

SECOND ANNUAL

WELCOME

to

Women

of the

CONSTRUCTION INDUSTRY

— (&) —

BUILDING A NETWORK TO SUPPORT



THANK YOU FOR ATTENDING EVENT PURPOSE

This event focuses on women in the industry who are progressing and finding ways to support each other through mentorship and advocacy. Women make up only 9.1% of the industry's workforce.

The demand for workers in the A.C.E industry is currently higher than it has ever been. Filling the gaps, increasing labor, and changing perceptions to make the industry an attractive career option for the entire population is critical. It's not just about gender. It's about company culture, values, and different ways of problem-solving.

EVENT COMMITTEE

- **Julie Gibson**, Corbins Electric
- **Marni Goodrich**, Yearout Mechanical
- **Margaret Karler**, Miller Bonded
- **Barb Spitz**, JB Henderson Construction



Giovanna Rossi

President & CEO, Collective Action Strategies, LLC
Producer and Host, The Well Woman Show, KUNM 89.9fm
Founder, Well Woman Life and Well Woman Drinks
Founder, Family Friendly New Mexico



THE BIGGEST LESSON YOU LEARNED THE HARD WAY?

I learned to trust myself. We spend so much time and energy second guessing and worrying, when actually if we tap into our inner wisdom, we know the answer.

WHEN YOU STARTED YOUR JOB WHAT DO YOU WISH YOU WOULD HAVE KNOWN?

Nothing - the lack or abundance of knowledge brought me to exactly the right place at the right time.

BEST ADVICE YOU'VE BEEN GIVEN?

My best advice is something I give to myself. For every challenge I face, I find out which stage of the Well Woman Life Cycle I'm in (wellwomanlife.com/quiz), then use the tools in each stage to move through it and reach my goal.

HOW DO YOU BEST MANAGE YOUR TIME?

I set goals, projects and tasks within the three life domains (personal, professional and public service) and then timeblock my calendar to make sure everything is addressed. If it's not on the calendar, it doesn't happen!

Michelle DuVal



MA, Director, The Mindful Center

THE BIGGEST LESSON YOU LEARNED THE HARD WAY?

Be kind. Everyone you meet is fighting a hard battle. It's so easy to get reactive and angry back at someone for acting negatively toward us, but mostly negative behavior comes from mental confusion, fear, and the like. So if I can keep kind and compassionate, I always feel good about myself no matter the thoughts of others!

WHEN YOU STARTED YOUR JOB WHAT DO YOU WISH YOU WOULD HAVE KNOWN?

You Can't Do Everything!

BEST ADVICE YOU'VE BEEN GIVEN?

Always rely on a happy mind alone.

HOW DO YOU BEST MANAGE YOUR TIME?

Be very intentional about setting priorities. Because I can't possibly get everything done, I create a revolving list of priorities, so that things keep moving forward and I feel positively productive.



NOTES:

Dashed lines for note-taking.

TIPS:

Dashed lines for note-taking.



Maria Guy

GiANT Worldwide

WHEN YOU STARTED YOUR JOB OR GOT INTO THE CONSTRUCTION INDUSTRY WHAT DO YOU WISH YOU WOULD HAVE KNOWN?

The key to long term influence is relationship. Relationship should always come before opportunity. I am wired to complete tasks. I would often put off or neglect building relationship because there was always something to cross of my list. Those closest to me received attention but I could have done more to get to know more people on a deeper level. My boss would encourage me, "Maria, get out into the field." I didn't do it as often as I could have. I now recognize how valuable and meaningful it is to really get to know people, I missed out for many years. Now it's something I do much more intentionally.

BEST ADVICE YOU'VE BEEN GIVEN?

Know Yourself to Lead Yourself. The development of self-awareness is one of the most important things anyone will do over a lifetime. Understanding my own personal tendencies and the experience people are having on the other side of me has been eye-opening. I didn't spend enough time reflecting on my interactions when I was younger. I dismissed tense interactions as inconsequential when there's probably something I could have done differently. I am much more intentional about my actions because they have an impact on everyone around me whether it be a family member or a client. I want it to be a good experience to interact with me.

HOW DO YOU BEST MANAGE YOUR TIME?

I've learned that the key to managing my time is managing my energy. I am the most productive and engaged between 6AM - 12 noon. I try to do my planning, strategizing and reflective thinking during this time. If I misuse this time doing trivial or administrative tasks, I squander my best energy. After I've devoted time to my most important priorities, I am then free to be more relational and engaged with those around me without distraction. I've also learned that if I don't incorporate regular recharge time I become less productive.



Tamara Kuykendall

Chief Mechanical Inspector,
Construction Industries Division

THE BIGGEST LESSON YOU LEARNED THE HARD WAY?

The biggest or hardest lesson I have learned is that I am not always right!

WHEN YOU STARTED YOUR JOB OR GOT INTO THE CONSTRUCTION INDUSTRY WHAT DO YOU WISH YOU WOULD HAVE KNOWN?

I wish I would have known how much fun my job would have been! I really enjoy my job, not so much of the political side, but inspections and learning new things about how buildings are built. The technology of HVAC and plumbing changes all the time.

BEST ADVICE YOU'VE BEEN GIVEN?

The best advice I have been given is that if I am going to be doing inspections on mechanical and plumbing systems, I better know how they work first.

HOW DO YOU BEST MANAGE YOUR TIME?

My time is sometimes difficult to manage as a chief inspector. We have several administrative duties that need to be completed throughout the month, as well as doing inspections within a timely manner. I am lucky because most of the contractors I deal with know that I have a lot going on and we work together to get the jobs done. I usually take two to three days out of the month and just focus on administrative items and plan review, but the rest of my time is spent doing inspections.

David Wiegand

President, The Sparrow Group



THE BIGGEST LESSON YOU LEARNED THE HARD WAY?

Patience. If an answer can be researched and then responded to or if I didn't have the answer right away, "BUT I know where to get the answer", then approach as such. Never answer a question out of pressure to do so because you commit to it.

WHEN YOU STARTED YOUR JOB OR GOT INTO THE CONSTRUCTION INDUSTRY WHAT DO YOU WISH YOU WOULD HAVE KNOWN?

I started out a laborer and if I knew there was more to construction than just swinging a hammer.....I may have pursued much more, sooner.

BEST ADVICE YOU'VE BEEN GIVEN?

Go into each business situation just like you would your day.....with a cool head and a warm heart.

HOW DO YOU BEST MANAGE YOUR TIME?

I best manage my time with the balance of exercise and gained knowledge. I make time for the gym and also to assess what I have learned from the project, or day. How can I refine my process? How can I pass on what I've learned? And what can I delegate out to bring more value to my employees as an owner? Everything else just falls in place but it has to stem from a personal choice.



NOTES:

TIPS:



WHAT CAN YOU DO NEXT?

MENTORSHIP CHALLENGE

During the event, you will hear about the Mentorship Challenge. Most professionals have a concept of what 'mentorship' means. Based on various definitions we have identified a guide to help women in the construction industry advance their career or knowledge of the industry through Mentoring.

"Everyone has a transferable commodity-knowledge. Sharing your unique expertise and making introductions for someone creates a lasting legacy." - **Marsha Blackburn**

MENTOR CRITERIA

- Meet your Mentee: attend the 30min. Orientation
- Commit to a THREE month mentorship interaction (longer if you choose), minimum of FIVE independent meetings with your mentee
- Help mentee in their learning by showing them different paths and by warning of potential pitfalls.
- Attend the 'Post Mentorship Challenge' meeting, share your Mentorship expertise.

VISIT THE ACE LEADERSHIP HIGH SCHOOL & MENTORSHIP BOOTH DURING THE NETWORKING HOUR TO LEARN MORE.

THANKS TO
OUR GENEROUS
SPONSORS



HENDERSON

CONSTRUCTION



CorbinsElectric



www.HeadacheFreeConstruction.com 505-881-2268

