



Turn Your Firm Upside Down

It has been said that no one can serve two masters. Too many companies have a traditional top-down hierarchy where the front-line employees are too often focused on serving the Boss as their master.

Successful service oriented companies, however, turn their organization chart upside down to keep everyone focused on the only master who counts; the client who is paying the bills. As a CEO of a top construction company put it, *"Our energy in this business comes from the bottom up. Not the top down. People out dealing with clients and those out in the field tell us (management) what is needed from the perspective of the client, not the other way around."*

Embedded in this upside-down view of the organization is a deep understanding that high-quality service is produced by the company

and delivered by the front-line. Everyone beneath the front line needs to understand, and even more important, act to serve and support the people in contact with the client. Top service oriented businesses recognize that the entire purpose of the organization -if not its only purpose--is to support the efforts of the front-line people to do their jobs the best they can.

If your front-line people don't feel served and supported by the organization they work for, they can't serve the client consistently well.

An electrician working for a local electrical contractor with years of top ratings for service quality commented that his boss is *"a little weird"* because *"he asks me three or four times a day if there is anything he can do to help me and make my job easier. He acts like he works for me."* **Exactly.**

Member News

Hypower, powered up the first ever Formula E event on American soil.

Designed and installed by Thomas White and his team from Hypower's Electrical Service Division, this race was unique and groundbreaking.

The event took place near the American Airlines Arena in Miami, FL, on Saturday, March 14th 2015.

Formula E also aims to represent a vision for the future of the motor industry, serving as a framework for R&D around the electric vehicle. Hypower designed and built all the 50Hz equipment and power racks and coordinated all electrical aspects of this project.

Tutor Perini Building Corporation was awarded the construction contract from Florida National University (FNU) for its Dr. Jose Regueiro Classroom Building on FNU's Hialeah Campus in Hialeah, FL.

The building will be approximately 125,741 sq. ft., six stories tall and will hold 45 classrooms, a computer lab, nursing lab, patient simulation labs, a chemistry lab and a physics/math lab. In addition, the new building will have a cafeteria/student union and an auditorium with a 274-seat seating capacity. Completion is scheduled for the summer of 2016.

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Florida



Formula E Race Miami



Dr. Jose Regueiro
Classroom Building

4th Annual Tom Tucker Memorial Fishing Tournament

Old Bahama Bay Resort, Grand Bahama

June 12 - 14, 2015



INSIDE:

Bowling Challenge & Meet the GCs

Providing a Reliable, Dependable Work Force

Each month Construction FOCUS features a CASF member company, selected by drawing a business card from among those attending the monthly networking breakfast. The next breakfast, sponsored by the Weitz Company, will be held on Thursday, May 21, 7:30 a.m. at the Courtyard by Marriott-Cypress Creek in Ft. Lauderdale.

Labor Finders is the oldest and largest privately owned temporary labor staffing service in the United States with over 200 offices in 35 states and estimated revenues in excess of \$200M. Doug and Joann Doxey began their first franchise in Gainesville Florida and now own and manage offices in South Florida, Virginia and Maryland.

Labor Finders mission is to deliver a flexible workforce to its clients while providing opportunities to temporary employees. As Labor Finders focuses on matching workers to clients' needs, they have a positive impact on local communities

by supplying a reliable, dependable work force. All applicants are screened and are e-verified. Safety training for all employees is also a part of the Labor Finders program.

Labor Finders pays workers' wages, payroll related taxes and insurance, includ-

extensive background in sales. Manny not only brings sales experience, but is focusing on customer service and safety by personally visiting all new customers and jobsites.

Labor Finders has been a member of the CASF since 1993 and is an active participant and sponsor of many events and activities.

Networking is the one of the most valuable activities to Labor Finders and Manny intends to take advantage of

future business opportunities provided to build relationships with construction companies that need temporary



ing workers compensation, general liability and non-owned auto. Labor Finders will also complete all certified payroll reports.

Manny Diaz is the latest addition to the Miami Labor Finders Group and has an

staffing.

The biggest hurdle facing not only Labor Finders, but the construction industry in general today, is the implementation of the ACA Act (Obama Care). Employers with more than 50 full-time employees are required to sponsor affordable minimum essential coverage for all full-time employees (those working an average of 30 hours per week or more). A majority of Labor Finders' temporaries qualify for such coverage and are being offered coverage in its health coverage program.

On the positive side, with the economy improving and construction returning to levels of past years, Labor Finders is looking forward to increasing the supply of quality temporaries to the construction industry.

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Construction Focus is the official publication of the Construction Association of South Florida. Article suggestions and submissions for publication consideration should be forwarded to the Executive Vice President.

Improving Construction Industry Indications

U.S. cement consumption will continue its growth trend in 2015 according to the Portland Cement Assn. (PCA).

During the 2015 PCA Spring Meeting, PCA Chief Economist and Group Vice-President Edward J. Sullivan projected that total cement consumption would increase by 7.5 percent from last year, and continue to grow in 2016 by 7.9 percent.

"The forecast indicates that the healing in the U.S. economy has taken place," said Mr. Sullivan. *"Industry projections continue to be in line with generally improving economic construction fundamentals."*

Sustained strength in job creation, coupled with a gradual shift in the mix of jobs toward higher skills and more significant wage pressures suggest added

strength to consumer spending. Consumer balance sheets have endured a healing period, and with improvement in the labor markets will be more able to spend than they have been in quite some time.

Sullivan forecasts that cement and clinker imports would increase to 36.6 percent in 2017, up 24 percentage points from the previous year. The rapid growth is projected to continue at an even higher rate in 2018.

Last year, Florida added 41,900 new construction jobs, leading the nation in construction job creation.¹ This recovery comes after the recession drove Florida into a skilled worker shortage.²

Construction in Florida is booming - the January budget proposal includes \$9.9 billion in funding for the

Florida Department of Transportation to allocate on much-needed infrastructure projects:

- ◆ \$3.8 billion for highway construction projects
- ◆ \$350 million for aviation improvements
- ◆ \$109.6 million for seaport infrastructure enhancements
- ◆ \$242.6 million for scheduled repair or replacement of over 100 bridges
- ◆ \$38.3 million for bike and pedestrian trails.³

¹"Construction Employment up in 39 States;" *Construction Equipment*, October 21, 2014.

²"Florida's Surging Construction Industry Faces Worker Shortage;" *Tampa Bay Times*, February 20, 2015; accessed March 19, 2015.

³Florida Department of Transportation. "Rick Scott Proposes \$9.9 Billion Transportation Budget"; *Mass Transit*; January 28, 2015.

Meet the General Contractors in Miami

Doubletree Miami - Thursday, April 9



CONSTRUCTION
FOCUS

CONSTRUCTION ASSOCIATION OF SOUTH FLORIDA

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ROUTE TO:

Sixth Annual Bowling Challenge

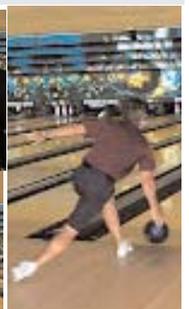
Strikes, Boca Raton Thursday, March 26



**1st Place- ProTech
Caulking & Wtrprfng -976**



**Highest Score-
Kristina Nealon -
Cemex -222**



**2nd Place- Lotspeich
Co. of Fla. -907**



**Best Bowling Shirts-
T&G Constructors**



**3rd Place- FMA
Construction -901**

