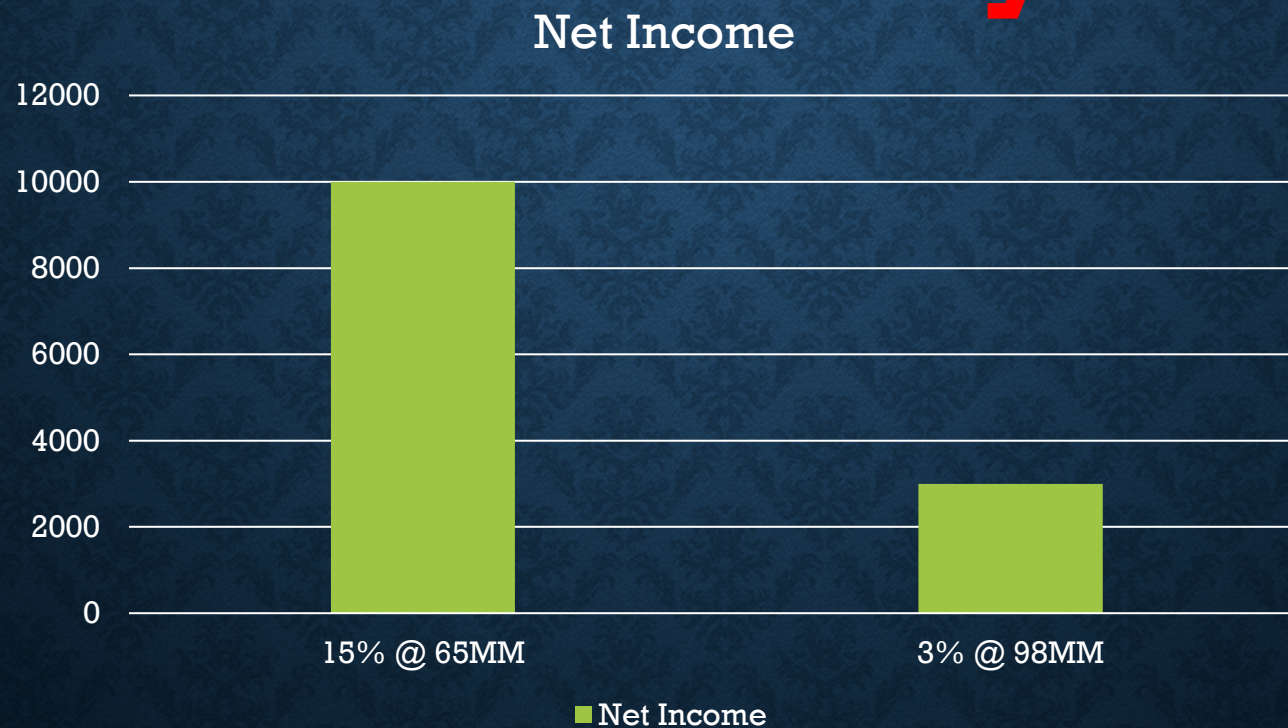




**WHAT TO
KNOW
BEFORE
YOU GROW**

**“IF YOU ARE NOT GROWING YOU ARE
GOING BACKWARD”**

Not Always!





**Know the
Environment**

Know Yourself

Know

Your
Customers

Your
Contract

The
Playground
Rules

KNOW THE ENVIRONMENT



PLAYGROUND RULES

- **Weather**
- **Payroll rules / Employment practices**
- **Lien laws**
- **Payment laws**
- **Licensing / Permitting**
- **Taxation rules**
- **Labor / Materials**
- **Relationships with subcontractors & other contractors**
- **Safety regulations**
- **Equipment restrictions**
- **Political climate in new geographic area.**



To grow yourself, you
must know yourself.

John C. Maxwell

quote fancy

Know

What work you
are excellent at
performing.

That you can
replicate and
teach your
excellence!

How you
manage the
company.

Your capacity
for growth.

KNOW YOURSELF

WHAT ARE YOU EXCELLENT AT DOING?



- Type of Work
 - Industry and Trade
- Size of most profitable projects
 - Know why they are profitable
- Thinking you do something well and knowing you do are two very different things!



REPLICATE AND TEACH YOUR EXCELLENCE

- Why have you been successful?
 - Culture – Skill – Relationships – Unique Product – Style of Job Delivery
- Well documented process
 - What processes are critical to your company success?
 - Document those processes well
 - Prove the documentation works.
- TRAIN - TRAIN - TRAIN
 - “Someone will show them” is a bad assumption.
- Accountability to process and expectations
 - Accountability will help raise yellow flags
 - Ask the uncomfortable questions.

HOW YOU MANAGE

- **Command and Control vs Delegation**
 - Growth brings need to delegate authority.
 - Time is finite!
 - Is ownership / management ready to do this?
 - Making good decisions is learned skill.
- **Empower next level management to make decisions critical to their areas.**





KNOW YOUR CAPACITY

Financial

Staff

Systems

Partners