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MBCEA Newsletter

Vol 1

February 2013



Dear Sasha,

Happy 2013! This is the first newsletter from the new team at the MBCEA. We hope you will come to rely on it to help you manage and grow your business.

I hope to see you in Las Vegas at the 44th Annual Conference of the MBCEA. We have a great program lined up. I am particularly looking forward to the famous Contractor & Erector Round Table on Saturday. This is a powerful forum to hear from industry leaders, share ideas, address challenges and learn from each other's success. If you are in a market without a Chapter, stick around on Sunday to discuss Chapter Development.

I take our mission seriously - "to support the professional advancement of Metal Building Contractors, Erectors and our Industry" - and will do all I can to make membership in the MBCEA meaningful.

My commitment to you is to aggressively assist in the formation of new Chapters and to put all the power behind my position to ensure the Chapters have the tools AND funds they need to address the local needs of contractors, erectors and industry. I view my job as a facilitator - I will help organize and promote at the grass roots level. I will beat the bushes and help get chapters up and running. If we know something is working in one place, I will make sure we share it with the other chapters. I know there are tons of good ideas out there - ideas for recruiting and training, ideas for working smarter, working safer - I view it as my job to seek out these ideas and share what's working with the rest of membership.

I look forward to hearing from you with ideas and suggestions and hope to meet you at either a Chapter meeting or the Conference.

Sincerely,

Gary Smith
President, MBCEA

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44th Annual MBCEA Conference in Las Vegas

Reasons to Attend:



Face-to-Face is still best! Expand your network. Build potential partnerships and relationships. Receive solutions to difficult or challenging situations. Learn current strategies that are working. Meet industry leaders.

The conference has several dynamic speakers and the famous Contractor/Erector

Hall of Fame

The Metal Building Contractors & Erectors Association and the Metal Buildings Institute would like to congratulate **Mr. Bob Ketenbrink of Spacemark, Inc. in Decatur, Illinois** for his induction into Metal Construction News' Hall of Fame!



We are so proud of you, Mr. Ketenbrink! Thank you for all of your time and knowledge you have shared with MBCEA, MBI and the entire industry over the years.

To read the complete article in Metal Construction News click on Bob's picture.

Calling all future Hall of Fame candidates:

- Nominate a colleague or yourself into the [Pioneers Club](#)
- Submit your application for MBCEA [Building of the Year Awards](#)

Dealing with Conflict in a Family Business

NO FAMILY EXISTS WITHOUT CONFLICT. It's just a matter of degree.



If families are prone to conflict, a family business - with its many pressures and the demand for constant decision-making - is a perfect environment to trigger dispute. Conflicts can become so severe that seven out of 10 family companies are unable to make it from the founding generation to the second generation. By the third generation, nine out of 10 have failed. But it doesn't have to be that way...

Most disputes can be avoided by planning and consensus building in advance. In the same way that a Board of Trustees is responsible for the best interest of the business, a Family Council should be organized to look after the best interest of "the Family."

[Read the complete article](#)

RoundTable. This is a must attend event.

This year's conference includes tickets to see the Jersey Boys!

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Welcome New Members

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Groomed for Succession

Companies employ lots of people but few leaders.

Succession planning is a task too few businesses do well - if at all - even though experts say it's crucial to a business' long-term health. The research is overwhelming that companies that have a plan for the future do better.

Companies should integrate succession planning with their strategic business plans and view it as a long-term, continuous process. Business owners should define and develop key positions where the company's next leader could come from, establish professional development plans for people in those positions and always use a competitive hiring process when those positions are vacated so they're filled with the best available talent.

Don't forget to link compensation to goals so the people who are clearly contributing to the company's success are compensated. Your plan should include clearly defined leadership criteria and measurable results.

If you're not focused on succession planning, you are not going to grow your business, and you're not going to be prepared talent-wise.

Memorable quotes from author Donald Walker's book on leadership:

"Orthodontal strategies are the most desirable and healing - turn the wire gradually. You can't jerk organizations, or the people in them, around."

"If you don't think one person can make a difference, light a cigar on an airliner."

"Remedy small annoyances... More trees are killed by bugs than by lightning."

About MBCEA

The Metal Building Contractors & Erectors Association (MBCEA) is a trade association organized in 1968 to provide programs and services to the contractor and erector segments of the metal building industry. The association proudly boasts membership from virtually every aspect of the industry. The MBCEA is a membership-driven association, promoting the professionalism of its contractor and erector members. The association relies on the input and feedback of its members to create and deliver programs of real value.

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Got something on your mind, we want to hear from you.

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 Gary Smith, President
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Quote of the Day

*"A friendship founded on business is a good deal better than a business founded on friendship."
 John D. Rockefeller*

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Questions? Need more information?

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Design and Build with Metal

www.DesignandBuildwithMetal.com

Newsletter: tinyurl.com/24qklvz

Early Bird Registration

Register for the 44th Annual MBCEA Conference on or before March 1 and save \$65 per attendee.

[Download](#) the form and register today

Offer Expires: March 1, 2013

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