

TAP ROOTS



Brother Rice High School, a Christian Brothers school in Chicago, opened in September 1956.

It Takes Alkynes To Make The World

The Lombard Company recently completed a science room remodeling project and elevator addition for Brother Rice High School in Chicago. The remodeling of the science laboratories included installation of an air conditioning system that will cool the entire science wing—something that is sure to provide incentive for more students to sign up for science classes! Also included was new casework, smart boards, lighting, plumbing, flooring, ceilings and a new décor throughout the science wing. These upgrades incorporate some of the latest technology available.

Project superintendent Hank Kalis, a 26-year veteran of The Lombard Company, led the project on site, with Ryan Lombard serving as project manager. Brother Rice High School is among The Lombard Company's many repeat customers, and Kalis previously worked as project superintendent for a fitness center addition and administrative wing remodeling project at the school in 2002. Both the 2002 and 2010 projects were designed by Jay Fox of Fox & Fox Architects.



THE LOMBARD COMPANY



GENERAL CONTRACTORS & PROFESSIONAL MANAGERS OF CONSTRUCTION



Stick To Your Fitness Resolutions

Remember your New Year's resolution to get fit? You're back to chowing down brownies and you've only gone to the gym a couple of times. Don't be too hard on yourself, but don't give up on the diet and exercise regiment either. Try again, and this time consider the following tips:

- 1) **Be realistic.** If you're trying to lose weight, set your sights on losing no more than a pound or two a week. Don't try to lose it all in a month. Also, know that you're human and prone to setbacks. Don't let a failure to stick to a plan derail you from picking up and trying again.
- 2) **Be specific.** Don't say you'll exercise more. Instead, commit to walking 30 minutes during your lunch break three days a week. Whenever possible, take the stairs; it's free exercise, and every little bit helps.
- 3) **Find a buddy.** It's almost always easier to get any goal accomplished if you have a partner who's trying to accomplish the same thing.
- 4) **Log your progress.** Writing down how much you've walked in the past week gives you a sense of accomplishment—and the encouragement to keep going. Also, it helps you to spot any trouble spots before they impede your overall progress.



Get Rid Of Self-Doubt

As you move into a new position or take on a challenging project, the voice of self-doubt can be loud. How do you quell your doubts? Try this plan:

- **Step 1:** Write down the negative thoughts. Simply list the doubts that plague your mind as you push into new territory.
- **Step 2:** Change each negative into a positive statement. Sometimes your own gut will fight this step, but do it anyway. For example, change the statement "I'm way out of my league on this project" to "I can learn the skills I'll need to complete this project."
- **Step 3:** Get perspective. Don't let the challenge overwhelm you. Think of the successes you've already achieved, and remind yourself that you didn't let doubts stop you.

Money Alone Doesn't Cut It

What keeps employees working for your organization? Although competitive pay is essential, money alone isn't what retains people, even in the current economic downturn. The top motivators are:

- **Professional development.** Give people the opportunity to learn new skills. It's the No. 1 factor in keeping employees from jumping ship.
- **Coaching and feedback.** Managers tend to think that the top performers don't need help. However, they often benefit from feedback and guidance most. If they aren't receiving feedback, they'll likely believe that the company doesn't care about their career.
- **Good bosses.** You can offer every incentive under the sun, but the fact is people seldom leave jobs, they leave bosses.

Avoid Employee Boredom

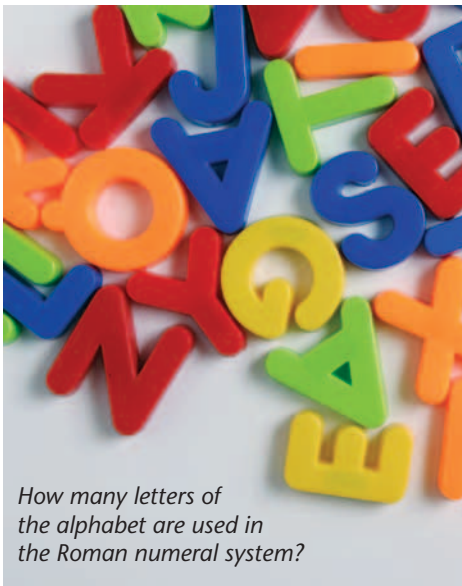
Some jobs are boring. That can make managing the people who do them a challenge, especially when those employees grew up with constant entertainment from TV and the Internet. How do you keep them engaged and motivated when they're counting the hours until they get to go home and do something fun?

- **Be honest.** Acknowledge up front that the work isn't very exciting, but explain why it's important. Don't just focus on the company's profits. Emphasize how their work helps other people—co-workers, customers, etc.
- **Give them goals.** Sometimes a target can make work more interesting. Challenge employees in different ways: To greet the most customers, assemble the most widgets, count the inventory more accurately, etc. Offer a small reward to make the game more enticing.
- **Look to the future.** Employees are more likely to stick with a job, even a boring one, if they see the possibility of moving into something better. Describe potential career paths, and tell your people what they need to do in order to move up.
- **Ask for feedback.** Encourage employees to suggest ideas for making their work more interesting or productive. Implementing their ideas will show that you value their opinions and take them seriously. They'll also be more invested in making their own suggestions succeed.

SPEED BUMP

Dave Coverly





How many letters of the alphabet are used in the Roman numeral system?

Trivial Matters

- 1) What farm animal did Sarah Hale make famous in her 1830 poem?
 - a) pig
 - b) lamb
 - c) rooster
 - d) cow
- 2) How many letters of the alphabet are used in the Roman numeral system?
 - a) five
 - b) six
 - c) seven
 - d) eight
- 3) In the American version of Scrabble, the "K" is the only letter worth ___ points.
 - a) five
 - b) six
 - c) seven
 - d) nine
- 4) Which of these Greek mythological gods is typically pictured with trident in hand?
 - a) Poseidon
 - b) Zeus
 - c) Hermes
 - d) Apollo
- 5) In the past decade, approximately how much of the world's fish cultivation came from fish farms?
 - a) one-third
 - b) one-tenth
 - c) 2 percent
 - d) 0.05 percent

—from *mental_floss*

Answers: 1) b (The poem was "Mary Had A Little Lamb.") 2) c (I = 1, V = 5, X = 10, L = 50, C = 100, D = 500, M = 1,000.) 3) a (No tiles are worth 6, 7 or 9 points.) 4) a 5) a

Overcoming A Mistake

Some workplace mistakes are easy to correct; others can have a long-term impact on your career. When you sense that you've offended your boss, a colleague or an employee, ignoring the situation and hoping it will improve on its own can be disastrous. Take prompt action by following these guidelines:

- **Own up to the problem.** Admit that you've made a mistake. If you're not sure what you did wrong, ask. Apologize sincerely. Showing your willingness to admit your mistakes and learn from them will go a long way toward rebuilding those bridges.
- **Make amends.** Don't stop at just saying you're sorry. Do whatever you can to rectify your error, whether that means working overtime, redoing an assignment or explaining the situation to anyone who needs to know. Demonstrate that you take responsibility for your actions.
- **Ask for advice.** Talk to the people affected by your mistake and ask them what you can do to make things better—and what you should do next time. Don't get into arguments; listen to what they say, and do your best to follow their counsel.
- **Rebuild your relationships.** Consolidate your base of support with people who aren't angry with you. Tell them what happened and what you're doing about it. You'll need their trust and help as you move forward.
- **Be patient.** Don't expect to turn people's opinions around overnight. Accept the consequences of your mistakes, but maintain an upbeat, confident attitude that tells everyone you're not giving up. Making a mistake doesn't have to destroy your career—unless you let it.

Paws On The Job

If it feels like your office is going to the dogs, maybe it should. New research from Central Michigan University suggests that people who work on teams with a dog underfoot tend to trust one another more and work together better than those without a four-legged friend.

The results of the small study are preliminary, but they reinforce some companies' current practices: Amazon, Google, Kimpton Hotels, the Humane Society of the U.S., and even Replacements, Ltd.—which sells fine china, allow canines in their offices. The key, says Jennifer Fearing, co-author of *Dogs at Work*, is to set a few ground rules. At the Humane Society, pets must pass a six-week probation, and bathrooms, kitchens and some meeting rooms are dog-free zones.

"Employees' needs do come before the needs of the dogs," Fearing says.

—from *Parade*



Keep Your Productivity Up During Downtime

Most workplaces don't run at full speed all the time. Usually there's some downtime in between periods of high activity, and staying busy and productive between deadlines will show your commitment to the organization's health and values. Here are some ideas:

- **Clean the common areas.** The break room in most workplaces can usually stand to be cleaned and straightened. Look for other areas that don't usually get much attention. Volunteer to lead an office cleanup effort during slow periods.
- **Offer to help.** Check with your co-workers. They may need a hand with their own priorities, and pitching in to help will build your reputation as a team player.
- **Get ahead on your assignments.** Check your schedule to see what's coming up, and get a head start on future work. This will eliminate a last-minute rush and will free up your time for learning new skills.

PCI Award Winner

A Winning Situation For Teen Living

Lombard Architectural Precast Products Company provided the precast concrete for Teen Living Program's three-story teen homeless shelter and community center in Chicago, which was recognized with PCI's award for Best Public/Institutional Building up to 10,000 square feet.

Precast concrete was the answer to concerns about time and cost when this new residential facility was designed. The different reveals and depths of the panels bring interest and warmth to the building's modern façade, while the exposed interior precast concrete walls reduced the amount of drywall needed and the potential for mold.

Remember, LAPPCO can offer you a long-term solution for your building needs. Call us today at 708-389-1060 for more information.



Teen Living Programs provides housing, education, counseling, health care and life skills training to homeless youths in Chicago.

What's Goin' On?

Projects Recently Awarded to The Lombard Company


Goodwill Store & Donation Center, Woodridge, Ill.

Tolentine Park Development, Olympia Fields, Ill.

Projects Recently Awarded to LAPPCO

Aldi Headquarters Expansion, Batavia, Ill.

Glenbrook Hospital Campus Expansion, Glenview, Ill.

 **We're doing our part.** This newsletter is printed on environmentally-friendly paper—50% recycled, using 25% post-consumer waste, and is composed of a mixture of fibers from certified forests, post-consumer recycling processes and fibers from other controlled sources.

THE LOMBARD COMPANY

GENERAL CONTRACTORS & PROFESSIONAL MANAGERS
OF CONSTRUCTION

4245 West 123rd Street
TEL: 708-389-1060



Have You Visited Our Website Yet?

Check it out at www.lombardcompany.com