



THE INSIDER

NEWS AND EVENTS FROM THE BUILDERS GROUP



TAKE A LOOK
INSIDE

2

Spotlight: Stacy Park of
Paragon Restoration II

3

Education for the Trades
and an interview with
Lesley Pyle

BUDDY-TO-BOSS: A TWO-PART LEADERSHIP COURSE

Leadership is always a challenge in the construction industry, especially at this point in history. A lot is being asked of you and your people, notably if you're transitioning into a leadership position. TBG's Safety Service Association is creating tools and training opportunities to help support our members and their key individuals making this crucial transition by providing free leadership training.

Leadership is present in many forms. Perhaps the most recent challenging form of leadership in the construction industry is where you once worked peer-to-peer with your co-workers, and now you're the one who must lead an uncomfortable conversation or hold someone accountable. And when placed into a managerial position, these leaders may not recognize some of the skills they need.

One of the primary challenges with leadership is the ability to communicate effectively. From being co-working buddies to a leader, clear and concise communication can become difficult even though you may have worked side by side for some time. For example, you can't make assumptions about a project based on your previous role and how you handled the job. This is especially true when you have new people without a certain level of knowledge, or experience to complete particular tasks, regardless of the perception of complexity. It could be a simple task. But, if you rattle off 4-5 steps to complete, they may get lost in the weeds. Having clear communication is important.

In March and April, TBG's Safety Service Association team developed a two-part Buddy-to-Boss Leadership Course, led by Louie Mortiz, TBG Senior Safety Specialist, and Tom Esch of Esch Consulting, bringing together supervisors and managers in the construction industry to learn more about the challenges faced in construction-related industries. The two-part course was designed to help

supervisors and managers become more effective leaders and communicators.

What is the hope for leadership?

Leaders who set the stage daily for projects, from communicating to having the right equipment, instill a sense of safety. As a result, there are fewer injuries and incidents for organizations. Everyone has a role to play in safety. It's not just on the leader to keep the team safe. Everyone has ownership over the process of safety. However, if leaders are not communicating or the team isn't willing to receive the messages from leadership, there can be missed opportunities. "Communication is vital. Nobody should be undertaking safety all on their own." – Adam Tripp, TBG Director of Safety Services

It's a team approach to being safe in the field. And when you don't have team members taking it seriously, how can leaders change the attitude that benefits safety? Supervisors build their team, and they need to recognize how to enhance it with certain skills across the team.

What's Next?

Buddy-to-Boss focuses on the importance of leadership training and provides the "what", "why", and "how" to develop your leaders; all thanks to the TBG Safety Service Association. We understand how navigating leadership can be difficult and time-consuming. So, leave the training to us. TBG's Safety Specialists and industry partners keep a finger on the pulse of where our leaders are currently. Just one of the many ways we make workers' comp work for you.



SPOTLIGHT: STACY PARK, PRESIDENT OF PARAGON RESTORATION II, INC.

Because we are always seeking to learn and improve our member offerings, we spoke to one of our longtime TBG members to learn how our safety initiatives have helped yield measurable results in their business. Stacy Park, President of Paragon Restoration II, a concrete restoration specialty contractor, has been a TBG member since 2014. She described how she was able to leverage our safety services to help her create a culture of safety that has become ingrained in her organization.

The relationship began when she was introduced to TBG through insurance agent Chad Nesbit of Nesbit Agencies. When he noticed them taking the initiative to start to improve their internal safety programs, he brought TBG to their attention. He was familiar with Adam Tripp, TBG Director of Safety Services, and saw an opportunity for a potentially synergistic relationship.

Paragon was doing some special types of work that required a higher degree of safety expertise and resources, but they found that many larger insurance companies did not offer this. The enhanced and specialized safety services offered by TBG helped fill this gap.

Although she and her business partner knew little about other workers' comp options then, she was confident the Nesbit Agency could recommend the right workers' comp carrier for her business, as they were intimately familiar with its unique structure and needs. She used to think insurance companies were solely there to process claims. But, through Chad, she learned more about the robust range of safety services TBG offers and realized how much they could benefit her business, making switching over feel like a "no-brainer."

And this partnership proved fruitful as Paragon has since seen a marked increase in safety and a decrease in injuries. However, they acknowledge that changing behaviors takes as much as 18-24 months, in their estimation, to adopt new working styles fully. A big part of this process was working with TBG on what she describes as "baby steps" from day one, starting with the simplest steps and building from there. But by incorporating small practices into their daily, weekly, and monthly processes, she soon saw big results. She feels the key is repetition and making things "tangible, reasonable, and simplified." As she explains, "We can talk about some great plan we want to do, but if it's not attainable, realistic, and understandable to the ones actually doing it in the field, I've learned it will never happen, so instead, we've learned just gradually to evolve our safety processes over time."

Although she feels it's taken a few years to get where they are today, their dedication to these practices gradually helped them overhaul their entire approach to safety. In other words, Paragon is to the point where much of it has simply become "second nature" to their team. As Stacy attests, "You won't walk on a job site now and not see every single employee wearing all their PPE (personal protection equipment) - it took a long time to get to that! We integrated safety into everything we do, so it's part of our culture."

One of the ways this happened was by increasing the safety training for each employee, integrating the execution of these practices into their daily duties, and weighing this heavily into their performance evaluations. They also have found success by bringing everyone in their organization into the process - including vendors, suppliers, and safety professionals.

To create the best and most successful safety program, she also believes in the importance of spending time in the field. As she contends, "If you want to know what is going on in your organization first hand, you need to get out on the floor or in the field. I regularly meet with our foreman and superintendent; I do safety evaluations randomly. . . . It takes time to build a culture of safety, but if you see to it, these behaviors become instinctive."

Stacy certainly believes in the importance of small actions yielding big results; as she explains, "So many people think safety is hard, or there is no time. It's very easy to integrate small actions every day. We do this in every meeting, whether it is a quick briefing or a reward for completing certain safety benchmarks. When we are onsite, we ensure every single person who enters takes time to have a short chat, safety evaluation, or toolbox topic to keep safety top of mind - if even for only two minutes!" She finds these small, easy steps save countless time, money, and, most importantly, injuries in the long run.

TBG would like to thank Stacy at Paragon Restoration II and the countless other members who invest in the health and safety of their employees to help make our partnership a success.



**PARAGON
RESTORATION II**

REPAIRING AMERICA'S CONCRETE STRUCTURES

EDUCATION FOR THE TRADES

Years ago, as worker shortages became a concern for TBG members, TBG stepped up and developed TBG's Education Foundation – a non-profit dedicated to informing students of the value and availability of excellent career opportunities in the trades.

The TBG Education Foundation raises money by hosting a golf outing and clay shoot each year. For seven years, through the collaboration with association partners, funds raised have been filtered back into the hands of those seeking to start a career in the construction trades. The money that the TBG Education Foundation donates provides funds for tools for schools that help young people experience the thrill of working and creating with their hands. Additionally, the money raised goes towards scholarships and intern programs that assist young people in pursuing their dreams post-high school education.

Dollars Raised and Awarded (2021)

- \$35,000 donated for scholarships.
- \$25,246 donated for grants and internships.
- \$2,849 was raised during the Clay Shoot.
- \$69,263 raised.

Now more than ever, America needs men and women who will build. This summer, we hosted our 19th Annual TBG Education Foundation Golf Outing and are gearing up for our 2nd Annual Clay Shoot for the Trades. These two events are where the Foundation's partners and sponsors come together to grow the awareness and the resources needed to make the mission of the TBG Education Foundation possible.



2nd Annual Clay Shoot for the Trades

Game Unlimited
August 30, 2022



20th Annual Golf Outing

Summer, 2023

Please register to participate in the Clay Shoot for the Trades. All are welcome to join the fun this summer. Through the generous support of our sponsors and partners, we are driving initiatives to help young women and men discover the wide variety of career opportunities available in the trades. So, when you join TBG at our annual events, you're helping build a brighter future for us all.

Registration and scholarship information is available at:

www.tbgedu.org



INTERVIEW: LESLEY PYLE

TBG welcomes Lesley Pyle, who joined us as Senior Production Underwriter in April 2022. In her previous position as a Senior Business Development Underwriter, she enjoyed the challenge of appointing agents and growing the MN Territory when she received a call from Mitch Loewen, TBG Director of Insurance. Although she was not seeking a new opportunity at that time, the reputation of our fund, and the unique structure and services we offer, led her to make this move.

Having obtained the professional designations of CPCU and ARM, Lesley comes to us with 36 years of experience in workers' comp insurance, including marketing, underwriting and risk management. During this time, she has developed extensive relationships with agencies across the state of Minnesota; forming these personal connections is what she enjoys most about working in the industry. By taking the time to listen to agents and find solutions for their problems, Lesley can create mutually beneficial partnerships. She feels that exceeding expectations is critical in building these successful and lasting relationships.

Despite this rich industry experience, she knows the responsibility of filling the space previously occupied by top underwriters like Steve Ferley will be a formidable one. Still, she looks forward to the challenge of developing new and stronger relationships with members and agents.

Along with this opportunity, Lesley is excited to become a part of the history and reputation of TBG, as she has long heard agents sing the praises of our strong fund and exclusive risk management program. Lesley feels the value-add provided by our services is truly unmatched in the industry; that while most insurance companies compete on price, the level of service provided by TBG is what gives us our competitive advantage.

So far, Lesley is enjoying what she describes as an "open and laid-back" culture at TBG, finding everyone to be very friendly and welcoming. Although she has been doing her training in the office, she plans on eventually shifting back to remote work.

As far as her personal life goes, Lesley lives in Savage and enjoys spending time with her family and friends. She is passionate about health and fitness, especially nutrition and weight training. Other interests include travel, hiking, and bicycling.



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Members are jointly and severally liable for their proportionate share of obligations for the group and will be assessed on an individual and proportionate share basis for any deficit created by the group. Dividends are not guaranteed.

TBG THE INSIDER

MAKING WORKERS' COMP WORK FOR YOU



BUILDING A BETTER FUTURE

Today more than ever, America needs men and women who will build. The current labor shortage in the building trades is projected to grow, which means those who join the trades will be paid more, receive more benefits, and enjoy better lifestyles than at any other time in history.

It all started five years ago when TBG and their fellow associations collaborated to tackle workforce shortages at the time. TBG and a handful of associations, including Housing First MN, ABC of MN/ND, MN Builders Exchange, and Shingobee Construction, forged a relationship to pull their efforts together to help tackle workforce shortages in the trades. That's when Project Build MN was born.

At Project Build Minnesota, a 501c3 nonprofit, our mission is to bring Minnesota's young people into construction careers and make those careers the first choice for hard-working youth.

There are many areas in which Project Build MN supports a career in the trades. But, perhaps, the most important today is their MN Construction Teachers Conference aimed at growing relationships with construction teachers (also known as "shop teachers."). As a result, advocating for a career in the trades creates interest and understanding in high schools, ultimately funneling youth into the trades.

Another area of growth in 2022 has been classroom presentations. Project Build MN visits classrooms along with a tradesperson who joins virtually. Out of these presentations, our youth can then visit a job site virtually.

Lastly, our Explorers Post assists in delivering character-building experiences and mentorship that allow youth to achieve their full potential in both life and work.

Each month the Explorers highlight a new segment of the construction industry, including commercial construction, safety training, utility construction, electrical careers, landscaping, and lumber careers.

We are so appreciative of TBG and their support to be able to bring everyone together. Project Build MN is always looking for tradespeople to be a part of the classroom presentations. Volunteers are welcome. Contact info@projectbuildmn.org | 651-432-4395

