



FERGUSONBUILDERS.com | (864) 735-8071 | info@fergusonbuilders.com

Carpenter

Key Results Areas:

1. **Project:** Motto – delivering quality while increasing profits

- a. **Production:** Delivers high-quality workmanship with minimal supervision to increase profits.
 - i. *Efficiently uses time to meet or beat allotted time frame*
 - ii. *Completes tasks properly to eliminate call-backs*
 - iii. *Minimizes mistakes*
- b. **Supervision:** Assists supervisor to ensure high-quality workmanship to increasing profits.
 - i. *Assists in oversight of Ferguson Builder's team (other skilled laborers and laborers) and subcontractors*
 - ii. *Assists to oversee that quality workmanship is completed in an efficient manner*
 - iii. *Assists to oversee that quality workmanship to eliminate call-backs.*

2. **People:** Motto – communicating & developing

- a. **Supervisor:** Communicates with his supervisor in a timely manner to keep him/her up-to-date on task status, needs, etc.
 - i. *Creates Daily Logs at the end of each day*
 - ii. *Regular Communication through face-to-face meetings, phone calls, emails, and texts.*
- b. **Ferguson Builders' Team:** Develops, guides, and assists others on the team in the Ferguson Builders' Manner and a personalized way to assist the Foreman and help them better fulfill their KRAs.
 - i. *Knowing/understanding/listening to other team members*
- c. **Subcontractors, Vendors, & Clients:** Acts and communicates with subs, vendors, and clients in a Ferguson Builders' Manner and personalized manner to better fulfill the Project KRAs (see above).
 - i. *Assisting with making sure job site is prepped for subs*
 - ii. *Assisting with making sure subs have what they need*
 - iii. *Assisting with client communications – daily logs*

3. **Professional:** Motto – learning & advancing

- a. Seeks out and participates in activities to develop personal growth in knowledge of the trades and Ferguson Builders' processes to better fulfill the above KRAs.
 - i. *Finds educational opportunities for self and the Ferguson Builders' team*
 - ii. *Reads books, magazines, ads, etc.*
 - iii. *Listens to books, podcasts, books, etc.*
 - iv. *Watches tutorials, TED Talks, etc.*
 - v. *Attends professional development*
 - vi. *Suggested Reading:*
 - 1. *7 Habits of Highly Effective People – Steven Covey*
 - 2. *Who Moved my Cheese – Spencer Johnson*
 - 3. *The Ideal Team Player – Patrick Lencioni*

Initials:



4. *Outstanding!: 47 Ways to Make your Organization Exceptional – John G. Miller*
5. *QBQ: The Question Behind the Question – John G. Miller*
6. *Overcoming the Five Dysfunctions of a Team – Patrick Lencioni*
7. *The Go Giver – Burg, Mann*

- b. Finds a healthy balance between work and personal life to thrive in both.
 - i. *Arrives to work on time and leaves work on time*
 - ii. *Schedules appropriately to complete necessary tasks efficiently*
 - iii. *Plans in advances for time-off*

Initials: _____