



Attitude makes a difference among employees at The Neenan Co.
Photo by Peter Heacox

Neenan motivates through words and actions

By **JASON KOSENA**
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Positive mottos on the walls or in desk cubicles can help motivate employees.

But to be successful, a company needs to live up to those mottos, said David Schigekane, director of sales and marketing for The Neenan Company.

"Neenan is one of the few places that I have ever been a part of that allows you to live the ethics, the morals and the integrity that it preaches," Schigekane said.

Nurturing a family-like atmosphere in the Neenan workplace is another management goal, said Randy Stewart,

Neenan general superintendent.

"Neenan cares about its people more than just between the hours of seven and five," Schigekane said. "They care about how your family is and how your children are and how your dog is — in a sense, I think that makes us a 200-person family here."

Family-style collaboration comes from the top down as well.

Top executives sit in the same room, with the same cubicles alongside employees, Schigekane said.

"When you see the (top) guys sitting there right next to you or down the (aisle) it really opens up a community of com-

The Neenan Company

Leader: David Neenan, CEO
Type of business: Architecture and construction
Number of employees: 200
Address: 2620 E. Prospect Rd. Fort Collins
Phone: 493-8747
Web site: www.neenan.com

FINALIST

Heath Construction

Leader: Randy DeMario, president
Type of business: Commercial construction management and general contracting
Number of employees: 70
Address: 141 Racquette Dr. Fort Collins
Phone: 221-4195
Web site: www.heathconstruction.com

FINALIST

Northern Engineering

Leader: George Schock, president
Type of business: Civil engineering and land surveying
Number of employees: 42
Address: 200 S. College Ave. Fort Collins
Phone: 221-4158
Web site: www.northernengineering.com

munication and cooperation," he said.

Neenan isn't perfect, and there are times when challenges arise for employees, Stewart said. But that doesn't take away from the positive working environment the company employs.

"We have our struggles just like any other (firm), but even when those come about it's a good signal that our people are willing to stick it out and stay here where at other firms they might not want to see it through," Stewart said.

Heath works to keep employees happy, challenged

All businesses have a different answer about what the most important aspect to success is.

For Randy DeMario, president of R.C. Heath Construction in Fort Collins, the most important part of the business is the people who come into work every day.

"A good place to work is an environment that allows people to be challenged, supported and encouraged," DeMario said. "If we're doing that part well, then I think our people will be happy and business good."

Creating a fun atmosphere and a good place to come to work, along with constant support for employees, are some of the keys to success Heath boasts in the hope of keeping employees happy.

"As an employee, I think you want to be challenged and supported," DeMario said. "As their boss I must give them the motivation and support they need and if we can do that then



From left: Joey Hardy, Ed Rhoadarmer, Chris Clailin, Albert Harnill and Jim Matlock of Heath Construction
Photo by Peter Heacox

the company will grow, not because of anything that I am doing but because of the good people we have working here."

Joey Hardy, a project manager with Heath, said he has "loved every minute" of his time with Heath. "Come 5 o'clock my boss kicks me out the door so I can be with family and friends. That isn't something I had at my last employer."