



Innovation in Practice

October 1, 2023



CONVENTION EDUCATION

1

This session is eligible for 2 Continuing Education Hours.

For these hours to appear on your certificate, you must:

- Have your badge scanned at the door
- Attend 90% of this presentation
- Fill out the online evaluation for this session

2

Group Participation

To join our **virtual room**:

- Send a **text to 22333** that says **tauhiraali468**
- Scan the **QR code**
- Visit **PollEv.com/tauhiraali468**




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What's your WHY?

Nobody has responded yet.
Hang tight! Responses are coming in.

Start the presentation to see live content. For screen share software, share the entire screen. Get help at pollEv.com/app

4

What are the biggest challenges facing your company today?

Nobody has responded yet.
Hang tight! Responses are coming in.

Start the presentation to see live content. For screen share software, share the entire screen. Get help at pollev.com/app

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What does 'innovation' mean to you?

Nobody has responded yet.
Hang tight! Responses are coming in.

Start the presentation to see live content. For screen share software, share the entire screen. Get help at pollev.com/app

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Industry Innovation Mission

Empower NECA Contractors to **increase market share** through strategic application of **industry trends** and **emerging technologies**

Eliminate **today's challenges** and explore **tomorrow's opportunities**





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Pillars of Innovation

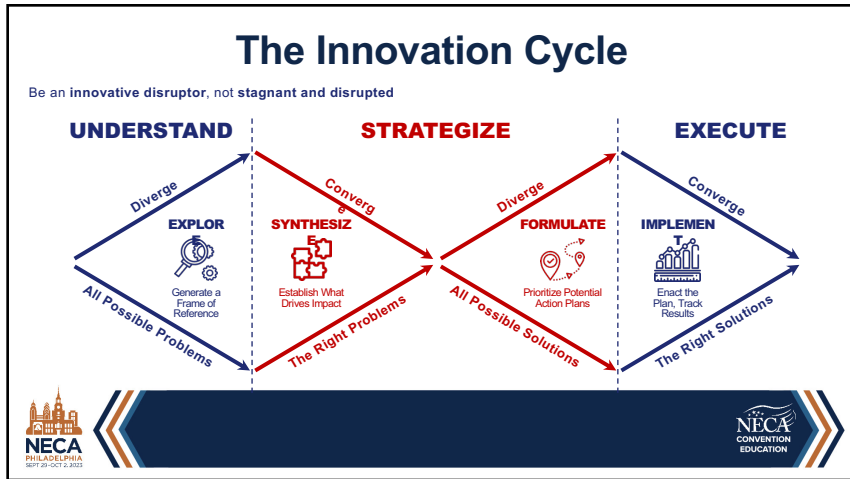
How do you ensure resilience in uncertain environments?

BUSINESS HEALTH AND SUCCESS

PEOPLE	CULTURE	AWARENESS	STRATEGY	TECHNOLOGY	PRODUCTIVITY
<p>Attracting and growing talent for the construction industry.</p> <ul style="list-style-type: none"> Recruitment Training Succession 	<p>Championing an impactful, and socially responsible atmosphere.</p> <ul style="list-style-type: none"> Mission DEI Brand 	<p>Identifying ways to learn, derive meaning and evaluate success.</p> <ul style="list-style-type: none"> Assessment Industry News Competition 	<p>Mapping and executing an action plan for sustainable results.</p> <ul style="list-style-type: none"> Explore Evaluate Deploy 	<p>Identifying, applying, and testing new tech, solutions and processes.</p> <ul style="list-style-type: none"> Research Development Pilot to Scale 	<p>Measuring success, efficiency, efficacy and best practices.</p> <ul style="list-style-type: none"> KPIs Workflows Lean Process

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NECA Innovation Institute

PHILADELPHIA SEPT 29 - OCT 2, 2023

One-year executive innovation program designed to strengthen the core skills of existing pioneers within your organization.

Outperform your personal best through:

- Foundational executive training
- One-on-one coaching in strategic problem solving
- Intimate peer group discussions
- Capstone Project tailored to company needs
- Recognition as an innovative pioneer

Ideal Candidate:

- High Potential Future Executive
- Positioned to Accelerate Your Company
- Nominated by Executive Sponsors

Join an elite group of innovators poised to take electrical construction to the next level.

NECA CONVENTION EDUCATION

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Our Panelists

Dennis Harter Sr
Vice President of Operations
Kaiser Electric

Nick Rol
Director of Electrical Services
Thompson Solutions Group

Kirk Wahlstrom
Group Manager
Egan Company

Sheri Trzebiatowski
Vice President of Operations
ArchKey Solutions

NECA PHILADELPHIA SEPT 29 - OCT 2, 2023

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Innovate to stay Relevant

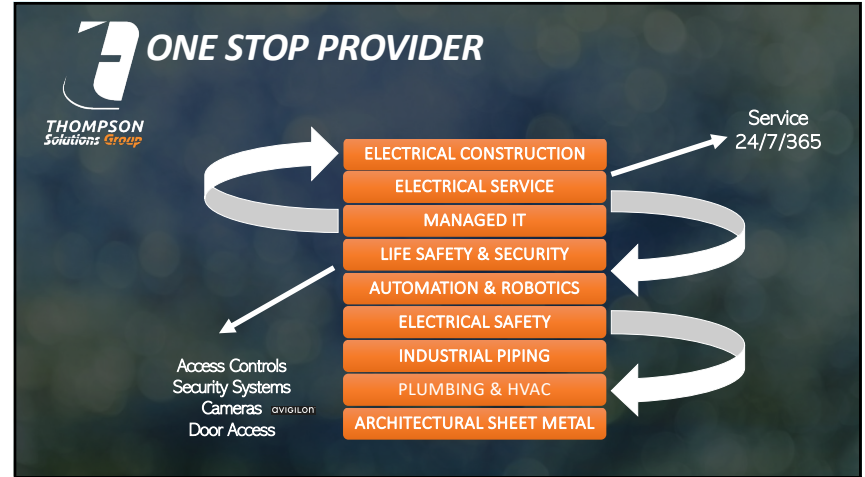
Nick Rol
Director of Electrical Services
Thompson Solutions

NECA PHILADELPHIA SEPT 29 - OCT 2, 2023

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THINGS WE BELIVE IN

VENDOR AFFILIATION
We use our strengths to build and maintain close alliances with key manufacturers and distributors to assure the *best products, best pricing, and best service*

CUSTOMER FOCUSED
A culture of aligning credible ideas, fact-based information, market forces, and superior service to bring solutions to our customers to satisfy their vision

LEAN PRINCIPLES
Use of technology, education, processes, and performance measurement to assure we provide high quality installations in a safe manner while maintaining a fair price

EMPLOYEE ENGAGEMENT & EXCELLENCE
A culture of excellence that attracts, educates, cultivates, and retains high performing individuals that focus on our mission

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THOMPSON
Solutions Group

Project 36/15. TSGs Service Growth Journey



Tape Measures to Tripods
Industry evolution from 2000 to Today

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THOMPSON
Solutions Group

ThompsonSolutionsGroup.com

HVAC • Mechanical • Electrical • Plumbing • Technology

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Innovation through People & Technology




Kirk Wahlstrom
Group Manager
Egan Company




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EGAN



AN UNMATCHED, INTEGRATED EXPERIENCE

MISSION

To provide innovative, high-quality, integrated skilled trades and services that build growth opportunities for our employees and customers while upholding our foundation of safety and keeping our promises.


VISION

We will redefine our industry by setting a new standard in customer care.


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COMPANY
QUICK FACTS

Delivering safe and seamless projects from start to finish.

78 YEARS IN BUSINESS	1,000 EMPLOYEES	12 SPECIALTY TRADES
0.79 RECORDABLE INCIDENT RATE TO-DATE 2023		9.0 AVERAGE CUSTOMER RATING <small>*2023</small>
#1 AMERICA'S SAFEST COMPANIES <small>*2020 by EHS Today</small>	#71 TOP PRIVATE COMPANIES IN MINNESOTA <small>*2022 ranking</small>	#113 ENR TOP 600 U.S. SPECIALTY CONTRACTORS <small>*2022 ranking</small>

- One of the largest, multi-trade specialty contractors in the Midwest
- Established in 1945
- Twin Cities Metro (Champlin) and Southern MN (Rochester)
- Privately owned and operated
- 2.5 facilities
- Customers include: general contractors, building owners, property managers, and manufacturers



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With passion and pride, we build better lives and communities – together. We are committed to making a positive impact in the communities we serve.


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Building on Proven Expertise

**NECA Innovation Institute
Capstone Project**

Making Egan a Destination for Building Automation Sales Professionals


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PROJECT REVIEW

QUICK FACTS

Investigate what works and doesn't with our sales and customer facing team, and look inside and out for potential traits and training to entice and support

- Research
- Codify assumptions -failed research
- Reassess and expand research
- General Profiles and assessment
- Opportunities to augment skills
- Individual Training Plans
- Minimum Expectation Areas - Assessment and Support
- Execution



KEY TAKEAWAY

Be open to new and competing information.

It's OK and expected to reassess and change. Can Innovation happen from a preconception or a first attempt?

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EGAN

PROJECT

RESEARCH TIDBITS

Some specific and not so industry specific items that I found interesting and drove further decisions

- Personalities and Tendencies are developed early
- Change and development can be made...(minimally?)
- People can do a job, but meshing personality with production helps ensure success
- Specialization can provide focus, general understanding provides comfort
- Our Industry needs a diverse set of skills, personalities
- Farmer, Hunter, Estimator, Retriever, Engineer



KEY TAKEAWAY

Right Seat.
Right Butt

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EGAN

EXECUTE

CUSTOMERS FOR LIFE

CARE COMMITMENT COMMUNICATION

The program built by Egan and facilitated by professionals to provide employees the skills to build into their relationships

KEY TAKEAWAY

I need all PROFILES to meet customer expectations and cover the types of interactions

Plan to train and build the skills

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EGAN
Building on Precious Experience

Innovation through Technology

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EGAN

TECHNOLOGY

- Technology for Productivity – Trade Show is calling to you
- Technology to build Partnership
- Build Into your Customer's World
- What problem can you help Solve?
- Make it a Journey not a Destination with the partner

KEY TAKEAWAY

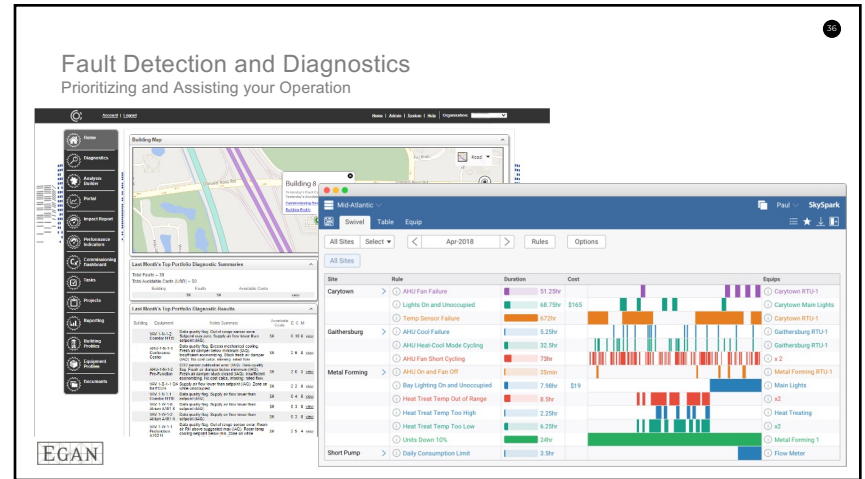
Add to your feature set

Provide value without extreme investment

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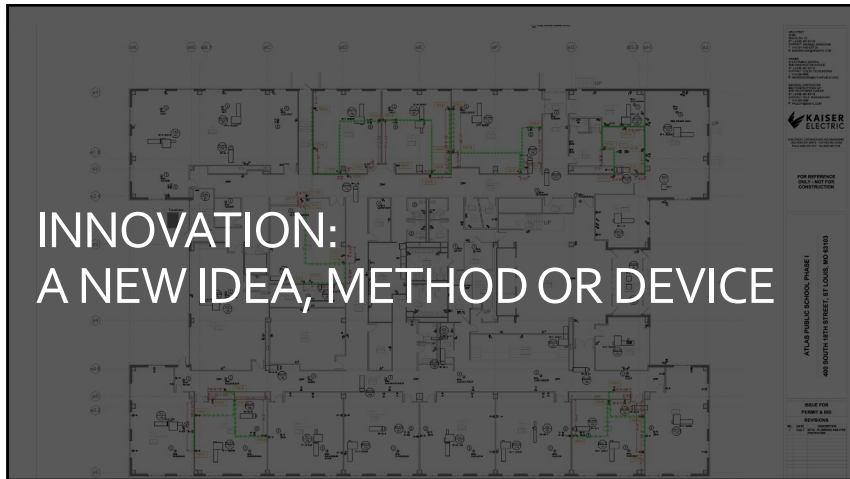


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Innovation: A New Idea, Method, or Device

Dennis Harter Sr
Vice President of Operations
Kaiser Electric

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KAISER'S LATEST INNOVATION HAS BEEN THE CREATION OF A DESIGN TEAM

WHY DID WE NEED A DESIGN TEAM

- CONSTRUCTION LIFE CYCLES HAVE AN INCREASING IMPORTANCE ON SPEED TO MARKET
- BECAUSE OUR INTERNAL PROCESSES WERE EXPERIENCING COMMUNICATION CONSTRAINTS
- TO ENABLE OUR PMs TO FLY HIGHER AND NOT BE BURDENED BY THE MINUTIAE
- TO ENGINEER AND CREATE INSTALL DRAWINGS THAT REMOVE LABOR RISK FROM THE FIELD
- TO FACILITATE THE ABILITY TO "KIT" AREAS OF OUR PROJECTS
- TO HELP THE OVERALL COLLABORATION OF THE ENTIRE KAISER TEAM

DIRECTOR OF DESIGN AND PRE-FAB

BRYAN TRUEMPER

LEAD MODEL

BLAKE FRANKEN

LEAD CAD

DAVE ARNOLD

KAISER ELECTRIC
2022 - Celebrating 70 Years!

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FAILURES (MORE THAN WINS)

OUR FIRST HIRE WAS "WRONG PERSON, WRONG SEAT"

I AM NOT TECHNICALLY SKILLED ENOUGH TO DIRECTLY LEAD THE DESIGN TEAM

PATIENCE AND TOLERANCE TESTED BY GENERATIONAL GAPS

UNSUCCESSFUL AT EFFECTIVE COMMUNICATION

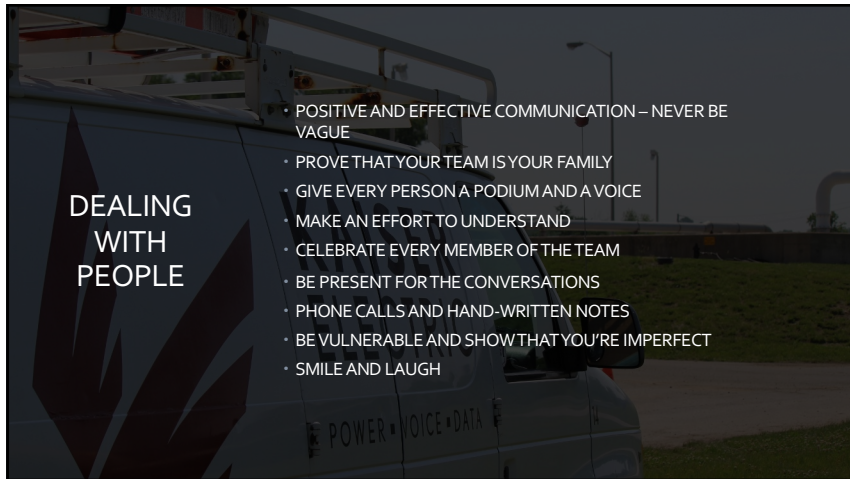
DID WE SETTLE

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WINS AND ACCOMPLISHMENTS

- EXIT INTERVIEW WITH GREAT FEEDBACK. THIS WAS AN ENLIGHTENING EXPERIENCES
- WEEKLY REPORT CARD - TRACTION
- NEW DESIGN LEAD
- ROBOTS ARE UP TO DATE
- ALL SOFTWARE IS UPDATED AND NOW ON SUBSCRIPTIONS
- DESIGN TEAM OFFICES WERE COMPLETED
- READING MATERIAL CHANGED ME - WHAT GOT YOU HERE
- PERSONAL GROWTH AND HUMILITY

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Pre-Employment Assessment Report for Kaiser Electric. Assessment Date: 12/23/20. Candidate: [Redacted].

RIGHT PEOPLE IN THE RIGHT SEAT

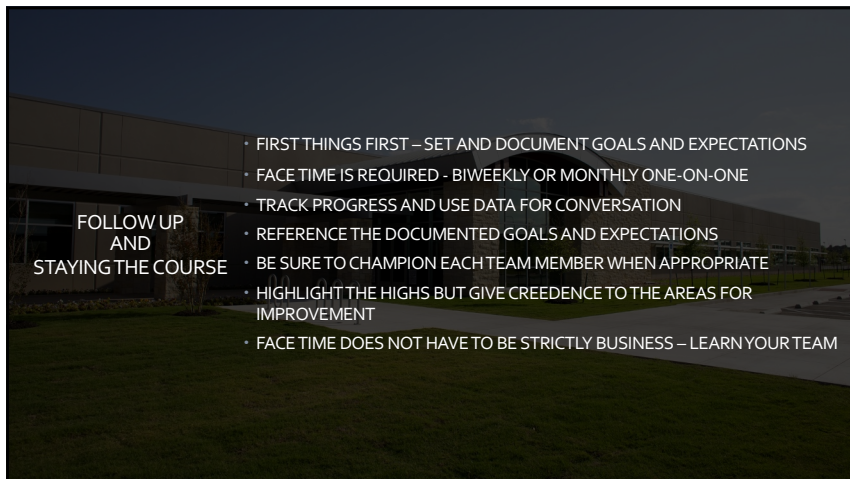
BE SURE CANDIDATES FIT YOUR CULTURE AND TEAM DYNAMICS BEFORE ANY CONSIDERATIONS OF EMPLOYMENT – COFFEE/LUNCH

PROFESSIONAL TESTING IS A GREAT WAY TO SEE BEHAVIORS

YOUR PERSONAL REFERENCES MATTER

GIVE THEM THE EXPECTATIONS, GOALS AND INCENTIVES THAT THEN... STAY OUT OF THEIR WAY. MY JOB IS TO REMOVE OBSTACLES, NOT OVERPROCESS

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FOLLOW-UP IS A GREAT WAY TO KEEP FOCUS

KAISER ELECTRIC

POWER • VOICE • DATA

National Contractors and Engineers

December 29th, 2022

Today we meet to talk over your path that far as an Assistant Project Manager. You currently have 100+ miles of experience, growth, ideas and achievements working with your Kaiser family. They're not over 5,000 hours of training. It's critical to you know that you are essential at everything you do. You are essential to 6700+ projects of your team members as well. Be present, proactive, you control a personal goal of helping the "Kaiser" family use your job title and business cards. This is an achievable benchmark in your career progression, and we're honored to help guide you and give you the support you need, when you need it.

These are the attributes that you expressed during our meeting. I know that you do not enjoy talking about yourself but, it's important for you to have yourself critiqued. It's easy to have a connection to your head thinking your own voice while sitting in front of a year's worth of evidence. I'm confident that you feel comfortable enough to admit vulnerability and honesty, and that your attributes below are from an honest conversation.

Doing Well

- Filing in
- Team Player
- Dedication
- People Skills
- Challenging Power Drags

Get Better

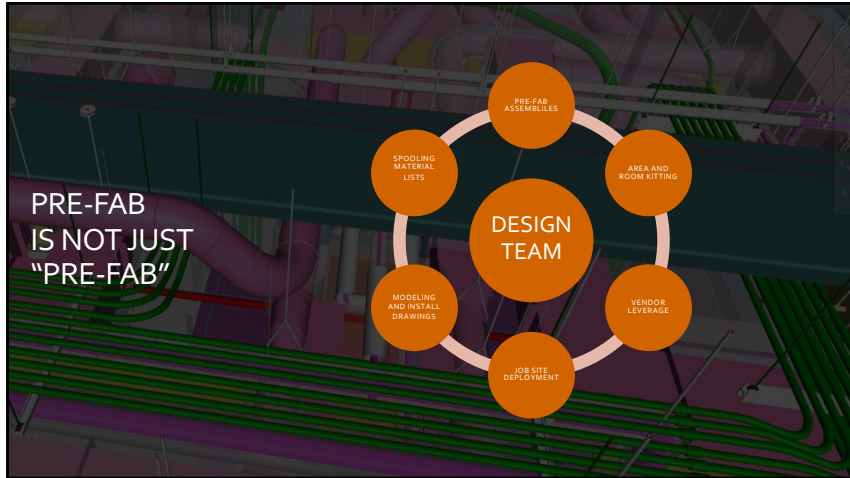
- Estimating
- Meeting with people
- Anticipate better
- Work/Life Balance
- Continue learning
- Find my own methods

Let us visit this again in March. At that time, we will cover your progress and your projections for the year, as you march toward your personal goal of Project Manager.

Your Coach and Support Fan,
Damon


988 Pennock Drive, Phoenix, AZ 85024 | tel: 602-988-1030 | fax: 602-988-2100

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Innovation



Sheri Trzebiatowski
Vice President of Operations
ArchKey Solutions

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THE POWER OF SCALE

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ANYWHERE YOU ARE,
WE'RE THERE TOO

● ArchKey Project Locations
● Certified Partner Network

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INSTALLATION

ArchKey SOLUTIONS
SACHS ELECTRIC

ProKey FACILITIES

ArchKey SOLUTIONS
PARSONS ELECTRIC

ArchKey SOLUTIONS
SPRIG ELECTRIC

OUR FAMILY

ArchKey SOLUTIONS
MORAL ELECTRIC

FACILITIES SERVICES

PROGRAM MANAGEMENT

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ARCHKEY CONSTRUCTION OFFERINGS

SYSTEMS SERVICED:

TECHNOLOGIES, WIRELESS

TECHNOLOGIES, NETWORK

TECHNOLOGIES, SECURITY

TECHNOLOGIES, A/V

CONTROLS, AUTOMATION & INSTRUMENTATION

ELECTRICAL, LOW VOLTAGE

ELECTRICAL, MEDIUM & HIGH VOLTAGE SUBSTATION

ENERGY SERVICES/RENEWABLES

FIRE

CIVIL

SERVICES OFFERED:

ArchKey provides services to electrical, technologies and low voltage systems through the full installation lifecycle (planning, site prep, installation and testing).

PRECONSTRUCTION
During the preconstruction phase, ArchKey develops estimates, procurement strategies and project plans to maximize productivity and mitigate risk during construction. Activities include: Constructability Reviews, Budget Development/Value Analysis, Material Procurement, Design Engineering and Prefabrication/Off-Site Construction.

CIVIL UNDERGROUND
Construction site preparation including surveying, demolition, debris removal and underground work such as laying underground fiber, trenching & excavating.

INSTALLATION
Installation, testing & commissioning of systems during construction including temporary power systems, QA/QC testing, commissioning and start-up services.

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CONSTRUCTION

\$1.2B
BONDING CAPACITY

8B+
SQUARE FEET CONSTRUCTED

475+
PROJECT MANAGEMENT TEAM

3,400+
CITIES WORKED IN

ELITE ENGINEERS DELIVERING EXCEPTIONAL RESULTS

Transformative: Progressive Programs & Approach
Don't play by other people's rules. Unique solutions to build better, faster, and smarter than before – continuously improving upon more than 350 years of experience.

Transparent: Respond, Anticipate & Adapt In Real-Time
Six week plans & real-time transparency allow for proactive project management & response – eliminating roadblocks before they occur.

Trusted: Supporting Business Success
Reliable commitments to achieve budget, schedule, quality & safety goals based on your priority.

Talented: Market, Process & People Expertise
Bringing a best-in-class approach to each project, hand selecting the team from over 475 market and process experts that best fits your project.

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ARCHKEY FACILITIES OFFERINGS

SYSTEMS SERVICED:

TECHNOLOGIES, WIRELESS & PUBLIC SAFETY DAS

TECHNOLOGIES, SECURITY

TECHNOLOGIES, A/V

ELECTRICAL, LOW VOLTAGE

MECHANICAL/HVAC

FIRE

PLUMBING

MASS NOTIFICATION

DISTRIBUTION, EMERGENCY POWER

TECHNOLOGIES, NETWORK

ELECTRICAL, MEDIUM & HIGH VOLTAGE SUBSTATION

BUILDING AUTOMATION & CONTROLS

ENERGY SERVICES/RENEWABLES

CONTROLS, AUTOMATION & INSTRUMENTATION

SERVICES OFFERED:

ArchKey provides services to electrical, technologies and specialty systems through the full facility services lifecycle (compliance, maintenance, disaster recovery, capex).

TESTING, ANNUAL COMPLIANCE
Code required annual compliance testing, risk assessments, and system repair such as arc flash analysis, fire system testing and public safety DAS.

MAINTENANCE
Regularly scheduled preventative, warranty & maintenance that maximizes equipment life & uptime, between failures. Includes IR Testing, equipment inspection, cleaning, system performance, etc.

24/7 & DISASTER RECOVERY
Restoration of power to a building in a safe and timely manner after a failure of any component of the electrical system. This could be a catastrophic event or an outlet replacement. Includes break/fix, replacement and temporary power.

CAPEX, INSTALLATION & POWER SYSTEMS TESTING
Design, installation & commissioning of capex projects including power systems testing which can include end-of-life replacement for equipment or upgrading existing equipment in a live facility or with as little downtime as possible.

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FACILITIES

12M+
ASSETS MANAGED ANNUALLY

6K+
LIVE FACILITY UPGRADES

3,400+
CITIES WORKED IN

>4 HR
RESPONSE TIME

AN ALL PRO TEAM DELIVERING MAXIMUM UPTIME

Professional: Expert Services for Essential Businesses

Don't just avoid downtime of your critical systems; proactively work to improve uptime with a centrally managed, All-Pro team.

Proactive: Respond & Anticipate

Smart, strategic preventative programs & guaranteed on-site response to any outages in 4 hours or less.

Programmatic: Integrated National Programs

Identify & take advantage of opportunities for improvement across all of your facilities – anywhere.

Proven: Actively Supporting Business Success

- 12K+ Assets Managed Annually / 6K+ Live Facility Upgrades
- 450+ Certified Partner Network
- 3K Cities Worked In Across the U.S. Every Year
- Under 4 Hour Response Time

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SAFETY IS NO ACCIDENT

5,456,543
Total Hours Worked
In 2022 To Date

3,947,031
Hours Worked Since
Last Lost Time Incident

EMR

0.33
Rolling TRIR
(12-Month)

0.04
LTIR
(2022)

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ArchKey:

Partners for Success. Partners for Growth. Partners for Change.

ArchKey is committed to driving change that supports diversity, equity and inclusion both internally and across all levels of our workplaces, jobsites, customers, suppliers, vendors and stakeholders.

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VERTICAL MARKETS

DIVERSIFIED END MARKETS

MISSION CRITICAL

National presence in the mission critical market with a large scale programmatic approach that drives efficiency, schedule, safety, & productivity

INDUSTRIAL

Industrial end market leader with experience in power generation, renewables, water / wastewater, refining, petrochemical, mining, utility, & EV charging.

HEALTHCARE

Premier national electrical & technology provider for healthcare market, recognized for leadership in Lean construction

SPORTS & ENTERTAINMENT

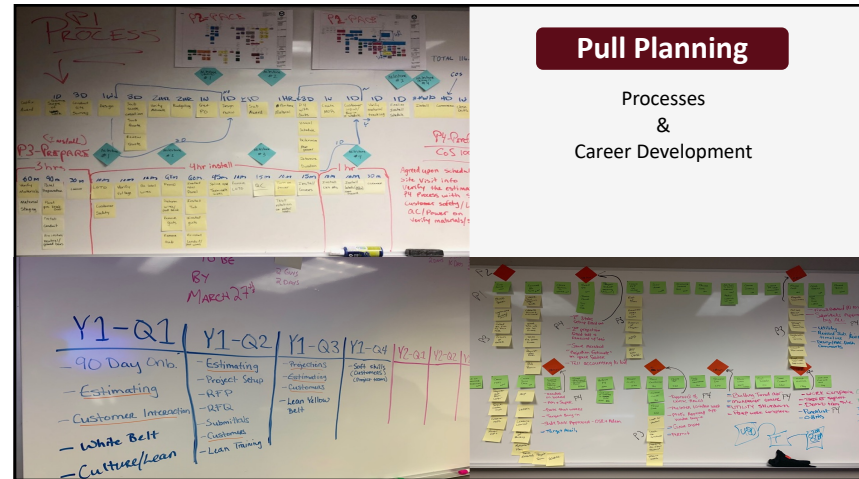
Leading national installer & integrator of electrical & technologies systems, including audio/visual, security, network infrastructure, & mobile solutions.

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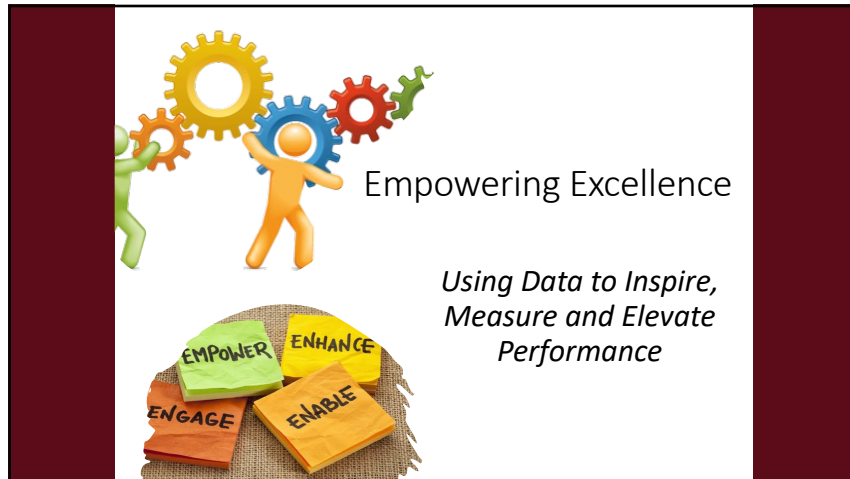


Innovating Career Transitions: Applying Traditional Tools in Fresh Ways

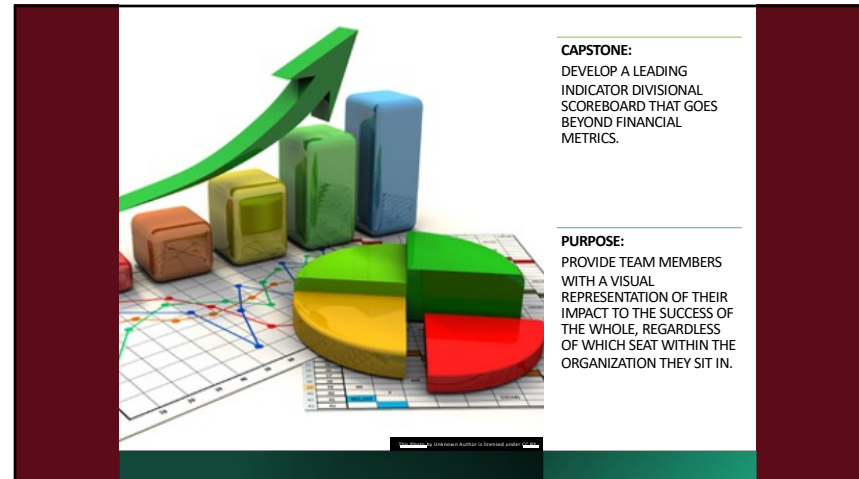
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Why this Capstone?


THE PEOPLE

THE GAME MATTERS


CLEAR IS KIND

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Our Panelists




Dennis Harter Sr
Vice President of Operations
Kaiser Electric





Nick Rol
Director of Electrical Services
Thompson Solutions Group



Kirk Wahlstrom
Group Manager
Egan Company



Sheri Trzebiatowski
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ArchKey Solutions

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NECA
PHILADELPHIA
SEPT 29-OCT 2, 2023



NECA Innovation Institute



*"Everything we are talking about is permeated with the most recent and **new trends in the market** and what the scholars are presenting in **universities...to succeed in the future.**"*

*"It's giving us an opportunity to learn **industry-wide strategies, concepts, and relevant and applicable tools** amongst other things, that I can bring back to make our company more **efficient and ultimately more successful!**"*

*"I have no doubt that the cohort that's being developed here will be a **relational asset throughout the rest of my career.** There is no substitute for a well-developed **professional network**, and I feel very fortunate to have this **kick-start!**"*

*"It has challenged me to **step out of my comfort zone and complacency** and look internally at...how can I help us **move forward and grow.**"*

Join an elite group of innovators poised to take electrical construction to the next level.






























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NECA
PHILADELPHIA
SEPT 29-OCT 2, 2023



NECA Innovation Institute



Nominate an innovative pioneer from your organization today!

Scan the code for more information:



*"It has challenged me to **step out of my comfort zone and complacency** and look internally at...how can I help us **move forward and grow.**"*

Join an elite group of innovators poised to take electrical construction to the next level.
































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Complete the Online Evaluation

