

Core Values

Welcome





CALIBER

Introduction



OWN IT | CRUSH IT | LOVE IT



Getting People Right



www.gettingpeopleright.com

OWN IT | CRUSH IT | LOVE IT



Learning Outcomes

- What
- Why
- How
- Discover
- Implement



What are Core Values and Why?

- **Strategy**
- **Purpose**
- **Vision**
- **Values**
- **Core to who we are**



Core Values Understood



OWN IT | CRUSH IT | LOVE IT



Who uses Core values?

Companies with strong culture use core values



NETFLIX



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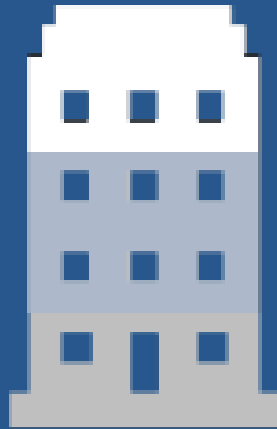




CALIBER

Construction Management | Building People

Our Values



Own It !

Crush It !

Love It !

OWN IT | CRUSH IT | LOVE IT



Video of OWN IT



**HOLY
HAPPY
HEALTHY**

OWN IT | CRUSH IT | LOVE IT



VANBELLE NURSERY



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TEAMWORK

- Values internalized
- Every Company has a Culture



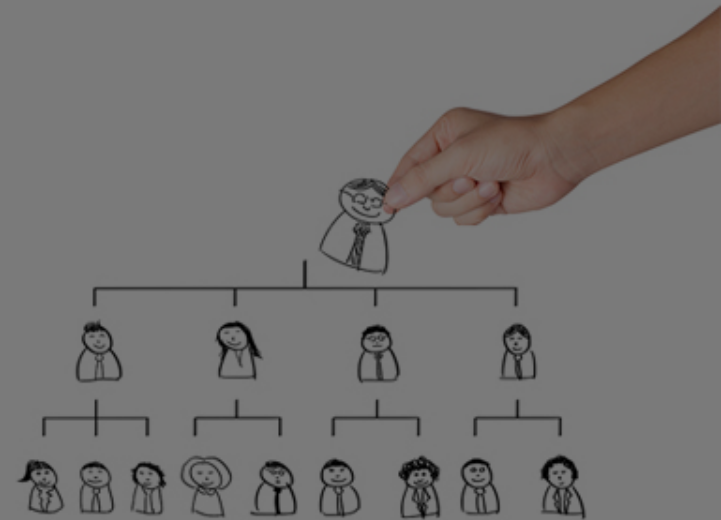
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Discovering Core Values



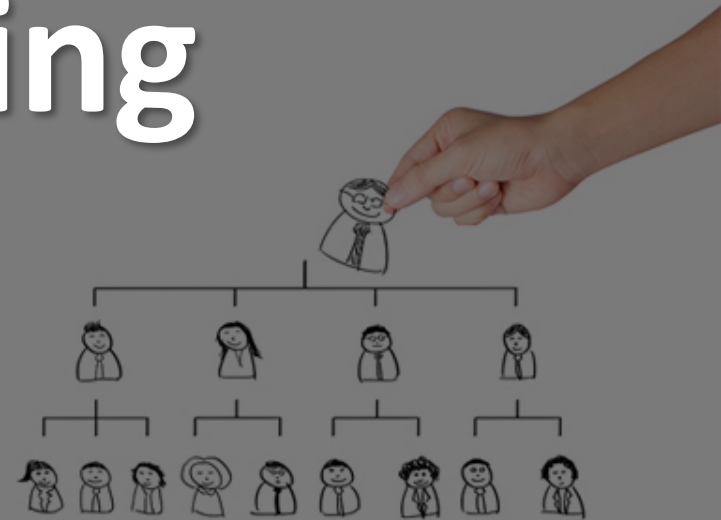
Core values are discovered, not made



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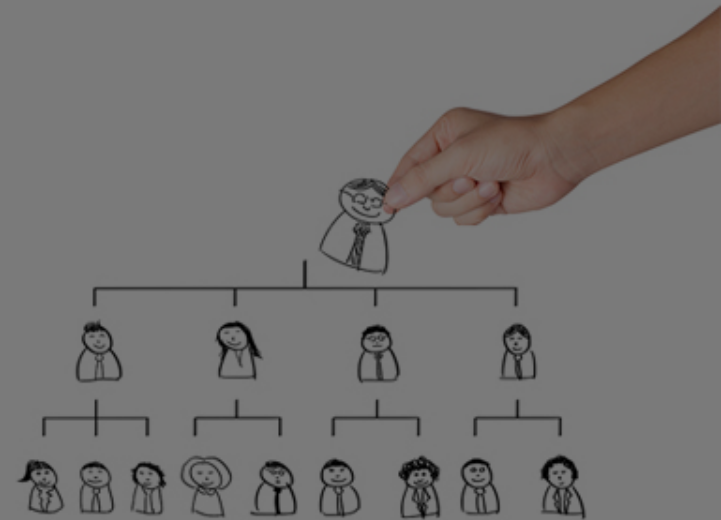
Core values are real, not aspirational or all-encompassing



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Who gets to choose your Core Values ?



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If you want to go fast, go alone.
If you want to go far,

GO TOGETHER.

African Proverb

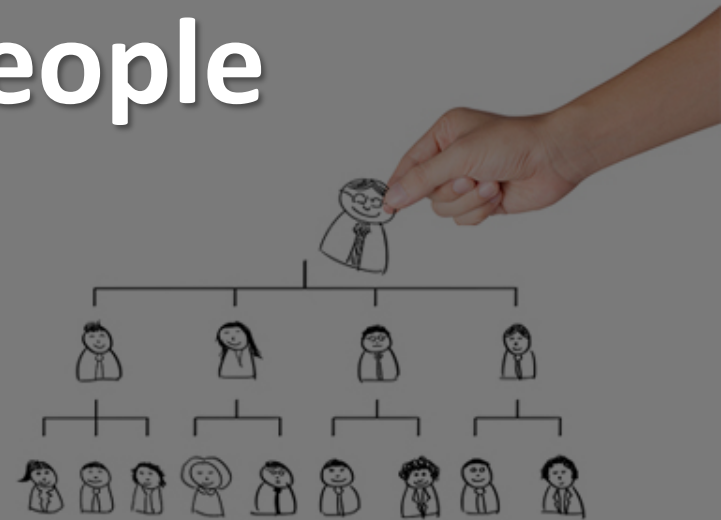


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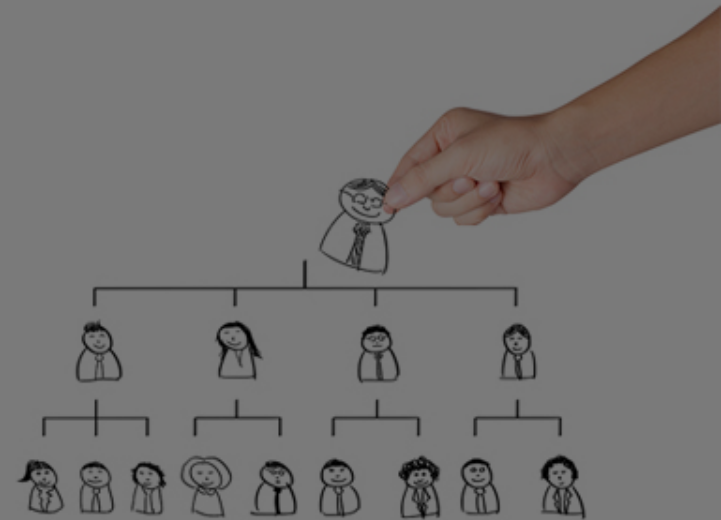


Discovering YOUR Core Values

- Core meeting 3-9 people
- First pass in pencil



Reflect on what makes you angry

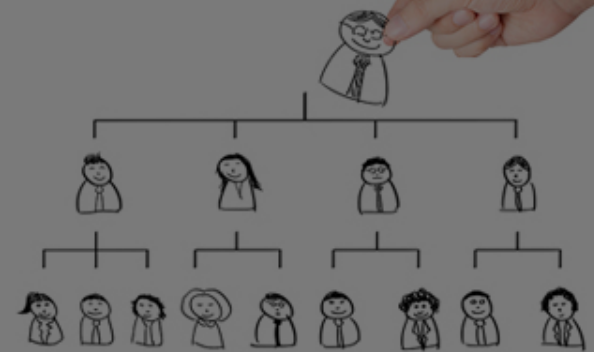


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Video of LOVE IT

You hope your
organization will still
stand for these values
for decades

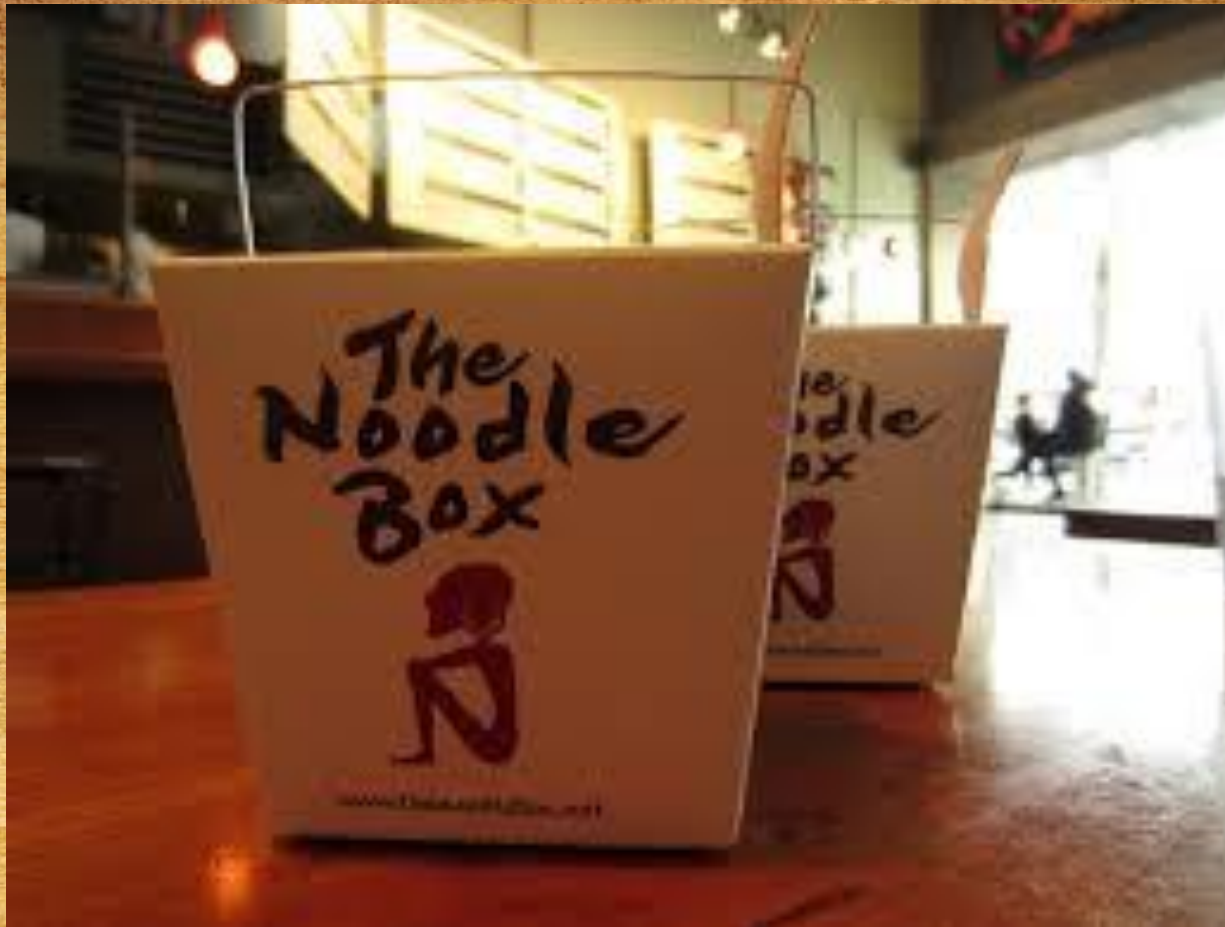


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They should be easy
enough that your
newest, youngest hire
can easily remember
them





Win! Wash! Wow!

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Matt video kids cheering

OWN IT | CRUSH IT | LOVE IT



Start Here

- Attitudes at work
- Work ethic
- How to treat others
- Words you already use every day



Core Values

LEPP FARM MARKET



Core Values

Fanatical Day Makers

Win As A Team

Respect For All

Work Passionately

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Core Values Litmus Test

Would you fire someone over them?

Can you walk past it?

3 Signs They Aren't Nailed Yet

Too boring

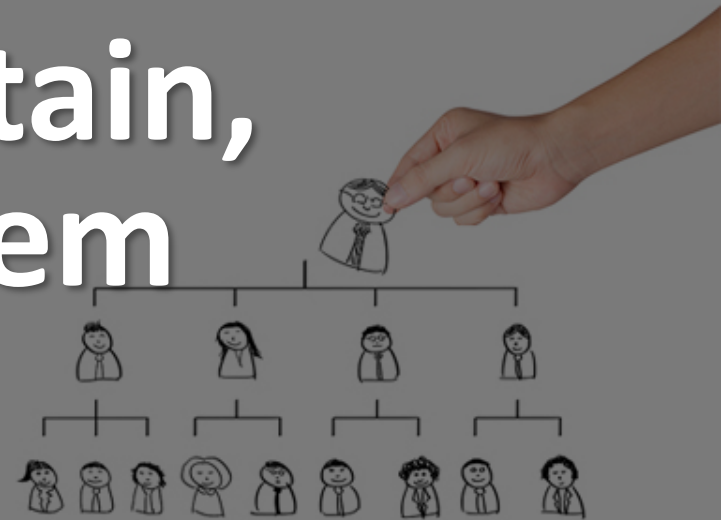
Too aspirational

Too numerous



Finalizing Core Values

- Use for 6 months
- Once you're certain, don't change them



Using Core Values



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Make them Sticky

Not just a plaque on the wall

- **Daily Huddles**
- **Team Cheers**
- **Value Shares**



Video of Huddle/Cheer

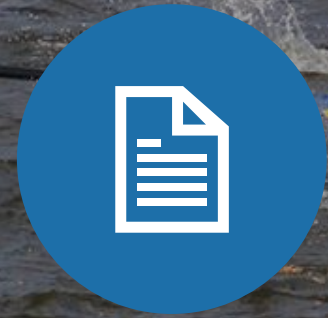
Hiring for the Right Fit



MINE FOR CORE VALUES



HIRE SLOW



**INCLUDE DIRECT REPORTS
IN ONE OF THE
INTERVIEWS**

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Firing for the Wrong Fit



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Employee Meetings



Wk 31 Weekly GSR

Name: Kevin Leyenhorst

Manager: Justin Bontkes

Week of Monday, August 2, 2021

[Dashboard](#)

Weekly %

100%

1. Check in: (10 minutes)

Work (Rate 1-10)

Personal (Rate 1-10)

Health (Rate 1-10)

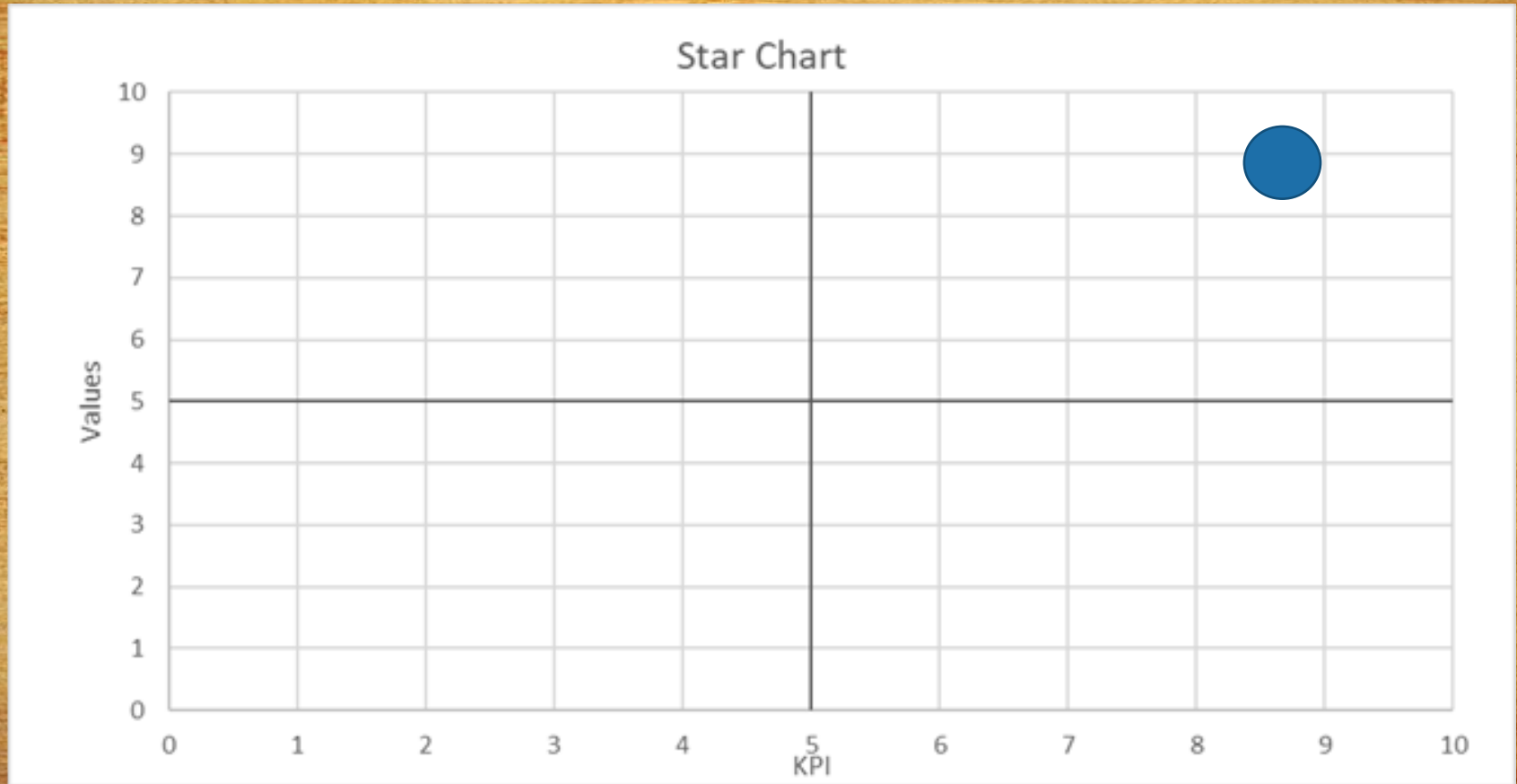
Work Life Balance

(Rate 1-10)

2. Review last weeks goals (20 - 40 minutes):

#	Priority (A,B,C)	Goal	Tasked By	Follow Up Date	Completion Date	In Progress (50%)	Complete
Direct Supervision accountability							
1.	A	Jamie GSR Date: Aug 10, 2021	Justin	Biweekly		<input type="checkbox"/> Check	<input checked="" type="checkbox"/> Chec
Manage Preconstruction Process							
1.	A	Block B IFT Drawings complete - Building permit budget by May 14th - BP Drawing Review complete by May 14th Milestone for Construction start: - Foundation Permit (ESC and HUP) - Parkade redesign decision - BP drawing redesign and resubmittal - Construction start Feb-march 2022	Justin		30-Jun	<input type="checkbox"/> Check	<input checked="" type="checkbox"/> Chec
2.	A	Quadra - Milestones for Construction start of March 2022 - Consultant Kick of July 28 2021 - BP Drawing submittal Nov 2021 - Thermal bridging calc on wall assemblies - confirm if 1" exterior rigid is required or look at other options to meet effective performance values	Justin	2021-08-29	Mar-22	<input type="checkbox"/> Chec	<input checked="" type="checkbox"/> Check

Employee Reviews and Compensation



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Employee training



GETTING PEOPLE RIGHT



**DISCOVER AND
IMPLEMENT CORE VALUES**

20% Discount: GG0B20

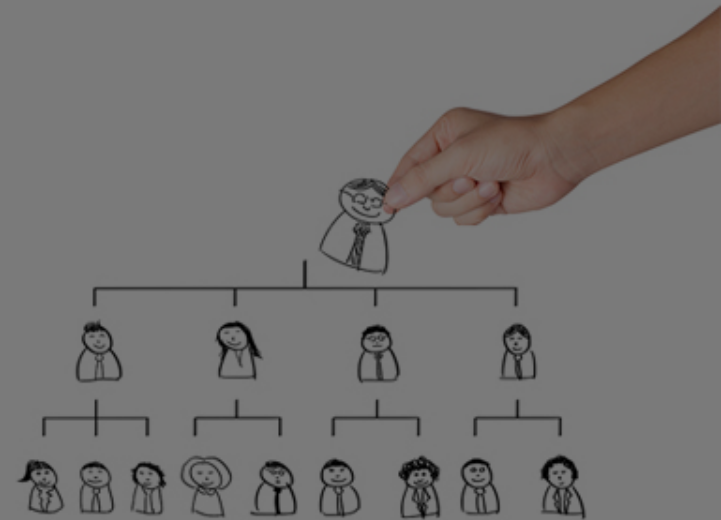


Video of CRUSH IT

LET'S DISCOVER YOUR CORE VALUES

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Write down your core values





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THANK YOU



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