



► BLOCK KIDS IS A NATIONAL NAWIC PROGRAM THAT INTRODUCES GRADE SCHOOL CHILDREN TO THE CONSTRUCTION INDUSTRY



► CAD DRAFTING COMPETITION IS DESIGNED FOR SENIOR HIGH SCHOOL STUDENTS FOR RECOGNITION OF THEIR CREATIVITY AND PROBLEM SOLVING IN PREPARING DRAWINGS



► LEADERSHIP & GROWTH IS OUR SPECIALTY. WE'RE HERE TO HELP YOU SUCCEED IN THE CONSTRUCTION

○ Issue 7   ○ Vol. 5   ○ 2008

**NAWIC**

# Newsletter monthly

**CORE PURPOSE:**

*To Enhance the Success of Women in the Construction Industry*

## President's Message

By Nicole Martin



[www.nawicpugetsound.org](http://www.nawicpugetsound.org)

Although July started out with rain, nothing could dampen our spirits as we planned for our Strategic Planning Retreat. Not only did we have a great turnout, we had some brand new members join us to help brainstorm and learn more about NAWIC. We have a lot in the works for the new year, with a fantastic marketing plan, a solid team of doers and the drive to get things done.

Our membership now represents almost

50 different companies! The expertise we have on hand will make our networking powerful and fulfilling. Please don't hesitate to call fellow members to share information, or to make a new friend.

Look out for some changes coming soon. We'll be deciding on one location for our meetings starting this October. There will be the addition of some new committees and lots of fantastic speakers with a focus on Sustainability as we gear up for a

GREEN forum next April.

Our next big event will be our Member-ship Drive in October. It will be a beer tasting event and silent auction. I'd like to challenge you all to bring 4 guests! This event is open to everyone you know! We'll have more details coming soon...

## Forum Update

Calling all party planners, Region 9 Forum is coming to town April 17 & 18, 2009 at the Hotel Monaco and we are hosting! This is an opportunity for our Chapter to shine while we throw the Region 9 event of the year. Forum is a full 2 days of networking, speakers, NAWIC business, dining, awards, NEF fundraising, and FUN with the best Region wide members you

could imagine. Our Director, Yasmine Branden, is counting on all of our participation to plan and execute the details. She will "run the show" and she needs us to pull it all together.

Committee positions available are Publicity, Registration, Program books, Printing, Photography, Awards and Prizes, Wel-

come Party/NEF Fundraiser, Awards Banquet, Lunches and Mixers, and Tours. Please contact Maureen at [mjbyrnes21@comcast.net](mailto:mjbyrnes21@comcast.net) if you can't wait to volunteer. And please expect some personal invitations to apply your expertise in making this a stellar event.

## Upcoming Meeting

On Monday, August 11, 2008, NAWIC will host *Preconstruction Services—Invaluable Information* by Tom Balbo, Ferguson Construction, Inc. Tom has over 30 years experience in architectural design, zoning and planning board approval, chief estimator, project management, and construction management. Tom brings an exceptional multi-disciplined background to all phases of the construction process. His diverse background and "hands on" experience allows him to be effectively involved in projects from concept to commissioning and user occupancy.

Please invite a guest and RSVP at [www.nawicpugetsound.org](http://www.nawicpugetsound.org) or contact Nicole Lamanna at 425-289-1774 or via e-mail at [nicolel@fergusonconstruction.com](mailto:nicolel@fergusonconstruction.com) by Noon on Thursday, August 7th.

# New Member Highlight

## Diane Lutterloh

Contract Administrator/Office Manager  
Mawot Construction Company

Diane has worked for Mowat Construction Company, a heavy highway contractor for eight years. Prior to Mowat, she worked for King County as a transportation planner.

Ms. Lutterloh's responsibilities include overseeing the day to day operations of the administrative support staff and facility. She executes Mowat job contracts with owners which include securing all support-

ing documentation.

A few years ago Diane visited NAWIC with a former member, but didn't return until recently when a co-worker invited her to visit again.

There are multiple organizations associated with construction but women in the industry face unique challenges. I wanted to be associated with an organization that supports women.

Diane is married with two grown sons. She enjoys the theater, travel and public speaking.

## Mark Your Calendar

**August 11th Monthly Meeting** at Center of Construction Excellence. This will be our final business meeting for 2007-2008 term. Our presenter is Tom Balbo of Ferguson Construction. With over 30 years of industry experience his presentation on Preconstruction Services will be insightful. Please feel free to invite guests!

**September 3-6 National Convention** in Las Vegas. Registration is \$575 until July 7, then it's \$675. Check national website for all the details.

**September 29th - Members Only—Cruise Lake Washington** Frank Young, Jr. will be taking us out on the lake. This is a fun night to network, celebrate a year of hard work and get excited for our year ahead. This event is free, just bring a potluck item.

**October 1st & 2nd - 7<sup>th</sup>-annual Construct Seattle Conference & Exposition**  
[www.constructseattle.com](http://www.constructseattle.com)  
Washington State Convention & Trade Center, Seattle WA

From the producers of NeoCon, Construct Seattle is Washington State's premier trade-only construction & renovation exposition and conference. Taking place on October 1 & 2, 2008, this annual event will bring together

over 2500 industry attendees to see over 150 exhibits and attend more than 30 educational seminars. Exhibiting suppliers and manufacturers will compete to catch the attention of attending Architects, Engineers, Contractors, Renovators, Developers, Builders, Specifiers and more. Each year, Construct Seattle facilitates the exchange of ideas, best practices and product knowledge with a combination of educational seminars and exhibits.

### Exposition Admission:

Pre-registration before September 17<sup>th</sup> (online, fax or mail): **COMPLIMENTARY**  
In addition, those who register by September 17<sup>th</sup> will also receive complimentary lunch on-site at the event.

Online registration at [www.constructseattle.com](http://www.constructseattle.com) opens in mid August.

For more information on exhibiting or attending this exciting event, please visit <http://www.constructseattle.com> or email: [pmaryschak@mmart.com](mailto:pmaryschak@mmart.com)

**October 13th**— NAWIC Puget Sound Oktoberfest at Pyramid Ale House. A fun beer tasting and silent auction event all rolled out for our Membership Drive kickoff

**Reminder to check our website.  
Calendar of events page is often updated.**

## SPONSORS & ADVERTISERS



## NAWIC Spends a Day at the Campfire Day Camp



On July 29<sup>th</sup> we spent the day with almost 100 kids from kindergarteners to sixth graders. We had three activities, one being the Block Kids activity. We also did Gumdrops Geo Domes (which the girls ate right away) and a construction coloring activity for the littler ones. All in all, Legos were the big winner throughout the day. Special thanks to the following members who donated their time and resources: Judy Jewell, Nicole Martin, Marilyn Moch, Jessica Norton, Cathy Pfeiffer and Julie Stalzer.



## The Balancing Act

Dear National Assoc. of Women in Construction ,

On behalf of Five Star, I would like to take this opportunity to thank you for your participation in "The Balancing Act" television series. Your company's segment will air on the following dates and times:

Lifetime Television at 7:00 AM EST,  
6:00 AM CST \*Thursday, Aug 07, 2008

Your Segment will also be posted on the following website the same day that the show first airs: [thebalancingact.com](http://thebalancingact.com), [itunes.com](http://itunes.com), [yahoo/video.com](http://yahoo/video.com), [aol/video.com](http://aol/video.com), [youtube.com](http://youtube.com).

Should you have any further questions or concerns, please feel free to contact us. Once again, thank you for being a part of the exciting television series.

**BELIEVE** in ourselves  
**PERSEVERE** with the strength of our convictions  
**DARE** to move into new horizons

## Three Tips for Career Growth to Survive Corporate Change

by Deborah Walker, CCMC

The biggest difference between today's employment world and that of our fathers' is the rapid pace of corporate change. Expectations of company stability and long lasting employment are a thing of the past. If one isn't tuned into the signals of corporate change it can mean an unexpected layoff and months of unemployment and job searching. Do you have a career management plan to ensure your career growth in times of corporate chaos?

To prevent career disaster, live by these three rules of career management:

### 1. Expect change

Change in the work place is far less traumatic when it is expected as the norm. One of the most important career management skills is the ability to detect signs of corporate change. For instance: Rumors of corporate merger or takeover; Corporate profit levels spiraling downward; No end-of-year bonuses given; Upper management suddenly resigning; your peers jumping ship to the competition.

Don't get caught off guard by holding on to a false sense of security or displaced loyalty. Those who fear change trust corporate loyalty rather than face the reality of their precarious position in the corporate food chain. Expect change and keep your eyes and ears open—or you could be the



last in line when it's time to find new career opportunities.

Don't wait for change to strike. While your job is secure and your work environment is stable, take steps to keep your skills highly desirable in the job market. For starters: Stay current with technology trends of your industry; get certified if appropriate; keep your resume current at all times; be ready to interview at a moment's notice.

### 2. Adjust quickly to change.

Your ability to keep your career momentum building in the midst of corporate chaos depends on your skill at adjusting quickly to change. First, don't over analyze your dilemma. Too often valuable time is wasted trying to figure out ways to make a bad situation work. Second rule, don't take it personally, or you won't be able to plan your exit strategy clearly. Third, take action as soon as possible.

If your resume is kept current at all times you will be ahead of the pack when others consider moving on as well. Your resume should be updated every six months. For quick updating keep an ongoing record of your accomplishments as you overcome work challenges.

Maintaining confidentiality during a job search while still employed is a challenge that requires discretion and level headedness. Ideally, no one in your company should even suspect that you are looking for other employment. Resist the urge to speak to coworkers about your decision for action. Not only do loose lips sink ships, but why put ideas in the minds of others who may become your interview competition? Keep your regular work hours and try to schedule interviews during off-work time. Avoid posting your resume online where your employer may find it.

### 3. Build a strong professional network in good times.

One thing that hasn't changed over the decades is the fact that a majority of people still get new positions faster through networking. What used to be called the "good ol' boys system" is an active in the job market as ever. Technology will never replace the need to be connected to a vast network of people who can help you find new career opportunities quickly.



The problem is that most people ignore their network until they need it. Bad idea. If you haven't keep in touch with former coworkers how will you know how to find them when you need them?

If your professional network is slim to none, get working on it right now. There are many great venues for building your network professional associations, college alumni groups and former colleagues to name a few. Take time to meet with non-work people on a regular basis. Get to know them as friends and develop relationships built around mutual interest, friendship and trust. Make relationship building your lifelong habit and you'll never be without help when you need to make a career change.

More than ever, proactive career management is essential to professional growth. Keep these rules of surviving corporate change as the building blocks of your career management plan and you'll stay in control of your professional growth and income potential.