

# Learning From the Past and Looking Forward To The Future

## AWCI's President Elect Ron Brady Is A Man With A Mission



**R**on Brady's mission as AWCI's President is impelled by: "his belief that teamwork is the highest form of trust and accountability; his belief that if you don't know where you're going, you won't know when you get there; and, his conviction that you should always put in more than you take out."

It is fitting that he become President as we open the window for the dawn of a new decade. That is what Ron is all about—vision, planning, working together, accountability, performance and fun. Ron believes that anything is possible if we work together in the spirit of cooperation, and he wants every

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AWCI member to participate with him in building a stronger, more responsive association that serves ALL its members.

### **WORKING TOGETHER**

"We have a dedicated leadership group in place this year made up of both volunteers and staff. We have to commit ourselves to working as a team, so that the synergy we generate can meet the challenges that we face as an industry in the 1990's" he says.

By working together, Ron means contractors working with suppliers, manufacturers and labor leaders, staff working with volunteers, the Foundation, the Asbestos Abatement Council,

WAC/PAC, and AWCI working, growing and prospering together, “because separately and alone.”

Ron Brady wants to dispell myths

International. “Don’t wait to be asked, he says, “let your chapter leadership

your interest. Take on this responsibility —let your interest be known—put in more than you take out. We are at our best when we help others. The benefit you gain will be significant.”

“We have so many committees that need your insight and could use your expertise. These committees move the association forward. Some create and develop sound ideas that better the industry, like coming up with training programs or technical publications. Others assist us in determining what we should no longer do. Still others work toward getting our industry’s voice heard on Capitol Hill or developing services that benefit members. Be creative, be innovative, make suggestions and be prepared to contribute your ideas, time and energy—it’s the only way we will make the things we want to happen, happen.”

## **PLANNING AHEAD**

If Ron had to pick one thing he would like to accomplish during his term, it would be to build a “road map” that will get the association through 1994. He wants to make sure that when we embark on our journey into the next decade, we will have the “vehicles” and the “drivers” we need to get us where we want to go. That’s the “window” Ron wants to open for the dawn of the next decade.

“We have to decide where we want to be three to five years from now. Then we can sit down and determine how we’re going to get there. Recently we experienced a revitalized commitment from leadership to stay focused on our goals. We’ve got to stick to that commitment in the coming years, while always monitoring our progress and our goals by the results we are achieving,” says Brady.

President-Elect, Brady, believes that if we want an association that offers a better tomorrow to each of us than the one we have today, we have to put in more than we take out. It’s that simple. When you donate your time and energy to the association and its



many projects, you are building a stronger association that will make our industry a better place to do business in the future.

## THE CONTRACTOR

Ron Brady is a man on the move. With a contracting business, you can't afford to sit still. His company, The Brady Companies, is located in La Mesa, California.

In the beginning there was the E.F. Brady Company, founded by his father. Today The Brady Companies is a thriving, diversified construction firm. The original E. F. Brady Company / San Diego, is now but one of the many California-based subsidiaries that make up The Brady Companies.

In keeping with the innovative style of its CEO, The Brady Companies' profit sharing plan is one of the few such plans to be found in the construction industry and one that is open to every employee, union and non-union alike. The Brady profit sharing plan is in its 26th year. The plan's beginning goes back to Ron's father's belief that a company is successful because of its employees and was formed to encourage the best personnel available in the marketplace to join the E. F. Brady Company. "The benefits are both to the employee and the employer, because the efforts of each directly affects the ultimate gain of both." It is the Brady's belief that "long-term employment, with the opportunity to grow and improve individually—based on performance and results—is the most important in-

gradient for attracting and maintaining the best employees."

"When you experience the confidence and pride the employees take in profit sharing plans, you wonder why every contractor who can offer profit sharing doesn't do it. Too many business owners try to keep everything for themselves. That's wrong. You can't possibly be successful until you are willing to share the fruits of success with

others," says Brady. Further, "if our people are our most important resource, then human resource development is our most important task."

This is reflected in Ron Brady's plans for AWCI for the upcoming year and is the cornerstone of his business and personal philosophy. It is no surprise that a plaque in Ron Brady's office reads: "You win, we win, I win!"

