

# **Gilbane Rising Contractors**

Session One

Introduction to Gilbane & The Rising Contractor Program

April 5, 2022





# Gilbane Cares

Because we're all one family.





# Ground Rules & Expectations for this Zoom Session

- This one-hour session will be recorded.
  - - Ask questions in the chat or verbally in breakout sessions.
- For the best viewing experience, select Gallery View in upper right-hand corner.

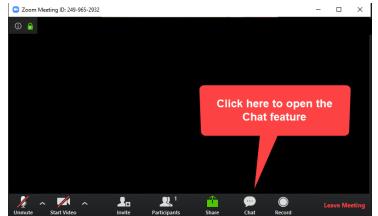


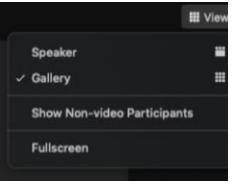
You can **expand/contract** the viewing windows by sliding the handle between panels.

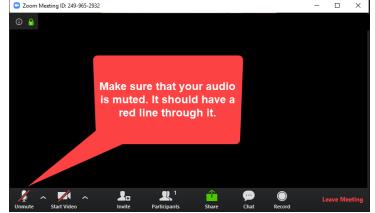
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Please **stay on mute** during initial presentation.

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#### Welcome!

Just a couple of housekeeping items before we get started.

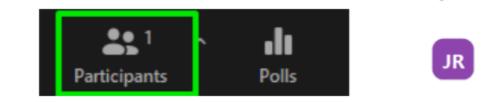
Your Zoom Name: Please "rename" yourself using the following convention:

#### Region\_First Name\_Your Company

For example: NYC\_John Rooney\_Gilbane

Click the participants tab, then "more" next to your name. Click Rename Participants (1)

 $\sim$ 



John Rooney (Host, me)

Mute

#### **Regions:**

More >

NY (New York) **MARO** (Mid-Atlantic/DC) **SE** (Southeast/Florida **OH** (Cleveland/Columbus) **MW** (Chicago and Milwaukee)

Rename

Add Profile Picture





# Welcome!

#### Introductions







Tom Laird President and CEO TLaird@GilbaneCo.com 216-535-3003

#### Paul Choquette III

Regional President PJCIII@GilbaneCo.com 571-551-5071

#### Yvette Stevens

Director of Diversity and Inclusion YStevens@GilbaneCo.com 904-428-5221

#### John Rooney

Sr. Economic Inclusion Manager JRooney@GilbaneCo.com 917-847-2904

# Gilbane Building Company

Founded in

Annual Revenue

#### 1870 \$6.3 billion

**3,000**<sup>+</sup> employees working from

46 & offices countries



Tampa, FL

Reno, NV

Albany, NY

New York, NY

#### U.S. Office Locations

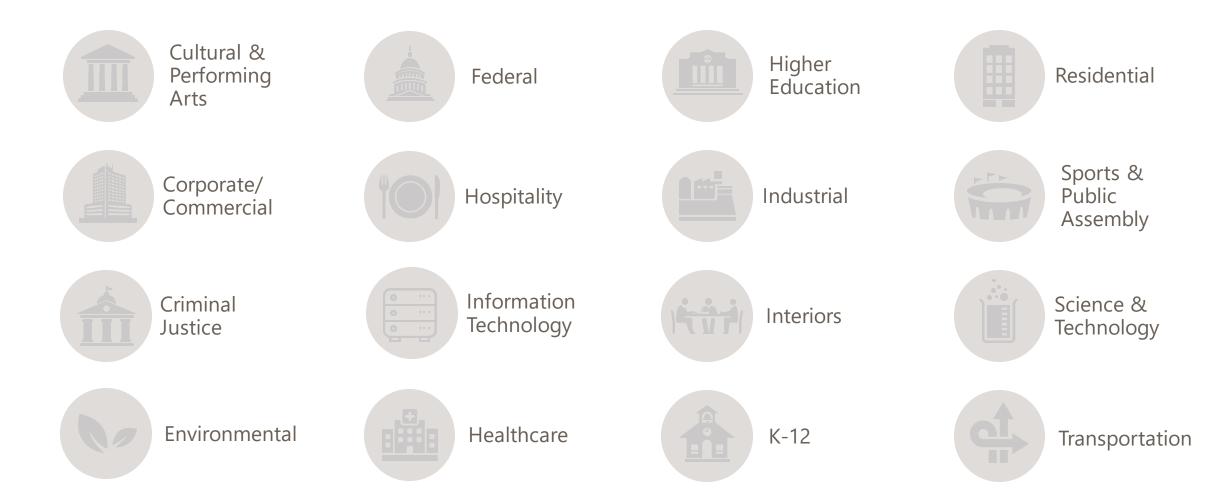
Phoenix, AZ Concord, CA Irvine, CA Los Angeles, CA Rancho Cordova, CА San Francisco, CA San Jose, CA Denver, CO Glastonbury, CT Stamford, CT Boca Raton, FL Fort Myers, FL Gainesville, FL Jacksonville, FL

Orlando, FL Syracuse, NY Sarasota, FL Cleveland, OH Columbus, OH Atlanta, GA Philadelphia, PA Chicago, IL (2) Pittsburgh, PA Boston, MA Providence, RI Baltimore, MD Columbia, SC Charlotte, NC Houston, TX San Antonio, TX Raleigh, NC Merrimack, NH Arlington, VA New Brunswick, NJ Richmond, VA Las Vegas, NV Milwaukee, WI

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#### Key Market Sectors





#### Key Gilbane Projects



Kings Theater Redevelopment, NYC

World War II Memorial – Washington DC

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#### Key Gilbane Projects



TF Green Airport Intermodal, RI



California State University, Monterey Bay Student Union, CA



Foxconn, WI



Constellation Brands, Mexico



Norton Museum of Art, FL

# Building More Than Buildings™

- > Gilbane Cares Culture
- Family-owned and privately-held with active participation of the 4<sup>th</sup>, 5<sup>th</sup>, and 6<sup>th</sup> generations of the Gilbane family
- > Over 150 years of operation



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# What is Construction Management?

- Construction management (CM) is a professional service that provides project owner(s) with effective management of the project's schedule, cost, quality, safety, scope, and function.
- CMs work with all parties (owner/architect/contractors) to successfully deliver building projects.



# **Economic Inclusion**

#### **Diverse Business Commitment**

- > Across the board commitment to a minimum of 20% participation
- > Tracking for accountability
- > Economic Inclusion (EI) Task Force
  - Developing solutions to address barriers
- > El Operations Playbook
  - El Non-negotiables
- > Emphasis on Outreach
- > Diverse & Local Workforce commitments



### Expanded Commitment to Economic Inclusion



Economic Inclusion Success is More Than Hitting a Number

Underrepresented groups get 01 ample opportunities Local firms get priority in the 02 distribution of opportunity Project supports in place that 03 ensure our projects are growing firms 04

# Rising Contractors: Regional Program Champions





John RooneyEzgi TalaricoAto PinkrahSr. Economic Inclusion ManagerBusiness Development ManagerEconomic Inclusion ManagerNew York, NYChicago, ILMid-Atlantic



Jason Burt Sr. Project Executive Jacksonville, FL



Jay Johnson Chief Purchasing Agent Washington, DC



Mark Cunningham Program Director Cleveland, OH



**Travis Okel** Purchasing Manager Cleveland, OH



**Yohan Green** Project Engineer Mid-Atlantic



Mary Collins Project Executive Milwaukee, Wl



Mary Olushoga Economic Inclusion Specialist New York, NY

# Gilbane Rising Contractors – Curriculum Overview

- Eight-week training
  - Prequalification
  - Winning Work
  - Managing Project Success
  - Mitigating Risk
  - Developing Financial Strength
  - Leveraging Technology
  - Networking & Business
    Development
- Class structure
  - National hour presentation
  - Local hour relationship building



Glibane



### Mentorship

- Purpose of mentorship is to amplify the relationship building component, ensuring the end of training represents the beginning of our partnership
- Mentor requirements
  - One year commitment
  - Hold initial introductory meeting (1 hour)
  - Monthly check-ins (30 mins)
  - Advocate for contractor to be on bid lists
  - Connect contractor to other primes
  - Attend two program sessions (including final session)
  - Conduct one site visit to Gilbane job
  - Provide El Manager w/updates on mentorship progress



# **Class Stats**

#### Trades

- 61 companies
- General Contractors
- Plumbers
- HVAC
- Carpenters
- Low Voltage
- Roofing
- Painting
- Concrete
- Demolition
- Trucking

#### Regions

New York Mid-Atlantic/DC Florida Ohio (Cleveland and Columbus) Mid-West (Chicago and Milwaukee)



### Gilbane's Commitment to Rising Contractors

- Our definition of success: Ample provision of direct and indirect opportunities to Rising Contractors; ensuring that commitment to continuous learning and growth is core to all our dealings.
- Useful class content
  - Lessons learned report
- Flexibility in prequalification
- Provide a real connection to work

Gilbane is committed to generating \$100 million in awards over the next five years for program graduates.

• Partnership, respect, and honest communication

# What we expect from you

- Attend all classes
  - Know the schedule
  - Notification of conflicts
- Appear on camera for second hour
  - Be stationary (no driving)
  - Be in a quiet setting
  - Be on time
  - Be attentive
  - Be presentable
  - Participate
- Try your best

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Company Address:					
Owner's Name:	-				
	_				
Company Phone:	-				
Trade Speciality:	-		Union 🛛 Non-Union 🗆		
Certification (Check	call that a	apply): MBE 🗆 WBE 🗆 DBE 🗆			
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#### Three Things to Avoid

1. Wasting opportunities for us to get to know you and your company, particularly in the 2<sup>nd</sup> (local) hour of class

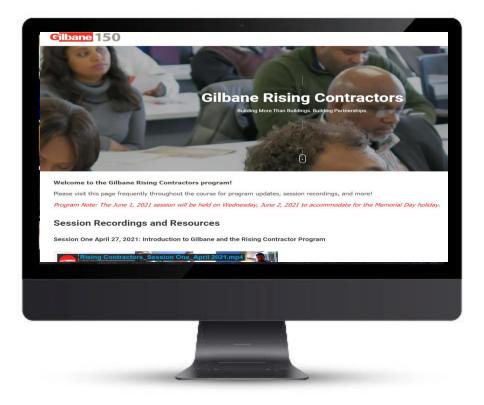
2. Waiting too long to start the prequalification process

3. Not having an online presence that enables potential clients to learn about your company



### Rising Contractors Resource Page

- View programming updates, session recordings, and contact information.
- <u>https://info.gilbaneco.com/gilbane-</u> rising-contractors-1
- Password protected: Spring2022





#### Next Steps

- Next Class: Prequalification
- Visit <u>https://compass-app.com/</u>to register and begin prequalification process
- Come prepared with any questions about prequalification
- Create a LinkedIn page for your business
  - <u>https://www.procore.com/jobsite/how-linkedin-</u> <u>company-pages-help-construction-businesses-</u> <u>grow/</u>





### Three Key Takeaways

- 1. Gilbane is a family-owned company that has been around for over 150 years and we strive to be an industry leader in economic inclusion.
- 2. The training and mentorship components of the Rising Contractor program, while critical, are meant to support the true goal of the program: to connect Rising Contractors with work on Gilbane projects.
- 3. If you show up fully and take advantage of all this program has to offer, you will go far with Gilbane.



# Session Survey