

Focus on Safety

Gannaway Builders is committed to be the MOST safety conscientious construction company in the state.

We will start recognizing each of you every month that take safety issues seriously and conform to all safety requirements.

REMINDER

Gannaway's Holiday Party

Friday, December 8
Clearwater Hilton
6:00 to 11:00 p.m.

SOME THINGS TO REMEMBER WHEN DOING-IT-YOURSELF

- Don't rush jobs. Rushing leads to carelessness and carelessness usually results in injuries.
- Never work alone on a construction project. Having a partner on the job helps reduce the risk of injury and ensures someone is available to assist should an injury occur.
- Also, keep a first-aid kit on hand in case of minor cuts or bruises.

COMMON CAUSES OF HAND INJURIES

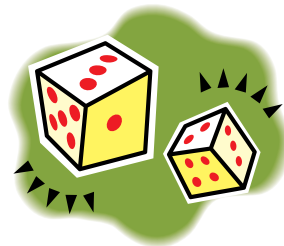
What are some of the common causes of injuries to hands and fingers, most of which usually are preventable? They include struck by hammers, pinched between objects being moved, cut by sharp objects, pierced by splinters and slivers, burned by hot objects or chemicals, and caught in moving machinery.

GLOVES- A PRIME MEANS OF PROTECTION

As long as your skin remains unbroken, it can keep germs out. Once it's opened by a scrape or cut, however, germs can get in and infection can result unless you get proper treatment. And, no matter how rugged you think your hands may be, they aren't tough enough to stop splinters, slivers, or to resist punctures. That's why gloves are important. They're like an extra layer of skin. The nail that rips your glove would have injured you if your hand had been bare. Wear gloves whenever you are handling rough or sharp material. Use rubber gloves when working with chemicals, solvents, or other material that can irritate your skin. Wear gloves that fit properly. Also, remember that gloves shouldn't be worn when there is a possibility they can get caught in moving machinery.

DON'T TAKE CHANCES

In the construction industry "CHANCE TAKERS" are a dime a dozen—they are present on every job, creating danger for themselves as well as others. The only difference between chance takers is the size of the gamble they take. Since so many of these chance takers are around, a good tip on how to spot one quickly is to look into a mirror.



Everyone is guilty of taking chances, such as not buckling your seatbelt in a motor vehicle — you know it makes you safer, but you're too lazy to do it. How about on the job—have you ever used a ladder that was broken, defective, too short, or not tied off — scaffolding constructed improperly — worked without the protection of guardrails — or not tied off where required?

Have you ever been guilty of overloading a crane, hoist, chain fall, etc. — or using chockers, chains or ropes that are worn or damaged? Is the gas can that you use at work and at home OSHA approved? Do you gamble losing your eyesight by cutting, grinding, chipping, etc. without wearing safety glasses — damaging your hearing by not using ear protection — or clogging your lungs because you don't use a respirator?

These are just a few examples of the many chances we all take — the most important step is to be aware of these types of chances so that you can avoid them in the future. Every time you take a chance, you either win or lose — when the chance involves safety there is very little to win, and a whole lot to lose!



Gannaway's Nuts & Bolts

Volume 1, Issue 6, October/November 2006

ALPHA HOUSE THANKSGIVING FUNDRAISING EVENT!

Birthdays for October:

Ryan Manning - 10/1
Dennis Birchard - 10/5
Dherran Fitzgerald - 10/9
Anthony Fisher - 10/10
Thomas Chillog - 10/11
Charlie Keesling - 10/12
Earl Cockerham, Jr. 10/13
Mark Altman -10/16
Shawn Rembert 10/16
Gary Wyse, 10/17
Haper Gardner - 10/18
Lew Sticco - 10/18
Scott Utegaard - 10/19
Chris Charbonneau - 10/21
Alan Adiletto -10/23
R.J. Bonneau - 10/23
Greg Green - 10/24
Peter Shehu - 10/26
Raul Hidalgo-Reyes -10/28
Robert Galvin- 10/31

Birthdays for November

Timothy Syres - 11/1
John Bannon - 11/13
Juan Perez-Mendez - 11/13
Tina Bonneau - 11/14
Lorenza Gathers - 11/14
Darin Davis - 11/15
Julian Priez Tesouro - 11/17
Randoph Reynolds - 11/19
Marvin Jones - 11/20
Terry Young - 11/23
Michael Valle - 11/25

(Give the best gift you can, the gift of caring & love)

This Thanksgiving, mothers in crisis without a safe place to call home will be bringing their children to experience the holidays with Alpha House. That is why we would like to provide these young and deserving children with a warm Thanksgiving meal, from our hearts to theirs.

We are asking that each person contribute two dollars to go towards the purchase of a catered meal from Publix. Infants will not be left out, as they will be provided with Gerber Simple Recipe dinners like sweet potatoes and turkey, turkey & turkey gravy, vegetable turkey dinner, peas, carrots, sweet potatoes and corn, etc.

We will be collecting your thoughtful contributions now through **November 20th**. Please give your money to leads or project managers in the trailers who have been provided with a yellow collections envelope.

About Alpha House:

Alpha House seeks to empower pregnant and parenting women in crisis to realize their ability to break the cycles of poverty and abuse and create promising lives. They do this by providing safe housing, education & counseling, parenting & life skills training, vocational assistance, & spiritual support. Alpha House offers a safe place for mothers and children to call home.

EMPLOYEE SPOTLIGHT SHINES ON: HARPER GARDNER



How long have you worked for Gannaway?
Since August 2005

What is your main job responsibility? *I run the warranty division. My duties are to receive the warranty issues from the owners of the properties we built, and dispatch them out in a timely manner. Our crew consists of Chris and Lionel. After the issues are resolved, we then build an information base to help assure the same problem does not occur.*

What advice would you give someone joining our team? *Having a backbone of experience, knowledge and commitment, helps build a solid team. Learn what is needed and expected of you and do it to the best of your ability.*

Where were you born and raised? *I was born in Hartford Connecticut and lived my life in Florida and Mackinac Island Michigan in the summers until 1980.*

Have been in any other careers in your lifetime? *Chef in the hospitality industry for 20 years and drove a commercial rig for five years.*

"THE MAN WHO VIEWS THE WORLD AT FIFTY THE SAME AS HE DID AT TWENTY HAS WASTED THIRTY YEARS OF HIS LIFE"

MUHAMMAD ALI

WHAT'S INSIDE -

HEALTH MATTERS

TEAM PROBLEM SOLVING

AN OBSERVATION BY RICKY GANNAWAY

SAFETY - DON'T TAKE CHANCES

TAKE FIVE:

Health Matters

Having a healthy diet is sometimes easier said than done. It is tempting to eat less healthy foods because they might be easier to get or prepare, or they satisfy a craving. Between family and work or school, you are probably balancing a hundred things at once.

Taking time to buy the ingredients for and cooking a healthy meal sometimes falls last on your list. But you should know that it isn't hard to make simple changes to improve your diet. A little learning and planning can help you find a diet to fit your lifestyle, and maybe you can have some fun in the process!



Focus on fruits. Eat a variety of fruits – whether fresh, frozen, canned or dried – rather than fruit juice for most of your fruit choices. For a 2,000 calorie diet, you will need 2 cups of fruit each day (for example, 1 small banana, 1 large orange, and 1/4 cup of dried apricots or peaches).



Vary your vegetables. Eat more dark green veggies, such as broccoli, kale, and other dark leafy greens; orange veggies, such as carrots, sweetpotatoes, pumpkin, and winter squash; and beans and peas, such as pinto beans, kidney beans, black beans, garbanzo beans, split peas and lentils.



Get your calcium-rich foods. Get 3 cups of low-fat or fat-free milk – or an equivalent amount of low-fat yogurt and/or low-fat cheese (1 1/2 ounces of cheese equals one cup of milk) – every day. For kids aged 2 to 8, it's 2 cups of milk. If you don't or can't consume milk, choose lactose-free milk products and/or calcium-fortified foods and beverages.



Make half your grains whole. Eat at least 3 ounces of whole-grain cereals, breads, crackers, rice, or pasta every day. One ounce is about 1 slice of bread, 1 cup of breakfast cereal, or 1/2 cup of cooked rice or pasta. Look to see that grains such as wheat, rice, oats, or corn are referred to as 'whole' in the list of ingredients.



Go lean with protein. Choose lean meats and poultry. Bake it, broil it, or grill it. And vary your protein choices – with more fish, beans, peas, nuts and seeds.



WHAT STRESS CAN DO

When we're stressed, in a rush or simply in a new situation, sometimes we don't really pay attention to what we're doing. We say and do things without thinking twice about them and make mistakes, sometimes costing them major embarrassment (and in some cases, much more).

In Modesto, California, Steven Richard King was arrested for trying to hold up a Bank of America branch without a weapon. King used a thumb and a finger to simulate a gun, but unfortunately, he failed to keep his hand in his pocket.

HEALTHY BANANA COOKIES

INGREDIENTS

- 3 ripe bananas
- 2 cups rolled oats
- 1 cup dates, pitted and chopped
- 1/3 cup vegetable oil
- 1 teaspoon vanilla extract

DIRECTIONS

Preheat oven to 350 degrees F (175 degrees C). In a large bowl, mash the bananas. Stir in oats, dates, oil, and vanilla. Mix well, and allow to sit for 15 minutes. Drop by teaspoonfuls onto an ungreased cookie sheet. Bake for 20 minutes in the preheated oven, or until lightly brown.

TEAM PROBLEM SOLVING

Every team has problems and challenges in its path. Everyone wants to solve them and get back to business. But things get sticky when each person tries to solve the problem a different way, without communicating as a team. What teams need is a common method, which anyone can use, and which erases 90% of the emotion from the situation. Try these steps

1 Identify And State the Problem

There are lots of problems out there, right? So pick a small one, and get started. You want to develop your ability to solve problems gradually. Give yourself time to warm up. This can be done by any individual on the team which is encountering the problem. Responsibility for solving problems rests on everyone's shoulders. Be clear, and state the problem. Make certain everyone agrees what the problem is before you work to resolve it.

2 Identify and State the Cause(s)

Not the person, rather the behavior. You should not focus on attitude or individuals, you need to focus on the specific behaviors which cause the problem. Remember different causes may be present under different circumstances.

3 Follow These Rules

Before you can find a solution you need to know what one would look like if you saw it. Answer these questions: who, what, where, when, why, how, how much? Don't get ahead of yourself, you will be pulled to start naming and judging the quality of solutions at this point. Don't do it: just describe the criteria.

4 Generate Options

This is also called brainstorming. Get everyone to list all possible options (whether they sound good or not). There are no wrong answer, and no judgments are made at this stage. Simply list all suggestions from everyone who is involved. You can't know when a strange idea might be the catalyst which sparks someone to think of a great idea.

5 Pick the Best Option

Compare each possible solution against the criteria and against your organizational mission, vision, and values. You may not have a perfect fit. Pick the closest match.

6 Develop an Action Plan

You have to implement the solution. List all possible ways to make it happen, and set a timeline (some of the steps in the plan will come from other options which you found in step 4). You want action to begin within one week (one day if possible), no matter how small or insignificant the first step may seem it is still a first step. You have to start somewhere.

An observation... It's about what defines "Talent" in construction...

By Ricky Gannaway



Talent is too often understood as something someone is gifted with... Something un-trainable...

Gannaway Builders, since I can remember (I've been with Guy since 1986) has been the sort of company where a person can be employed at one level, then rapidly be reassigned with far greater responsibility... This happens because we tend to grow very fast & more significantly. Because Guy, Mark & Roger believe in grooming leaders from within the ranks, they each pay close attention to every individual they hire whether they realize it or not.

Gannaway Builders' has learned that it can be incredibly rewarding to give a man enough rope to hang himself (responsibility) if he ultimately meets the challenge... More often than not, it proves costly to some degree.

Everyone has great potential to become a leader, given the proper guidance and attention. In a fast moving company such as ours, a crucial part of the needed guidance must be self generated and that is what separates those who don't eventually fall short after being promoted so swiftly. That sort of individual usually has the so called "talent" going in.

The requisite knowledge inventory for leadership, like any other vocation, comes with experience, but "talent" as a construction administrator is rooted in basics, intrinsic or not to an individual's makeup: a strong work ethic, knowing when to ask questions and the willingness to be accountable.

Everyone respects a hard worker, if for that reason alone and that's universal. Knowing when to ask questions despite human nature's discomfort with seeming ignorant, can save a great deal of money while showing good instincts and humility. Shouldering the welfare of your employer and your subordinates is what every leader must endure at any level. In other words, a good leader is more about "serving" than leading and those individuals are rare because they tend to be humble, respectful and hard working by nature.

Guy will invest in a hundred to find one of those, because you can't really know what a man is made of until you throw him in over his head. He likes to say, "We hire hearts over experience..." The reflexes of any two men will engage under the weight of responsibility a little differently. So, in this business, *talent* boils mostly down to humility, respect and extra effort... The rest is God given, whether or not we too call it talent. It's that basic and that available to any man or woman at Gannaway Builders.