

Core Values

Welcome



Construction Management | Building People



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



OWN IT | CRUSH IT | LOVE IT

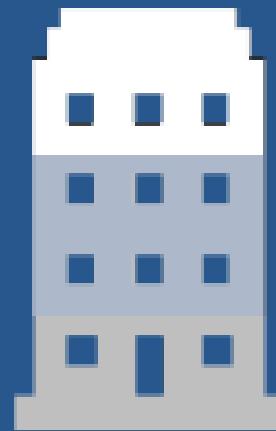




CALIBER

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



OWN IT | CRUSH IT | LOVE IT

TEAMWORK

- Values internalized
- Every Company has a Culture



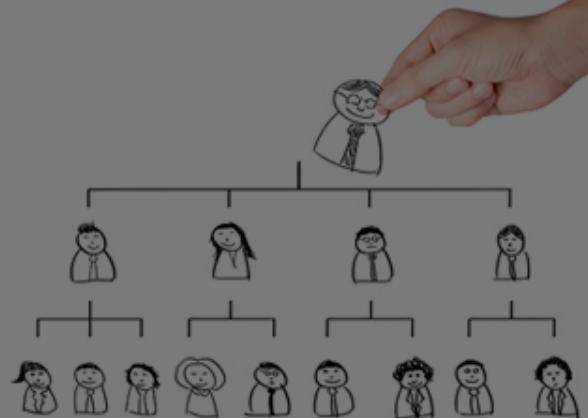
OWN IT | CRUSH IT | LOVE IT



Discovering Core Values



Core values are discovered, not made

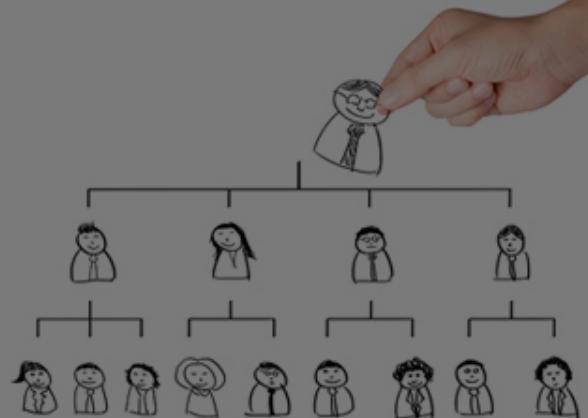


OWN IT | CRUSH IT | LOVE IT

Core values are real, not aspirational or all-encompassing



Who gets to choose your Core Values ?



OWN IT | CRUSH IT | LOVE IT

If you want to go fast, go alone.

If you want to go far,

GO TOGETHER.

African Proverb

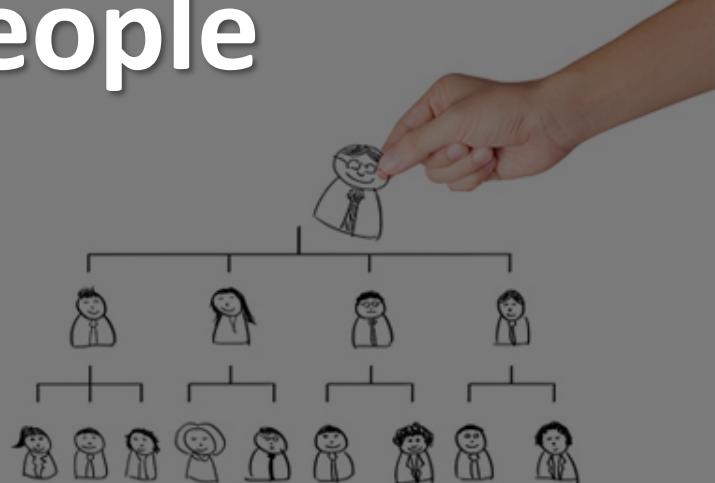


OWN IT | CRUSH IT | LOVE IT

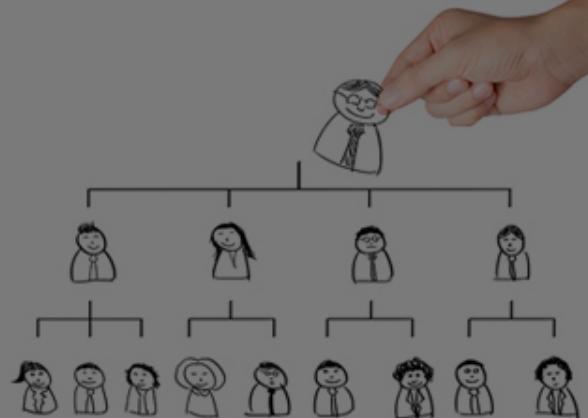


Discovering YOUR Core Values

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



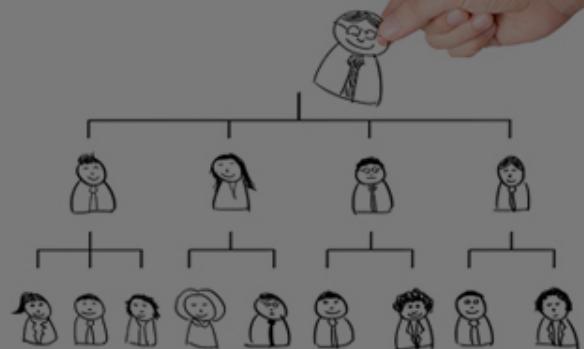
Reflect on what makes you angry



OWN IT | CRUSH IT | LOVE IT

Video of LOVE IT

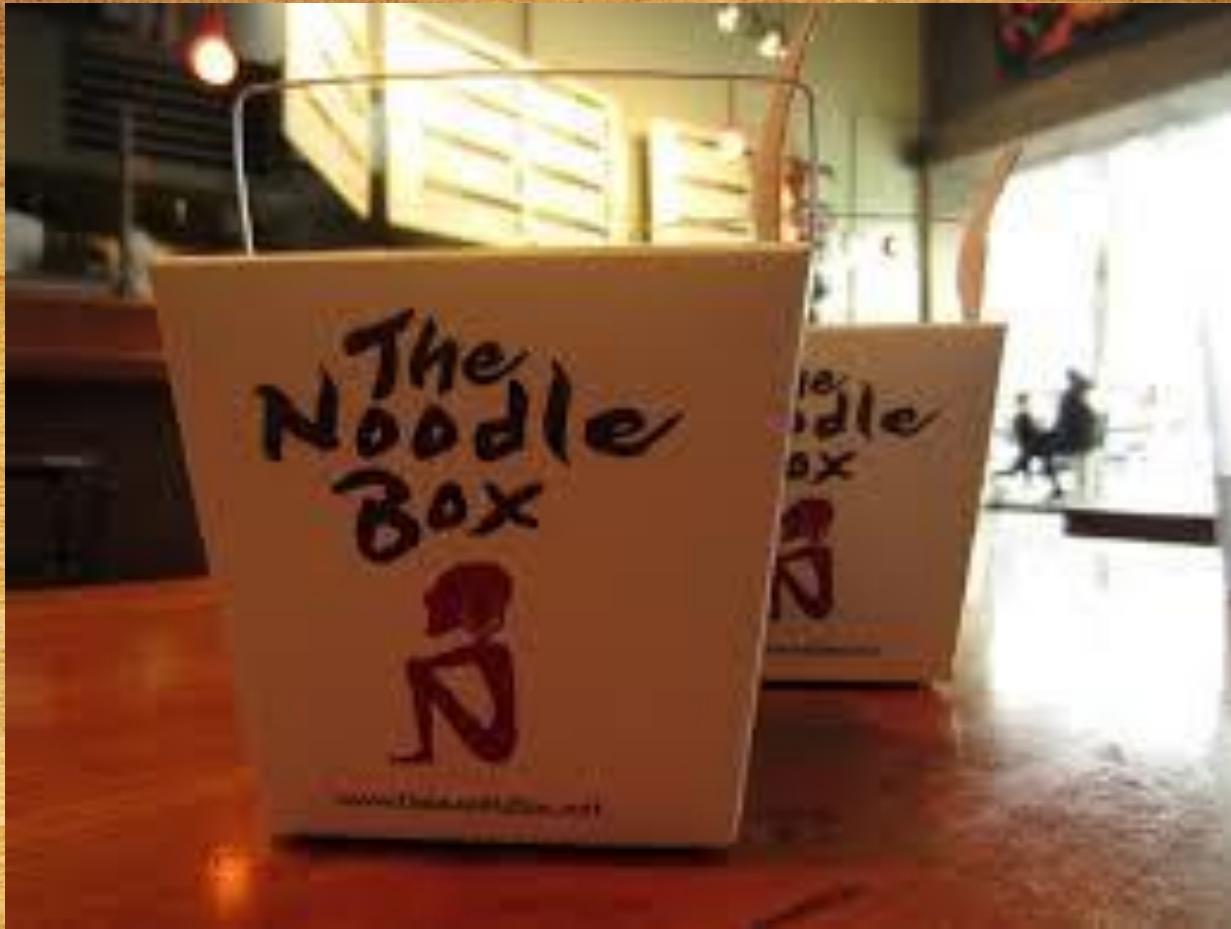
You hope your organization will still stand for these values for decades



OWN IT | CRUSH IT | LOVE IT

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





Win! Wash! Wow!

OWN IT | CRUSH IT | LOVE IT



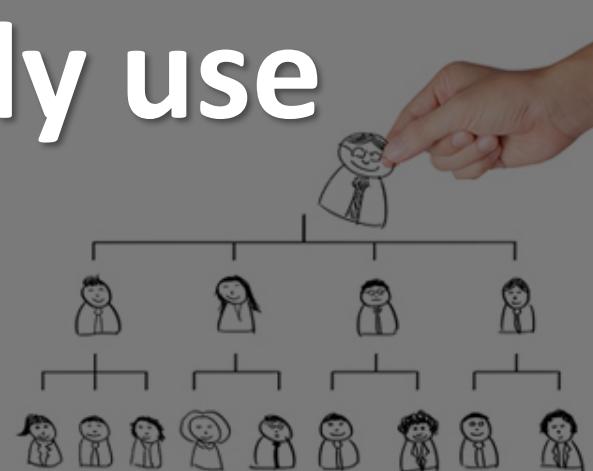
Matt video kids cheering

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

OWN IT | CRUSH IT | LOVE IT



Core Values Litmus Test

Would you fire someone over them?

Can you walk past it?

3 Signs They Aren't Nailed Yet

Too boring

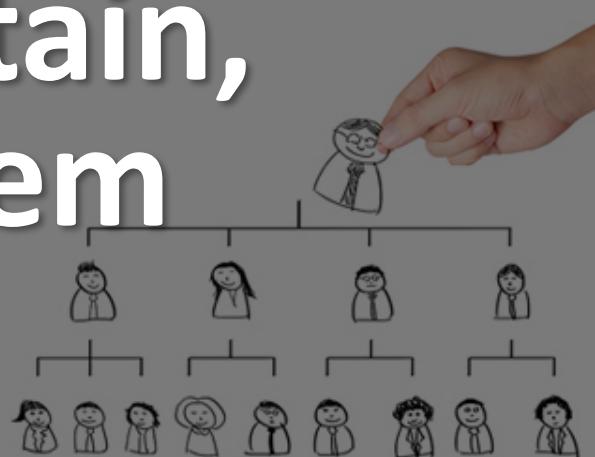
Too aspirational

Too numerous



Finalizing Core Values

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



Using Core Values



OWN IT | CRUSH IT | LOVE IT

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

OWN IT | CRUSH IT | LOVE IT



Firing for the Wrong Fit



OWN IT | CRUSH IT | LOVE IT



Employee Meetings

Wk 31 Weekly GSR

[Dashboard](#)

Name: Kevin Leyenhorst
Manager: Justin Bontkes
Week of Monday, August 2, 2021

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
---	---------------------	------	-----------	-------------------	--------------------	----------------------	----------

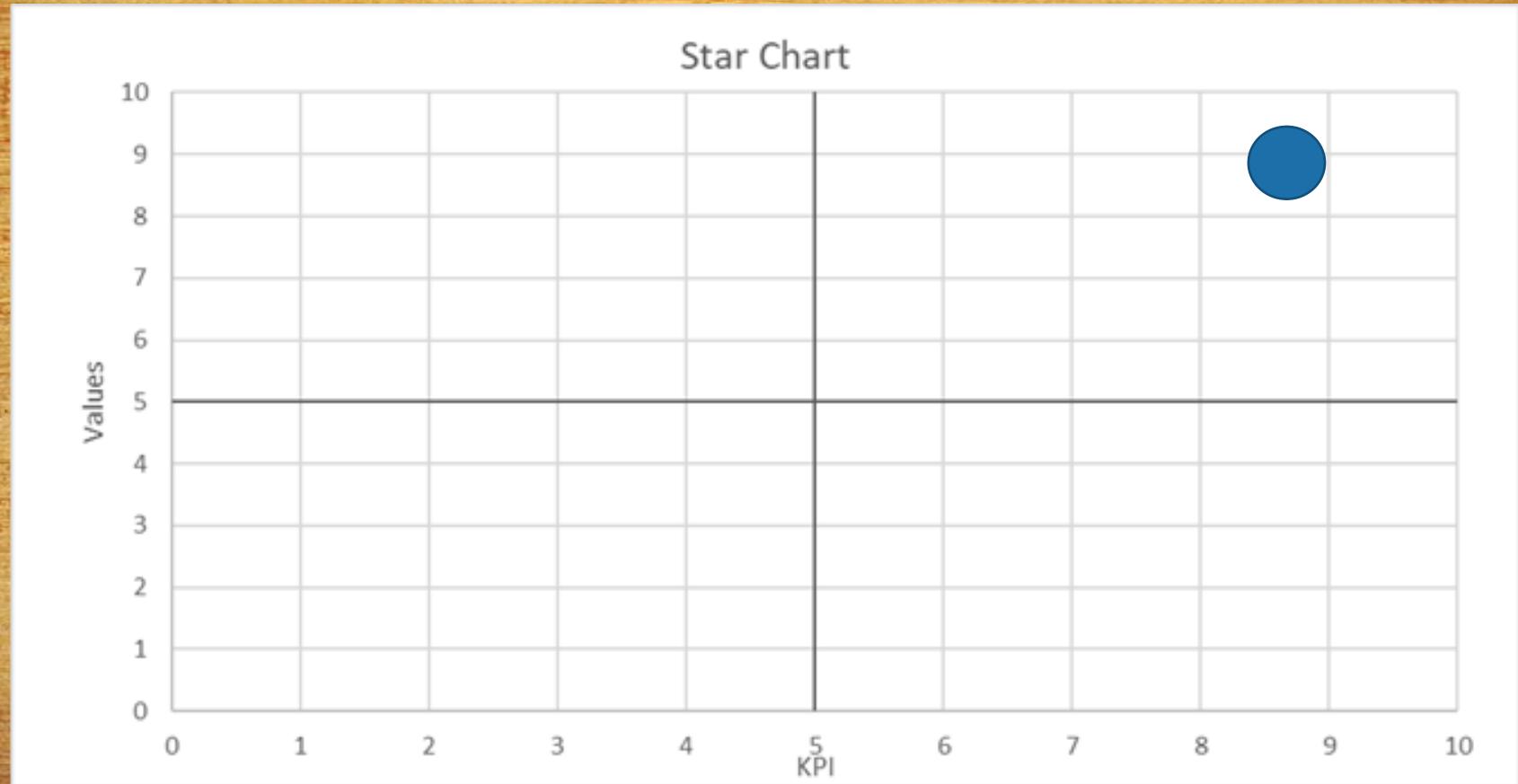
Direct Supervision accountability

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 off 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



OWN IT | CRUSH IT | LOVE IT

Employee training



GETTING PEOPLE RIGHT

DISCOVER AND
IMPLEMENT CORE VALUES

20% Discount: GGOB20

Video of CRUSH IT

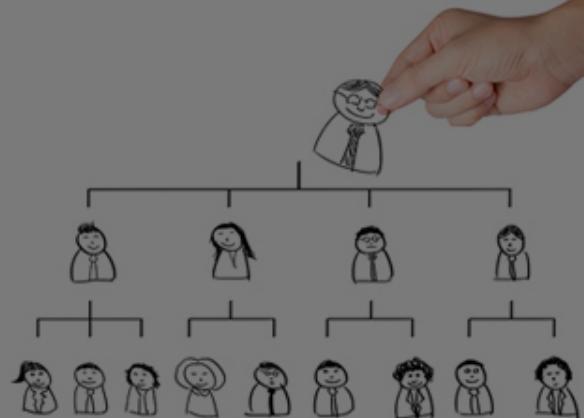


LET'S DISCOVER YOUR CORE VALUES



OWN IT | CRUSH IT | LOVE IT

Write down your core values





CALIBER

THANK YOU



OWN IT | CRUSH IT | LOVE IT

