



STORY LINE

STORY CONSTRUCTION NEWS & VIEWS | SPRING 2017

PRESIDENT'S PERSPECTIVE

WE CAN'T STAY HERE



Mike Espeset
President

I participated in a leadership development session this winter produced by a good friend of mine. The curriculum came from Bill Hybels, the lead pastor at Willow Creek Church, and was called "Leading From Here to There." That is his leadership definition – from here to there. The act of leading is getting a group of people from here to there. The first session focused on vision casting (a picture of the future that produces passion in people). Who doesn't want to be the one to cast a vision and inspire a team to a place of greatness?

Bill can string words together and paint a compelling vision. But, he had story after story about his failed attempts to inspire action. He was excited. His people seemed excited. Then they weren't so excited a few days later. As he examined why his approach wasn't working, he developed a theory. People first need to acknowledge that it is not okay to stay where they are... We can't stay here. This does not work for us. This is not the kind of organization or place we want to be.

Once we agree that we can't stay here, we can focus on where we go. At that point, movement is the only option. The energy is invested on creating and following to 'there.' With the leadership of the visionary on that topic and the input of the team, we can determine where 'there' is. Bill's experience suggests that people don't have to have their way, they would just like to have their way considered. With the input of many, the initial vision can be improved and cast to begin the movement. A simple, yet powerful, concept.

This was Story's process for committing to Construction Production 2.0 (CP2.0). As we assessed productivity trends in the construction industry; workforce demographic trends in our industry; the lack of a process for transferring knowledge between baby boomers and millennials; and our reliance on the way we've always done things, continuing with 'Construction Production 1.0' for our future did not seem wise. Contrary to CP2.0, the CP1.0 method includes at its core: 1) an abundance of experienced craftsmen; 2) patience by those in the industry about learning and advancement; 3) a whatever-it-takes job mentality that may at times place other priorities in second place, and; 4) a singular smart person on a project who tells everyone what to do. In our opinion, this is not a sustainable future for our company or our industry.

We can't stay here. We need to go there. To CP2.0. Where we empower craftsmen to plan their work together and commit to one another, where we harness the wisdom of the team to make a project successful, where we coach the team as opposed to solely directing them, and where we focus on a production vision of: "Every crew on every Story project continuously executes its assigned work flawlessly to meet its daily production target without incident or defect." These are investments in improved productivity, job satisfaction, and growth and development of this generation of industry talent (field and office).

It is not hard to get people to go there once they realize that they can't stay here. A great leadership lesson. Any time you are want to move a team from here to there, start by focusing on why we can't stay here.

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CLIENT

Greater Iowa Credit Union

DELIVERY METHOD

Design+Build

ARCHITECT

Jeff Bodin; Story Design, Ltd.

PROJECT MANAGERS

Shane Geiselhart & Valarie Meyer

PROJECT SUPERINTENDENT

Lloyd Uitermarkt

PROJECT ENGINEER

Erin North

PROJECT SIZE

14,800 SF

YEAR COMPLETED

January 2017



GREATER IOWA CREDIT UNION'S NEW BUILDING EMPHASIZES "WE" SPACE

You won't find drive-up tellers or ATMs at the Greater Iowa Credit Union's newest building in Ames. Nevertheless, the new single story building located at 1509 Baltimore Avenue, just northwest of the 13th Street entryway into Ames, serves a vital purpose to GICU members; it houses office support staff for GICU's multiple locations in Central Iowa. With a total of 14,800 SF, the building affords ample space for the 50 or so current GICU employees and plenty of office and parking spaces to expand in the future.

The building was designed to utilize "we" space more than "me" space. Individual offices are positioned toward the core of the building so occupants there and in the open work spaces have the advantage of daylight via the many periphery windows. The "we" space continues with informal meeting spaces of varying sizes and table heights for flexibility depending on the needs and attendees of the meeting. There are also single-desk rooms which employees can use when privacy or quiet concentration is necessary. The health room is also a private sanctuary for employees who are not feeling well; the room is equipped with a comfortable chair and amenities to help the user rest and recuperate before returning to work.

The building also features a new brightly appointed community space with a kitchen, tables/chairs, and a small lounge area. The community space leads to a West-facing outdoor patio also with seating and a grill; future plans include adding a walking path around the retention pond and beyond.

The new GICU building utilizes several forms of cutting-edge technology. Vendors and visitors have separate wireless access than employees, enhancing the security of the Wi-Fi. The building's sound system uses six different speaker zones and includes capabilities for paging, music, and white noise. Each zone can be adjusted based on the noise level. For instance, for groups who are on the phone most of the day, the white noise is adjusted to cover their conversations.

Energy-conscious features include occupancy sensors in each room to automatically shut off lights and non-dedicated plugs after occupants have vacated the space.



Story's Small Projects Group completed Central Iowa's first Subway touch screen drive-thru in Boone, Iowa. The project included installing the drive-thru window, fashioning the drive-thru lane's curb and gutter, as well as foundations for the touch screen menu. Interior renovations were also completed to accommodate the drive-thru window. *Randy Cummings, Project Manager; Ron North, Superintendent; Matt McBeth, Foreman; Dan Haddock, Engineer*

RENOVATION AT KINZLER CONSTRUCTION SVCS PROVIDES SPACE FOR CONSOLIDATION

Over its 30-year history, Kinzler Construction Services has welcomed growth and expansion within their construction supplies and services company. The company currently has four locations in Iowa, plus operations in Minnesota and Texas. The goal in renovating Kinzler's warehouse and office at their existing Ankeny, Iowa, location was to consolidate the Ames and Ankeny teams.

"We have had the good fortune to partner with Story Construction as a subcontractor and supplier for many years," said Kevin Kinzler, Co-founder and Executive Chairman of Kinzler. "Knowing Story Construction and much of their team well, and understanding and experiencing their passion for doing things right, it was a logical choice for us to choose Story to help design and build our new Branch Support and Distribution Facility in Ankeny."

This 123,000 SF office and warehouse renovation project is being completed in two phases. The work includes:

- Demolition of the existing pre-engineered building skin in two phases.
- Complete interior demolition and renovation of warehouse and front office space.
- Installation of a mezzanine.
- Construction of a new opening for drive lanes, allowing ease of semi-trucks to pull in, load, and pull out without turning around.
- Finish of new office area with open concept work stations, showroom, employee kitchenette, and meeting/community space.
- Installation of geothermal heating/cooling system, and LED lighting.
- Phase II warehouse renovation of 56,000 SF to be shared by Kinzler and a separate tenant.

"Story did an excellent job of guiding us from the design phase through construction of our multi-phase project," Kinzler added. "We are thrilled with our new space and looking forward to finishing phase two of our warehouse this spring."



CLIENT

Kinzler Construction Services

DELIVERY METHOD

Design+Build

ARCHITECT

John Snyder; Story Design, Ltd.

PROJECT MANAGER

Clint Jensen

PROJECT SUPERINTENDENT

Kenny Lendt

PROJECT ENGINEER

Deb Thurmond

PROJECT SIZE

123,000 SF

YEAR COMPLETED

Phase I 2017; Phase II in Progress





EMPLOYEE PROFILE

DEAN MCCORMICK, PROJECT MANAGER

Dean joined Story in Jan. 2017 having served as director for design and construction services for Iowa State University's Facilities Planning and Management since 1994. As a project manager at Story, Dean is concentrating on serving our clients in the biodiesel fuels industry. A native of Iowa City, Dean received his B.S. in Construction Engineering from ISU in 1981. He is a member, board member, and immediate past president of Construction Owners Association of America, and is also involved in Iowa State Construction Engineering Industry Advisory Council. He is a Construction Engineering industry peer mentor, and Professional Engineer – State of Texas.

Dean and his wife Tonya live in Ames. They have one son Pat, and a daughter Shannon. Dean loves to golf, is an avid ISU fan – especially during basketball season, and enjoys John Grisham novels and other legal thrillers.

His motto in work and life is "Work hard, play hard. Do the right thing."

WELCOME TO STORY, DEAN.



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