clear Vision & Strategy For Results, Profits & Growth.
- Provide Effective Visionary Innovative Leadership To Influence & Motivate Others To Want To Follow.
- Hold People Accountable To Achieve Winning Results, Improve, Change & Move To A Higher Level.
- Build A Winning Team By Delegating, Trusting Others, Letting Go Of Control & Empowering Others.
- Implement, Develop, Improve, Maintain & Enforce Systems, Strategy & Structure.
- Sell & Generate High Margin Customers, Contracts & Revenue.
- Develop, Mentor, Coach & Maintain Top Talent.

