

May 2015

Onward & Upward

WORDS FROM THE TOP

World Class



When my recent disclosure to an employee that this company will be “world class” someday soon was met with laughter, it occurred to me that maybe that particular individual didn’t know what world class meant. So I thought I would provide a brief definition of what that cliché means for anyone interested in knowing where we are going and how they can be a part of it. The key ingredients are as follows:

First and foremost to be a world class organization there has to be a sense of shared mission, a worthwhile purpose for the product or service you provide. By definition recycling clearly has that higher calling.

Second is innovation, the willingness to break new ground and explore potential opportunities for growth. This involves risk taking, financially and investing your efforts in what may well end up as a setback. Innovative dead ends are inevitable, but sooner or later, if you never give up, one will hit the mark and provide profitability.

Lastly, you must have a corporate culture of sharing the benefits of success with those who helped make it happen. Regretfully, profitably is a money grab by the owners of most successful companies. They are quick to forget who got them there and adopt a “take the money and run” attitude. I am the exact opposite; I want to give back to the ones who helped me build it. I often make reference to the fairy tale about the hen who remembered who helped her bake the bread and who refused to.

You have to want to be the best. A just “doing time” or “barely get by attitude” won’t get the bread baked. Much like that hen, I have little interest in rewarding people who put a drag on our progress through a negative attitude and lazy work ethic. I am long on loyalty to those who give their all every day. A world class company promotes from within as a reward for that level of effort.

I can’t tell you that this world class status can be achieved with a snap of your fingers, but I can say it will happen for those who stay the course. We have the right recipe in place to “bake world class bread”. There will ultimately be a waiting list to join the team you are already a part of. Those that invest themselves in doing their best here every day will look back and remember when they read this world class prediction and be thankful they played a supporting role.

They Said It Couldn't Be Done

If you read this month's front page article about innovation and risk taking, this is one giant example of it. Brad Purviance, and all involved who brought this modern marvel to the finish line, deserve a perseverance award as they overcame extreme design and construction challenges throughout the process. All who contributed to the building of the MSW machine, and there are many, deserve a double thumbs up and should be extremely proud to have their shared accomplishment showcased to rave reviews at the recent public open house. Their professionalism and commitment to completion is another important step in our recycling journey



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I'm Listening....

As we get ready to “start up” the newly expanded MSW facility, it has been my task to bring on additional employees to ensure everything runs smoothly. In the hiring process one of the key points I stressed over and over again to these candidates was the fact that bringing on a group of new employees was in itself giving each one a unique opportunity to shine! We will need people in leadership rolls, and with time, training and hard work there was no reason it could not be anyone of them for the taking. Work ethics are recognized and rewarded whenever possible. Step up to the plate, take some initiative and the sky's the limit. We will promote from within whenever we have the opportunity and an employee who shows their supervisor that they have the desire, the drive, the dedication to their team and company! ***Go for it...I dare you to succeed!***

Please use the Suggestion Box out front and remember....All HR issues are confidential and can be submitted anonymously...most importantly, let your voice be heard...you do matter!

Be Well, Be Happy....Onward & Upward....Karen!

We Are Better Than This!

We've all used the port-a-johns and restrooms here so this article is for you. We need everyone's cooperation and help to keep restrooms and port-a-johns clean by:

- Putting bottles, cans, rags and other trash in the trash can outside next to the port-a-john. Trash in the tank jams the pump truck and destroys the pump. Please use the trash can!
- When you use the restroom, please do so in the proper place so it goes in the tank and not on the floor or walls.
- Please put used toilet paper in the toilet.
- If we are out of toilet paper, hand soap or paper towels please let your supervisor know so we can restock it immediately.
- We will continue to pump and power wash frequently, but to avoid a public health hazard we need your help with this.

We thank you in advance for your help.

...and no place to park

We are actively working on correcting the lack of parking. The area outside of the C&D building where we use to store the wood will soon be a new parking lot. Until that time we ask for everyone's help. Drivers, if you are able, please park in your truck spot. When parking in the lot by the yard, please park in the same direction as the other cars and try to minimize any large gaps so we can fit as many vehicles as possible. We appreciate your help as we adjust to our recent growth.
