



LEAP HR: Construction
Resiliency for High Performance

32
years of
**Construction
Excellence**

Overall employee
tenure of almost
10 years

2016-2017 new hires: **26**
overall retention rate: **88%**

**REVENUE
GROWTH**
(Fiscal Year Ending)
2015 - **10.9%**
2016 - **30.1%**
2017 - **10.0%**

Bonding Capacity

\$100M single **\$200M** aggregate



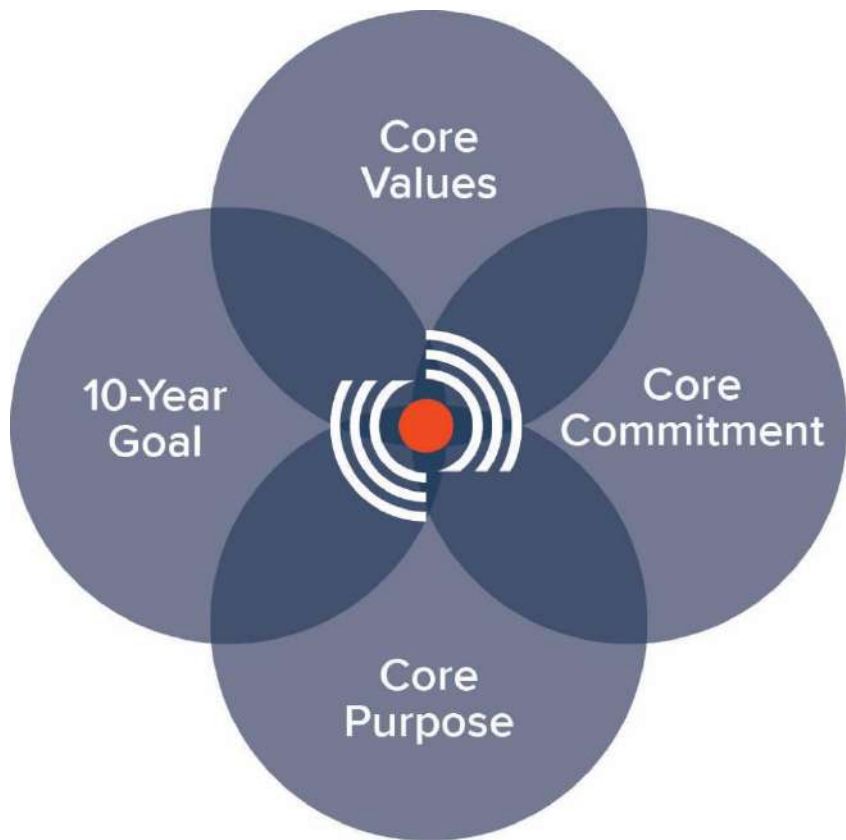
181 total employees

- 78** Foreman / Carpenters / Laborers
- 25** Project Managers & Asst. Project Managers
- 23** Administrative & Support
- 19** Project Superintendents
- 12** Estimating & Precon
- 7** Accounting
- 7** Safety & Quality Control
- 6** VDC & IT
- 4** Marketing & Business Development

.754
EMR as of
October 1, 2017

REGION OF OPERATION





Core Commitment

We are committed to exceeding our clients' expectations through employee well-being.

Core Values

BALANCE - Fulfilling Relationships

INTEGRITY - Do the Right Thing

LEADERSHIP - Learning, Leading, Getting Results

LOYALTY - Bleed Blue

Core Purpose

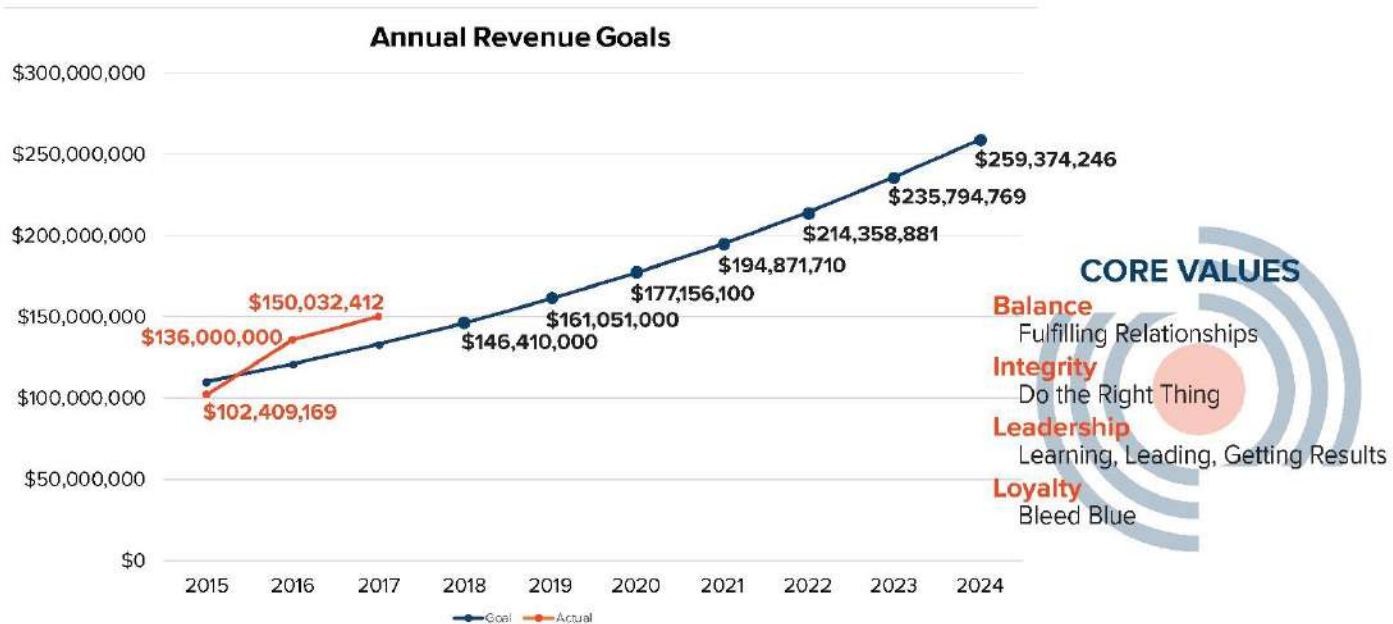
Built to Achieve

10-Year Goal

Benchmark is nationally recognized and is listed in ENR's Top 400 at \$259,375,000.



Revenue Goals for 10 Year Plan





Strategic Focus Areas



Market Growth



Continuous Improvement



Fostering Talent



Business Intelligence



Football
Pic



Christian Recknagel
Vice President of Leadership and Culture





- **Solid 30 year history of financial performance**
- **Strong Senior Leadership**
 - Pres = 30 yr vet, started as carpenter
 - 4 young Executives with high potential and desire to lead
- **Track record of quality execution of premier projects**
- **Reputation built on no litigation, 98% repeat business, client satisfaction, quality and safety**
- **142 employees, 11 yr avg tenure**
- **2 years of elevating executive team performance and establishing Company Vision**
- **Positive outlook for construction industry 3-5 years**

1. **Mindset – New Results come from New Thinking**
2. **Radical Candor – Plus / Delta**
3. **Formalize People Function – Prioritize institutionalizing Culture and Growing Leadership**
4. **Purposeful, Holistic hiring – High internal involvement, Core values included, Elements of Potential**
5. **Organizational Structure – Functions to Markets**
6. **Facilitative Project Delivery – “LEANish”**
7. **Strengthening Trade Partner Relationships**
8. **Office Renovation – Focus, Regenerate / Inspire, Activate**

- **VP Healthcare resigns (1 of 4), becomes key contact at biggest client**
 - 54Mil overbuild, 50% into site and foundations, budget at \$62.5.
 - Owner stopped all construction.
 - Through collaborative, solution seeking, 6 week approach, Re-established contract at \$52.5 mil, put back in \$1.5 value add.
- **Key Resignations – 25 yr VP of Special Projects, 17 yr Sr. PM,**

From	To
Performance Management	Leading Performance
Assessing past failure	Fueling Future Performance
Sink or swim	Supporting success
I “like” the candidate	The Candidate fits
Blame	Radical Candor
Judgement	Accountability
Manage EVERYTHING	Manage Things, Lead People
Leader	Leadership

- **50% growth in revenue 2015-2017**
- **30% growth in number of staff 2015-2017**
- **90% retention Rate – fourth quarter**
- **100% acceptance rate for job offers to interns in 2016**
- **81st percentile Gallup Q12 – 47% engaged employees**



Matrix-Style Instant

Learning



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Dictionary



re·sil·ience

/rəˈzilyəns/ 

noun

1. the capacity to recover quickly from difficulties; toughness.
"the often remarkable resilience of so many British institutions"
2. the ability of a substance or object to spring back into shape; elasticity.
"nylon is excellent in wearability and resilience"



Translations, word origin, and more definitions

[Feedback](#)

