"Do as I say, not as I do" vs "Walk the walk and talk the talk"

As a parent and coach we understand the folly of "do as I say and not as I do". It is well understood that kids are sponges who mimic our behavior. Who hasn't laughed when little Johnny repeats a bad word cause daddy uses it. We know if we want to encourage healthy behaviors and have our kids grow up to respectful adults, we have to always be on our best behavior. We should not complain about eating our vegetables, treat mom with respect, make homework a priority, etc. We try to do the right thing at all times because our little ones are always watching and learning from us.

But does this translate to the work place as well? If your safety manager occasionally looks the other way to cut a corner or make a deadline, what does this tell the crew? If your foreman walks the roof untethered because he is "just doing a quick check" what do the rest of the guys on the roof learn? To instill a culture of safety, you need everyone to act safe at all times and you should not tolerate occasional breaches. In other words, all company leaders need to walk the walk and talk the talk, always.

I assume most agree that this makes sense when it comes to safety. It is easy to understand that no safety infraction is acceptable ever. But what about training? Do we impose the same discipline? Do we make it a priority or an after-thought? Do we mention to our team, I would like to attend that conference or that training session but we'll have to see if I can make the time. Do we cancel and reschedule our in-house training, only to reschedule again? Not making training a priority rubs off. If it is not important to you, it won't be important to them.

There is a reason continuing education is required for workers to stay current with the latest developments, skills, and new technologies; that many professions require annual CEU's. To compete in today's fast moving world, we need to stay fresh, stay current, learn new skills, and new ways of working. We demand this of our workers but do we impose the same discipline on ourselves?
For those of you that are not active in a MBCEA chapter, please read below for all of the exciting training opportunities we offer. Check out the METALCON schedule. (And then use our link below for discounted registration!) Stay tuned to this newsletter for information on our Annual Conference which is easily the most important training symposium you will ever attend. Make a plan to attend this year, and stick to it.

We are so committed to training, we are just about to unveil the new Metal Buildings Institute website and learning portal. The old site (mbidvd.org) has served us well but was in much need of an overhaul and update. The new site is your one-stop shop for all things connected to metal building training! The original Quality and Craftsmanship series is there and get this - it is free to all active members of the MBCEA! The long-awaited IMP training video is there and MBCEA members can purchase it for 50% off. We will soon be adding more training and more benefits so stay tuned. Details and specifics will be sent shortly direct from the MBI. Any questions, contact Sasha.

Joining the MBCEA is an important first step in your commitment to training and personal development, now make sure you are taking advantage of your membership.

Thanks and Stay Safe!

Regards,

Keith Wentworth
President, MBCEA
Vice-President, Dutton & Garfield, Inc.

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### WELCOME NEW MEMBERS!

**Diverse Building Solutions, Inc.**
Ryan Bauman  
6831 US 22  
Wilmington, OH 45177  
937-584-4647  
rbauaman@diversebuild.com  
www.diversebuild.com

**Jacobs Metal Building**
Alejandra Macias Leon  
1415 High Prairie Pt  
Calhan, CO 80808  
719-354-5494  
admin@j-metalbuilding.com

**North Point Builders of MD, LLC**
Ken Wingate  
4210 North Point Blvd  
Baltimore, MD 21222  
410-477-8541  
410-477-9258 fax  
kwingate@npbinc.com  
www.npbinc.com

**Phalen Steel Construction Company**
Dean Anderson  
4113 Leap Road  
Hilliard, OH 43026  
740-258-7719  
815-538-4101 fax  
dean@phalensteel.com  
www.phalensteel.com

**SafetyWorks, Inc.**
Craig Shaffer  
2 Heatherwood Drive  
Dillsburg, PA 17019  
717-578-4410  
craig@safetyworksinc.com  
www.safetyworksinc.com
Chapter News

New England Chapter News:

The 29th Annual New England Chapter golf tournament was held on 7/18 at Lake of Isles at Foxwoods Resort and Casino. We had another great turnout this year with over 100 golfers for the second year in a row. Special thanks to our longtime tournament sponsor, Rob DeLuca and RJD, Inc. as well as closest to pin sponsors - Nicola & Yester Co, PC and Mass Crane; long drive sponsors - Silvercote and PMC Industries; straightest drive sponsors - PMC Industries and Chief Buildings; golf ball sponsor - RJB Contracting; dinner sponsors - IAS, Butler Manufacturing Company, Riess Construction, and Package Steel Buildings; boxed lunch sponsor - Norbec; breakfast sponsors - Cornerstone Building Brands and GWY, INC and our 18 tee sponsors. We would also like to thank the volunteers that helped organize the event as well as selling raffle tickets and taking photos.
We would like to congratulate Barnes Buildings & Management Team #2 on winning the tournament with a -12 Score. Winning team members: Tim Allison, John Diaz, Chet Braun, and Mat Cahill.

**Upcoming Events:**

Charity Bowling Night to benefit the Semper Fi Fund on Thursday September 19th @ Pinz in Milford, MA. Flyer to be sent out shortly. Sponsorship opportunities available.

Comcheck Dinner Seminar presented by Silvercote on Thursday November 14th @ the Sturbridge Host Hotel in Sturbridge, MA. Please keep an eye out for the flyer.

**Carolinas Chapter News:**

Welcome new Carolinas Chapter President, Randel Stanley! Thank you to Tony Downs for serving the last two years. Read all about the Summer Meeting and upcoming events in the Carolinas Chapter Newsletter.

**Save the Date:**

**Construction Notebook Class #10: Metal Building Fasteners Training**

Thursday, October 17, 2019, 9 am - 1 pm

presented by

Metal Fastening Systems

7670 Mikron Dr, Stanley, NC 28164

**Save the Date:**

**Fall Golf Outing**

Thursday, November 7, 2019

Greensboro/Raleigh area

**Mid-Atlantic Division News:**

**Recent Events**

The Mid-Atlantic Division Chapter once again was proud to help sponsor The Lehigh Valley Let's Build Construction Camp for Girls at Bethlehem Area Vo-Tech. 28 high school girls participated this year. This activity was held the week of July 8th - 12th. It remains an important tool to educate our local youth in a trade and give them the experience and confidence to become leaders in the construction industry. Check out the Lehigh Valley Live article and photos and the local PBS station's (WHYY) video. Sponsor logos (including the MBCEA's) were on the backs of the t-shirts that both the campers (teal or light purple) and the volunteers (safety orange) are wearing, and also on a very large sponsor banner that hung in the central meeting space for the camp.

**Upcoming Events**

- On August 23rd, the 4th Annual Sporting Clay Shoot will be held at the fabulous Lehigh Valley Sporting Clays in Coplay, PA. Participants get to enjoy the experience of riding in golf carts (with guns) to 16 exciting stations to show off their skills! The event this year is sponsored by ATAS, Butler, SFS and Therm-All. Register Now: [Annual Sporting Clays Event](#).

**Greater Ohio Chapter News:**

On Friday August 9th we had our third annual golf outing held at Bunker Hill golf course in Medina, OH. We had 40 people in attendance.

We want to give a special shout out to our sponsors and a heartfelt Thank you!

Main Event Sponsors - Silvercote and Butler; Dinner Sponsor - Chief Building Systems; Drink Sponsor - Therm-All Insulation; Turn Sponsor - Bay Insulation Systems;
Breakfast Sponsor - Corle Building Systems.

We handed out awards for: The longest drive, closest to the pin, longest putt and first, second and third overall team score.

The outing was followed by our guest speaker, Tony Bouquot, as he spoke on the State of the Metal Building Industry and was followed with dinner.

Special thank you for everyone in attendance and our sponsors and the great people at Bunker Hill Golf course.

Upcoming events will be announced soon.

Texas Southeast Chapter:

Follow MBCEA TXse on Facebook and LinkedIn or contact us at mbceaTXse@gmail.com if you want to be added to our email list.

DID YOU KNOW THAT WE HAVE TOOLBOX TALKS IN BOTH ENGLISH AND SPANISH AVAILABLE TO OUR MEMBERS?

Each month we’ve been highlighting a different section of our website to make sure you’re getting the most out of your membership. This month I’d like to draw your attention to the Toolbox Talks. They are located in the Members Area of the website.
Once you log in, click on the appropriate link for English or Spanish and you'll see 52 different topics for your use.

If you'd like a reminder as to what your members area login credentials are, please shoot me an email. - Sasha

**Tips to Manage your Cash Flow While Waiting for the Next Payment - Choncé Maddox**

Nothing is worse the uncertainty that comes with knowing that your cash flow is low when you still have a while until another payment comes in. When running a business, you have so many things to manage.

When cash flow runs low, it puts you in a very vulnerable situation. You may have important expenses to pay or contractors to compensate. Not to mention, you need to take home a profit so you can meet your own needs.

The good news is that always being short on cash does not have to be your reality if you own a business. Here are a few effective ways to manage cash flow when you're in between payments.

**Strive to Develop Employees Instead of Just Managing Them - William Craig**

One of the most interesting workplace trends of the last few years is the rise of the "knowledge worker." These are individuals whose daily roles go above and beyond repetitive or routine tasks and require moderate or high-level subject matter expertise. Since the middle of the '80s, the number of such workers in the U.S. has fully doubled.

Unfortunately, decision-makers don't seem to have read between the lines on what this really means: Employees increasingly don't need management in the traditional sense. Moreover, they don't want it.

Let's take a look at some of the benefits your company can realize by developing rather than managing employees.
Discounted METALCON Registration! Save $40 off The Total Experience!
UPCOMING WEBINAR: Wednesday, August 21, 2:00pm ET: A Look at CPWR's Spanish Language Materials & Resources

Presented by: Kathy Tolentino-Gonzalez, Program Assistant, Research to Practice (r2p)

The number of both Hispanic workers and contractors in construction continues to increase year after year. And while the gap has narrowed significantly over time, Hispanic workers are at a greater risk of fatal injury than their white, non-Hispanic counterparts.* Because of these industry trends, CPWR has been working hard over the last several years to translate our training materials, contractor tools, and worker handouts into Spanish. Learn more about these free resources and how they can help keep your workers safe in this 30 minute webinar, including Q&A.

*Construction Chart Book.

Note: The live webinar will take place in English, however they will also make it available on-demand in Spanish following the event.

Register Here

The Differentiators of Safety Excellence - Terry L. Mathis

The goal of excellent safety efforts is not to control workers, but to add value to them.

I recently made a number of phone calls to organizational leaders inviting them to speak at our upcoming safety excellence conference. As we discussed their recent successes and challenges, it became evident these world-class safety organizations had several things separating them from average and poor performers. I started jotting notes to myself and contrasting their details with what I often hear from new clients and prospects. While several issues surfaced occasionally, there were six that were universal among these leaders.

The average prospect I speak with has a goal to improve their safety numbers over last year. They set a numeric goal to strive for that can be considered an improvement. Since they basically measure their failures, they are striving to fail less. Without a clear vision of what success looks like, it is virtually impossible to work toward it. World-class safety organizations have a vision of success they are working toward, not a vision of failure they are working away from. When I point out this distinction, the ones excellent in safety get it and the others don't. They often say, "Success and the lack of failure are the same thing!" They think of it like a golf score. The goal is to drive the numbers as low as possible.

Read more

In the News / Member Spotlight

ATAS International Participates in Lets Build Camp for Girls which Provides Exploration of Careers in Construction

MBMA Publishes Distilleries and Breweries Case Study

Enter the Metal Construction News 2019 Building and Roofing Awards Contest

Air Leakage Testing is Coming, Are You Ready?
Did you know that current ASHRAE 90.1 and IECC contain specifications for buildings to meet an air leakage standard of 0.40 cfm/ft2 and that whole building air leakage testing is a path to compliance? Air leakage is a major factor in energy efficiency and regulation is coming. MBMA and NAIMA are teaming up to get out ahead of the requirements by completing testing on a variety of metal buildings and insulation systems.

If you'd like to be on the leading edge of this work and participate, the MBMA can offer the testing at no charge. If you would like the metal building you are constructing tested, please contact Vince Sagan at the MBMA office, vsagan@mbma.com or 216.241.7333.

Join the Discussion in our New Facebook Group

We're creating a Facebook group for members only so you can share tips, resources, successes, etc. We learn from each other. We support each other. We continue to grow as we continue to influence the perception of metal buildings in a positive way as a whole. It can be invaluable to connect and learn from other business owners on a frequent basis. Share how the MBCEA is helping you. Assist a new member in navigating the benefits. Make your own post that you have crews available or are looking for work. Share this invite with the rest of the people in your organization.

Join Group

We want to hear from you!

The MBCEA is dedicated to the professional advancement of our members. We need to know what is important to you, what kinds of things you are interested in, what you need.

Sasha Demyan, Executive Director
Keith Wentworth, President
Jackie Meiluta, Program Manager

Please connect with us!

Quote of the Day

"It is not the answer that enlightens, but the question."
- Eugene Ionesco Decouvertes

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