

## Executive Director's Message



KIRK GRUNDAHL

### "Industry Scrapbook: Leaders at Work" by Kirk Grundahl

This issue of *WOODWORDS* deals with one of the most significant issues facing all industries—personnel. In the 22 years that I have been in the business world, there are a few fundamental tenets that come to mind:

- Actions speak louder than words, so you have to do what you say you are going to do. Likewise, if you say you are going to do something and find out you can't, then inform those you promised as soon as possible. Also, let them know what you're going to do instead. No one likes surprises. This is a simple issue of integrity.
- Don't hold back bad news. Be upfront and honest. Good decisions can only be based on sound facts. This goes for both employees and employers.
- The best leadership is found in those that serve others—sometimes called servant leadership. The best selling book of all time has this at its very core. To think about this in another way, think about the dictatorships of Eastern Europe and their demise. The only way a dictator can stay in power is if he kills or oppresses all those with an adverse opinion. Is that the kind of environment that company leaders should utilize? Servant leadership helps people flourish. It gives credit where credit is due; allows and expects people to grow to their full potential with the support they need to do so; pays fairly based on work accomplished, skill level and capabilities; and exudes humility and empathy.

When it is all said and done, the work that we do really boils down to people and the teams we create based on trust, integrity, common interests and goals. This is clearly what WTCA is all about—people serving our industry to help it grow to its full potential. The following collage of photographs shows some of our industry “servants” in action. This is emblematic of the involvement of all our members and why our industry fraternity continues to grow.

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**PATH Steering Committee** led by Roger Glunt, the steering committee holds its first meeting to lay the foundation for future work.



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The Building Component Manufacturers Conference (BCMC) is the one event each year where all component manufacturers can gather to talk to each other and learn about industry concerns, opportunities and innovations.



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**Certified Framing Contractor Program.** All involved in this cooperative work between PATH, NAHB Research Center and WTCA believe it has great potential for the construction industry.



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### Past President's Meeting



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The TPI Board Meeting where WTCA was invited to participate - very beneficial and productive.



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BCMC 2000 Committee Meeting in Milwaukee, WI



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South Florida Chapter Meeting





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Iowa Chapter Meeting



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Northeast Chapter Meeting



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## Chicago Chapter Summit



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