

## Chapter 1 on How to build a Hi-Performance crew!

In the 40 years that I have been involved in the Post Frame Industry, one of my greatest strengths was the ability to build a Hi-Performance Crew. I can tell you that it is not easy. I can also tell you that it is possible.

I am going to start by telling you that I plan on weekly sharing with you how I was able to do this. I can tell you that this is going to take many, many weeks. In fact, I may never get done.

First, a little about me:

I was born and raised on a family farm and was no stranger to hard work ethic. In 1978 I was employed and worked for a local post frame building company. In 1985 I started my own business as a subcontractor. From there and over the years the business has grown and transformed. I sold my business in August of 2018. Currently I am still employed by the company as a mentor and sales representative. Every year, I was always out in the field at various times leading, teaching and coaching the crewmen. Consistently over the 33 years, the crew that I was with had superior performance over any other crew. The buildings were built in less hours, lower expenses and with great customer satisfaction. This is my definition of a Hi-Performance Crew.

I am going to start the how with 5 key words and their meanings:

- 1- Acknowledge: Talk about differences
- 2- Appreciate: Focus on why or why not that?
- 3- Flexible: Agree on different approaches
- 4- Leverage: Maximize the strengths of each individual
- 5- Resolve: Determine which options will yield the best results

Years ago, I was once asked by an experienced new co-worker: “Why do you use bearing blocks for the truss to bear on? Why not just cut a ply of the column like everyone else does?” I replied: “Because we have always done it that way and see no need to change.” Then I thought about it, what a stupid answer. We tried what he suggested. Forget the fact that it took less material but instead focus on the fact that it took less labor and resulted in the crew operating more efficiently thus increasing performance. The old and obsolete bearing block method was developed back in the day when solid 6x6 post were used.

Shortly after that and to this day I constantly preach these 3 simple rules:

- 1- Do not be stubborn to change.
- 2- Be open minded to new ideas.
- 3- Always be willing to test and measure.

That will be the end of today’s session. Please visit next week for a continuation of or visit my new company website to read this copy:

[www.greinerbuildingsolutions.com](http://www.greinerbuildingsolutions.com)