

A MESSAGE FROM SLC3 EXECUTIVE DIRECTOR

Kelly R Jackson



314 278 8241
 kjackson@SLC3.org
 301 Sovereign Ct, Suite 101
 Ballwin, MO 63011

AT A GLANCE...

[PRINT CALENDAR](#)



April 28, 2026

Dear SLC3 Community,

Just five days until the golf tournament. Did you know? If you are not joining us that day in some capacity, well, perhaps next year. It's an amazing day of fun and frolic for most. For me who runs the tournament, it's an organized chaos. You don't know what goes on behind the scenes and that is for the best. As long as we make it look smooth and you appreciate the good times, that is what matters most!

We had a little hiccup getting our news out to you about awards. We apologize for the delay, but you can now find our pics on our website under the Awards page under Events. Thank you for all of you who have inquired. Congratulations to all our winners and our finalists for your outstanding contributions. It's important to get the recognition you have earned and I truly hope that next time more of you will recognize your teams and individuals who deserve recognition as well. You can access photos and view them from that page.

We are making some needed changes in the calendar previously provided. Due to some changes, we needed to scale our events appropriately and ensure we are providing adequate planning time for the quality events you have learned to expect and appreciate from the SLC3. Please note those changes.

And we are still wanting to see more of you! I know you are asked to do more and more, but the best way to gain from membership with us is actually serving on a committee. So, if you have an interest in serving please reach out to me. Some of those committees include emerging leaders, training and education, membership, workforce, and health and safety.

In the meantime, I think we should all share some happy news, so share them with us and we will share it with the community. My happy news is that I will become a grandma in October! My daughter and son-in-law are expecting their first child, a daughter. That is pretty exciting and happy news indeed!



OUR EVENTS

May 4: 40th Annual SLC3 Golf Tournament
 (6:30 am-6:30 pm)Whitmoor Country Club
RSVP HERE

May 4: 40th Annual SLC3 Golf Tournament
 (6:30 am-6:30 pm)Whitmoor Country Club

I hope you are enjoying spring so far, and keep those prayers up for a beautiful day on the golf course!

[RSVP HERE](#)

Best Always,

Kelly Jackson

Kelly Jackson, Executive Director
SLC3

EMAIL ME



INSIDE THIS ISSUE

News & Updates

Winners and Winners:
2026 Show Me Awards
Gala

Local Construction
Update

Training & Education

Time Management for
Builders, Designers &
Contractors

Better Communications.
Stronger Teams.

ARE YOU WANTING TO BE AN ANNUAL SPONSOR?

Want to sponsor our newsletters? Contact us! 50% Open Rates! Great opportunity for visibility and showing support!

PLATINUM SPONSOR



AWARDS PREVIEW







The graphic features the SLC3 logo at the top in white on a blue background. Below it, the text 'SLC3 MEMBER SURVEY' is written in bold yellow and white, followed by the tagline 'We Want to Hear From You!' in a white script font. The central image shows a blue clipboard with a white sheet of paper titled 'SURVEY' in green, containing four green checkmarks. A black pen and a white speech bubble with a large green checkmark are also present. At the bottom, the text 'Share Your Feedback!' and 'Take the Survey Today!' is displayed in white and yellow respectively.

Should we host our awards next year?

Yes, definitely

Maybe, but changes please

No, not valuable

UPCOMING PROGRAMS & EVENTS

GOLF SPONSOR AND VOLUNTEER DETAILS ALERT

If you are sponsoring the golf tournament, you will receive a sponsor packet and an invite to attend our sponsor orientation. You should plan to attend this meeting on April 20 at 8:30 a.m. which is on **Zoom**.

If you are a volunteer, you will also receive a volunteer packet ahead of the tournament with details on when and where to be as well as details of the day. There is a scheduled session for you April 30 at 9:30 a.m. on **Zoom**.

GOLFER DETAILS

If you are the point of contact for your team, you will get an email with the details you need for Monday. If you have not provided team member names, they will be nameless and will be Player 2, 3, and 4 with your company info. It is up to you to alert your team members and to provide any instructions we send out. We will have name tags for the names provided and a blank tag for those who were not provided. All details are on our website as well.



SLC3 40TH ANNUAL GOLF TOURNAMENT

May 4, 2026

REGISTER TEAMS AND SPONSORSHIPS ONLINE BY APRIL 24, 2026

PRICING INFORMATION

- MEMBER TEAM OF 4: \$1400
- MEMBER SINGLE PLAYER: \$350
- NON-MEMBER TEAM OF 4: \$1800
- NON-MEMBER SINGLE PLAYER: \$450



Whitmoor Country Club
1100 Whitmoor Drive
Weldon Springs, MO 63304

SEE PAGE 2 FOR SPONSORSHIP OPPORTUNITIES

May the 4th
be with you!

Title Sponsors

BURNS & MCDONNELL



STERLING

Site Access • Ground Protection

AM GOLF INFORMATION

Par 3's Only Mixed Distances

CHECK-IN/BREAKFAST - 6:30 AM

SHOTGUN START - 7:30 AM

LUNCH/NETWORKING - 11:30 AM

AM TOURNAMENT AWARDS - 12:30 PM

PM GOLF INFORMATION

10 - Par 3's/7 - Par 4's/1- Par 5

CHECK-IN - 10:30 AM

LUNCH/NETWORKING - 11:30 AM

SHOTGUN START - 12:30 PM

COCKTAILS & APPS/NETWORKING - 5:30 PM

PM TOURNAMENT AWARDS - 6:00 PM



Tournament Details at SLCCC.NET
Questions: Rebecca Hale
314.266.1957 | rhale@slc3org

REGISTER NOW



2ND FRIDAY COFFEE & NETWORKING



Hosted by:
WOODARD[®]
 Since 1946

Fuel Your Fridays with SLC3!

Brew connections and build opportunities with the SLC3 Network!

Whether you're looking to expand your network, share ideas, or just enjoy a cup of joe with like-minded professionals, this is the place to be.

8
MAY

- 🕒 7:30 AM - 9:00 AM
- 📍 Woodard Cleaning & Restoration
9490 Watson Road
Crestwood, MO 63126

FREE EVENT, REGISTRATION REQUIRED

📞 636.394.6200 ✉ info@slc3.org 🌐 SLCCC.NET

More info

2026 CALENDAR

This is our yearly calendar and programming and special events can change. Check dates, speakers and locations for each event by going to the event!

[Learn More](#)

Please contact Rebecca Hale with event registration questions. 636.394.6200 or info@slc3.org

slccc.net

301 SOVEREIGN COURT, BALLWIN MO 63011



January

- 09 2nd Friday Coffee Networking (7:30-9am) @ SLC3 HQ
- 14 Economic Review with the Federal Reserve (8-10:30am) @ LiUNA Event Center
- 22 SLC3 Board Meeting (7:30am)
- 26 Owner's Chat (2-3pm) on Zoom

February

- 19 Workforce Reimagined: Recruitment, Retention, Risk (11-1pm) @ Greenbriar Hills Country Club

March

- 13 2nd Friday Coffee Networking (7:30-9am) @ SLC3 HQ
- 19 AI Adoption in AEC - Crawl, Walk, Run. (8-11am) @ Greenbriar Hills Country Club
- 26 The Worth Effect: Vanessa Sotomayor (11:30 am -1pm) @ Il Bel Lagoa

April

- 08 **SLC3 Show Me Awards Gala (5-8:30pm)** @ Hilton Frontenac St. Louis

May

- 04 **40th Annual Golf Tournament & Dinner (All Day)** @ Whitmoor Country Club
- 08 2nd Friday Coffee Networking (7:30-9 am) @ Woodard

June

- 10 Emerging MicroWorkshop & Social (4pm -6pm)
- 25 Organization & Life Hacks (Rhonda Trivers) (11:30 am -1pm)

July

- 10 2nd Friday Coffee Networking (7:30-9am) @ SLC3 HQ
- 16 Education Program
- ◆14 Owner & Associate Table Talk (11:30am -1p.m.) (Members ONLY) Via Zoom

August

- 06 Project Management: Scheduling Panel (8-10am) Greenbriar
- ◆19 Interest Group RT: Breakfast, Lunch or Dinner
- 27 Risk & Liability in a Changing Landscape (11:30am -1pm)

September

- 11 2nd Friday Coffee Networking (7:30-9am) @ SLC3 HQ
- 15 Emerging Leader: Failure Stories Lessons Learned (3-5:30pm)
- 17 Fall Safety Forum Half Day Workshop (7:30am-12pm)
- 24 Annual Owner's Roundtable: Consumers & Providers Discussion (8-11 am)

October

- 08 Project Tour & Program (3-6 pm)
- 23 **14th Annual Sporting Clays (All Day)** @ Topgun Sportsmans Club
- 29 **Women's Leadership Retreat: Filled with Learning and Connecting (All Day)**

November

- 05 Multi-disciplinary Panel Build Series (8-10:30am)
- 13 2nd Friday Coffee Networking (7:30-9am) @ SLC3 HQ
- 17 Emerging Leaders Event (4-6pm)

December

- ◆06 Annual MEMBER ONLY Networking Event (4:30-7:00 pm)
- 10 Lunch & Learn (11:30 am -1 pm)
- 11 AEC Update & Economic Forecast 2027(8-11am)

PROGRAM KEY:

- Training & Education Seminars
- Lunch & Learn Program
- DEI Hosted Event
- Emerging Leaders Hosted Event
- Owner Exclusive
- Networking/Membership Events
- Marketing/BD Virtual Training
- ◆ Member Exclusive



Last Updated 4.29.26

NOTE: Most SLC3 programs have been designed to meet the requirements in Missouri regulations for Professional Development Hours (PDH) and the AIA guidelines for Learning Unit (LU) hours. For each program, the SLC3 produces a Certificate for participants which is available on the website under the "Resources" tab, stating the title, date, speakers, content and number of PDH and LU hours the program qualifies for to obtain hours. We are not responsible for reporting any CE hours. The SLC3 is a 501(c)(6) non-profit organization and registration fees are not tax deductible. Zoom meeting links/codes will be sent just before the meeting. We offer complimentary Training and Education Program registrations to Owner Members. Women hosted Lunches are for members, but you may be invited as a guest. Dates/Events are subject to change. *Special events are bolded and often sell out quickly.

HOW TO REACH US

St. Louis Council of Construction Consumers (SLC3) - 301 Sovereign Court / Suite 101 / Ballwin, MO 63011
T/636.394.6200 E/ info@slc3.org - slccc.net

CALL FOR COMMITTEE MEMBERS? TIME TO HELP...

SLC3 MEMBERSHIPS & COMMITTEES



**The People Shaping the Future are
the Ones Showing Up!**



Much of the work we do is driven by member volunteers, and right now our committees could use a few more voices and helping hands. Committee service offers an opportunity to influence priorities, collaborate with peers, and support initiatives that impact the industry and our region. If you're willing to get involved—even in a small way—we invite you to sign up.

info@slc3.org

[Committee Info](#)



NEWS & UPDATES

ST. LOUIS COUNCIL OF CONSTRUCTION CONSUMERS (SLC3)

[CLICK FOR SLIDE WINNER DECK](#)

CONGRATULATIONS

We are proud and please to acknowledge all of our finalists and winners for the 2026 Show Me Awards. What a night! It was spectacular from the theme music to our massively entertaining emcees and what about all of the handsomely dressed attendees! Please visit our website for more details.

[Visit page](#)





Organization Winners

LARGE BUSINESS ENTERPRISE OF THE YEAR

HOK | Kwame Building Group

SMALL BUSINESS ENTERPRISE OF THE YEAR

GadellNet

CONSTRUCTION MANAGER

IMPACT Strategies

SMALL SPECIALITY CONTRACTOR

Elastizell of St. Louis

CONTRACTOR OF THE YEAR

BSI Constructors

SUBCONTRACTOR OF THE YEAR

John Smith Masonry | TJ Wies Contracting | Guarantee Electrical | icon Mechanical Contracting | Paynecrest Electric

ENGINEERING FIRM OF THE YEAR

BR+A Consulting Engineers

THE GRAND ARCHITECT OF DISTINCTION

CannonDesign

HEALTH AND SAFETY CONTRACTOR OF THE YEAR

Rhoday Construction

INCLUSIVE BUSINESS EXCELLENCE

KWAME Building Group





Project Award Winners

OUTSTANDING DESIGN/CONSTRUCTION PROJECT UNDER \$20 MILLION

FGM Architects | St. Charles Community College - Immersive Learning Center
Poettker Construction Company | SUL4R-PLUS
Integrate Construction | Eureka Government Center

OUTSTANDING DESIGN/CONSTRUCTION PROJECT OVER \$20 MILLION

Alberici Constructors | Washington University BJC Institute of Health Vertical Expansion
BSI Constructors | St. Louis Symphony Powell Hall
IMPACT Strategies | BJC St. Peters Outpatient Surgery Center

OUTSTANDING SUBCONTRACTOR PROJECT

Elastizell of St. Louis | Capitol Parking Garage, Springfield, Illinois
icon Mechanical Contractors | BJC Hospital Phase III - Plaza West Tower

INFRASTRUCTURE CONSTRUCTION PROJECT

KCI Construction | I-255 Mississippi Bridge Rehabilitation (Jefferson Barracks)





Individual Awards

LEADERSHIP AWARDS FINALISTS

Lus Haberberger
LUZCO Technologies

VOLUNTEER OF THE YEAR

Lisa Jury
Midwest Monograms Promotions

RISING STAR OF THE YEAR

Eric Kluempers
ArchPoint Engineering



Local Construction & Development News

1) Major new retail construction underway

- A **Dick's House of Sport** is now under construction at the Saint Louis Galleria.
- It's a large adaptive-reuse project (former Nordstrom space) with specialty buildouts (climbing wall, turf areas, etc.).
- Expected to open next year and aimed at revitalizing a struggling retail center.

Why it matters:

- Strong signal of **experiential retail design demand**
- Likely subcontracting across trades (MEP, interiors, specialty installs)

2) Data center projects (big opportunity + controversy)

- **St. Louis city approved a data center permit (April 21) with strict conditions around sustainability, noise, and infrastructure.**
- Meanwhile, nearby **Festus (south of STL)** is seeing major backlash against a proposed **\$6B data center project.**

Why it matters:

- Data centers = **huge demand for electrical, cooling, structural, and low-voltage trades**
- But also:
 - Increased scrutiny (power usage, zoning, community impact)
 - Potential permitting complexity going forward

3) New public space + civic construction (Metro East)

- **\$3.95M Goshen Commons project broke ground (April 20).**
- Includes plaza, infrastructure, lighting, and public amenities.

Why it matters:

- Continued investment in **urban design + public realm projects**
- Opportunities for landscape, civil, lighting, and architectural firms

4) Infrastructure & municipal contract activity

- Nearby Edwardsville approved:
 - Sewer/manhole rehab contracts
 - Long-term arts center redevelopment lease

Why it matters:

- Ongoing **steady municipal work** (rehab vs. new build)
- Good pipeline for civil + specialty contractors

🚧 What's Already Hit Headlines...

These aren't breaking headlines but are active right now:

- **~\$400M in 2026 MoDOT work (bridges, resurfacing, ADA upgrades)**
- **1,600+ active construction projects tracked across STL metro**
- Nearly **\$9B in regional freight/infrastructure projects** in pipeline

The region is still in a **heavy construction cycle**, especially infrastructure + mixed-use.

- Delays, insurance claims, emergency repair work
- Short-term surge in roofing, restoration, and structural inspections

Key takeaways (for designers / contractors)

- **Data centers are the biggest emerging segment**
- (high-value but politically sensitive)
- **Experiential retail + adaptive reuse is growing**
- **Public infrastructure remains very strong and stable**
- **Community pushback / permitting scrutiny is increasing**
- **Weather volatility = more repair + resilience work**

We Need Your Voice: Help Shape What Comes Next

Take a few minutes to share your thoughts in our member survey. Your feedback will directly guide the programs, resources, and training we create for this community.



SLC3 MEMBER SURVEY

We Want to Hear From You!



Share Your Feedback!

Take the Survey Today!

Please take just 5 minutes to complete this survey so we can better serve you!

Make sure to select the right membership type. If you are not a buyer of design and construction, you are not an Owner. Exceptions are Owner's Reps.

OWNER
SURVEY

ASSOCIATE
SURVEY

HELP US KEEP THE PICTURE CURRENT

The construction and development landscape across the region continues to move quickly—and keeping our information accurate and relevant matters.

We've recently updated our construction and development listings to reflect new projects, changes in scope, and activity across the greater St. Louis area. These updates help ensure that our members have access to timely, useful insight into what's being built, redeveloped, and planned throughout the region.

That said, no one has a better pulse on what's happening than the people working in it every day. If you're aware of a project that's underway, planned, or evolving—or if you notice something that needs to be updated—we invite you to share it with us. Your input helps strengthen the resource for everyone.



CLICK FOR LATEST
UPDATES

Keeping this information current is a collaborative effort, and we appreciate your help in making it as accurate and valuable as possible.

Have something to share? Reach out anytime—we're always glad to hear from you.

[ST. CHARLES COUNTY BIDS](#)

[ST. LOUIS COUNTY BIDS](#)

[CITY OF ST. LOUIS BIDS](#)

[JEFFERSON COUNTY BIDS](#)

[SIBA BIDS](#)



GOLD SPONSORS



OPPORTUNITY UPDATES



MANAGE YOUR TIME. BUILD WHAT MATTERS.

Practical time management for busy professionals



1 MANAGE DECISIONS, NOT TIME

Pick your Top 3 priorities each morning.
If it's not one of them, it's secondary.



2 USE BLOCKS, NOT TO-DO LISTS

Time block your day to create structure
and absorb interruptions.



3 PROTECT YOUR HIGHEST-VALUE HOURS

Do your best work in the morning.
Save email and calls for later.



4 BUILD BUFFER TIME INTO EVERYTHING

Only schedule 70% of your day.
Leave room for the unexpected.



5 USE THE 2-MINUTE RULE

Handle quick items right away.
Schedule the bigger ones.



6 BATCH YOUR TASKS

Group similar tasks together.
Focus beats multitasking.



7 END YOUR DAY LIKE A PRO

Review, plan tomorrow, and clear your mind
before you leave.



CONTROL YOUR PRIORITIES.
MASTER YOUR DAY.



Time Management for Builders, Designers & Contractors

How to stay productive when everything is urgent

In construction and design, “time management” often feels like a joke.

Schedules shift, clients call mid-day, crews need answers, and something always goes sideways.

So the goal isn't perfect control of your time.

It's controlling your priorities despite the chaos.

Here's a practical system that actually works in the field.

1) Stop managing time. Start managing decisions.

Most people think they have a time problem.

What they really have is a decision problem.

Every day you're constantly choosing:

- Do I answer this call or finish this drawing?
- Do I solve this field issue now or later?
- Do I jump into this “quick question”?

The fix: Pre-decide your priorities before the day starts.

Simple rule:

- Pick your Top 3 priorities each morning
- If it's not one of those 3, it's secondary

2) Use “blocks,” not to-do lists

Long to-do lists don't work in construction—they get blown up by 9:30 am.

Instead, use time blocks:

- 8:00–10:00 → Deep work (plans, estimates, design)
- 10:00–12:00 → Calls, emails, coordination
- Afternoon → Site visits / reactive work

Why this works:

You're not deciding what to do next every 15 minutes.
You're following a structure that absorbs interruptions.

3) Protect your highest-value hours

Not all hours are equal.

For most professionals:

- Morning = best focus (design, estimating, problem-solving)
- Midday = communication
- Afternoon = field + reactive work

Big mistake:

Spending your best hours answering emails.

Try this:

- Delay email/calls for the first 60–90 minutes of your day (critical emails aside)
- Use that time for your most valuable work

4) Build “buffer time” into everything

Construction schedules fail for one reason:

No buffer.

The same is true for your day.

If your calendar is full, you're already behind.

Rule of thumb:

- Only schedule 70% of your day
- Leave 30% open for:
 - Site issues
 - Client calls
 - Unexpected problems

This turns chaos from a crisis into a planned reality.

5) Use the 2-minute rule in the field

If something takes less than 2 minutes:

- Answer it
- Approve it
- Delegate it

Immediately.

But if it's bigger:

- Don't “half-do” it
- Schedule it into a block later

This prevents your day from being eaten alive by small decisions.

6) Stop multitasking (it's costing you money)

Switching between:

- drawings
- texts
- calls
- emails

...kills productivity.

Every switch resets your focus.

Better approach:

- Group similar tasks together
- Do all calls at once
- Do all emails at once

Think in batches, not fragments.

7) End your day like a pro

The last 10 minutes of your day matter more than the first 10.

Before you leave:

- Review what got done
- Set tomorrow's Top 3 priorities
- Capture anything still in your head

This does two things:

1. You start tomorrow with clarity
2. You stop carrying work stress home

Simple Daily System (Recap)

- Pick 3 priorities
- Work in time blocks
- Protect your mornings
- Leave buffer space
- Batch your tasks
- Plan tomorrow before you leave

Final thought

You'll never eliminate chaos in this industry.

But you can become the person who handles it better than everyone else.

And that's where the real advantage is.

BETTER COMMUNICATION. STRONGER TEAMS.

Generational differences aren't the problem—miscommunication is. Here are 3 key takeaways for better communication across Gen X, Millennials, and Gen Z.

DIFFERENT PERSPECTIVES. ONE GOAL.

GEN X	MILLENNIALS	GEN Z
1 GET TO THE POINT Be clear, concise, and respect their time.	1 BE OPEN AND TRANSPARENT Share the why, the goals, and the impact.	1 COMMUNICATE OFTEN They appreciate quick, clear, and consistent communication.
2 RESPECT THEIR EXPERIENCE They bring perspective and have seen it before—include them in key decisions.	2 INVITE THEIR IDEAS They want to contribute and be part of the solution.	2 BE CLEAR AND SPECIFIC Give direct instructions and clear expectations.
3 GIVE THEM THE BIG PICTURE They want to understand the "why" behind the work.	3 GIVE FEEDBACK THAT'S FREQUENT AND REAL They value growth and continuous improvement.	3 MENTOR AND SUPPORT They want to learn, grow, and know you're invested in their future.

LISTEN. IRESPECT. ADAPT.
That's how we build more than projects—we build strong teams.

BETTER COMMUNICATION BUILDS SAFER JOB SITES, STRONGER TEAMS, AND BETTER RESULTS.

GenX (Born ~1965–1980)

Millennials/GenY (Born ~1981–1996)

Gen Z (Born ~1997–2012)

Final thought
Better communication doesn't just make people feel good—it drives results.

Clarity means:

- fewer mistakes
- faster decisions
- more collaboration

Better Communication. Stronger Teams.

by Kelly Jackson

Bridging the gap between Gen X, Millennials, and Gen Z on the jobsite and in the office...

Generational differences get blamed for a lot of workplace friction. But the real issue usually isn't age—it's misaligned communication styles.

Each generation grew up with different expectations around work, feedback, and leadership. When those expectations clash, projects slow down, mistakes happen, and frustration builds.

The good news?
You don't need to "fix" people—you just need to adjust how you communicate.

Here are three practical ways to work better with each generation.

The GenX (Born ~1965–1980) (and likely parents of GenZ)

Value: Independence and results

Gen X tends to be experienced, self-sufficient, and focused on getting the job done. Let me repeat, getting the job done and correct! They don't need hand-holding—but they do expect respect and clarity.

How to communicate with a GenX:

1) Get to the point

Skip the fluff. Be direct, clear, and concise.
They respect efficiency, and they don't want their time wasted.

2) Respect their experience

They've likely "seen this before." Experience matters.
Ask for their input, especially on decisions that impact execution.

3) Give them the big picture

They don't just want tasks—they want context.
Explain the "why" behind decisions so they can execute smarter.

Millennials/GenY (Born ~1981–1996)

Value: Purpose and collaboration

Unlike your average GenX, Millennials tend to be more team-oriented and motivated by understanding how their work contributes to the bigger picture.

1) Be open and transparent

Explain goals, reasoning, and impact.
They want to understand what they're working toward—not just what to do.
"Just do it" doesn't go over well.

2) Invite their ideas

They value collaboration and inclusion. (As a GenX, I appreciate this the most about our younger co-workers).
If you don't ask for input, you're missing one of their biggest strengths. Engage them, they want to offer input.

3) Give frequent, real feedback

Not just once a year. Why are we still doing annual reviews? Why wait?
Checking in more frequently does far more good for everyone. Informal feedback reviews should be a given.

- stronger teams
- organization growth
- sustainability

And ultimately, better outcomes.

Additional Thoughts;

Words matter and they last. Choosing your words carefully when working with your co-workers, subordinates and leadership will make you more effective and valuable.

This requires considering the outcomes of your words. How will this affect the person I am speaking to?

Is there a better way to say this so she is less defensive or put off?

Am I being condescending as I am commenting about a task not done well?

Do I provide positive feedback?

Am I jumping to conclusions about verifying understanding?

Am I speaking with or am I speaking to...

People perform better when they feel better. Words have the power to change anyone's mood and attitude.

They want to know how they're doing and how to improve—consistently. BUT, watch how you say it and ensure to have concrete examples.

Gen Z (Born ~1997–2012)

Value: Growth and connection

Gen Z is early in their careers and highly adaptable—but they need clarity and support to perform at their best.

1) Communicate often

Silence feels like confusion.

They prefer quick, consistent updates and check-ins.

2) Be clear and specific

Vague instructions lead to mistakes.

Spell out expectations, timelines, and standards. Don't assume, especially GenX. You will likely be wrong. Patience goes a long way here.

3) Mentor and support

They want to learn and grow.

If they know you're invested in them, they'll invest in the work. Give them respect that they are learning and they will continue to learn which leads to better communication. If you act as support to a GenZ, they will be much more comfortable coming forward with communication.

The real takeaway

It's not about changing your personality or managing three completely different groups.

It's about doing three things consistently:

- Listen to how others prefer to communicate
- Respect what they bring to the table
- Adapt your approach when needed



SILVER SPONSORS

BJC HealthCare

The world's best medicine. Made better.

AICL

NORTHSTAR

Smart Builds Start With Us™

St. Charles
COMMUNITY COLLEGE

par
health

OWH
Ottolino Winters Huebner
Planning Architecture Interior Architecture

KAISER
ELECTRIC

M **MARYVILLE**
UNIVERSITY

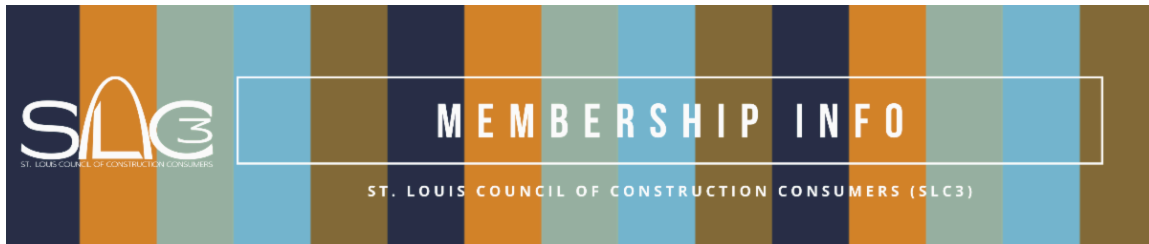
THE ASC GROUP
ACTIVE SENIOR COMPANIES

McGrath & Associates, Inc.
GENERAL CONTRACTORS-CONSTRUCTION MANAGERS

Mercy**IT**

K **KEELEY**
CONSTRUCTION

HOLLAND
BUILT ON INTEGRITY.



Let's be sure to welcome our newest members! We look forward to partnering with you!

Newest Member, Enfra Solutions

Enfra Solutions is a national infrastructure services company specializing in electrical, mechanical, and technology solutions for complex commercial and industrial projects. The firm focuses on delivering integrated services across data centers, utilities, and mission-critical environments, helping clients navigate evolving energy and infrastructure demands.

The Building Pros

ENFRA Solutions

Spirtas Worldwide

SLC3 2026 Officers:

Michael Hargrave (BJC Health) - President
Vince Nutt, (BJC Health)- 1st Vice President
Mark Flannery (Bayer), 2nd Vice President
Rich Unverferth (MSD), Secretary
Danielle Thomas (Hazelwood SD), Treasurer
Frank Niemerg (Ameren), Immediate Past President
Kelly Jackson, Executive Director

Visit
Officers &
Board

DON'T FORGET: If you are a member of the SLC3 you can access all our members in the InfoHub. Make sure to login and regularly check it out!

If you are considering joining us, contact **Kelly Jackson** about Membership. Don't miss our member-only activities and perks!

EMBI -The Electrical Board of
Missouri and Illinois

John J Smith Masonry

Trekk Design Group

FD Masonry

FocusCFO

SEND US YOUR COMPANY UPDATES!

BRONZE SPONSORS

(WE SHOULD HAVE MORE SPONSORS HERE?????)



CUSTOM ENGINEERING
MECHANICAL & ELECTRICAL ENGINEERING



DRIVING
CHANGE
INC.



ELECTRIC



AVI SPL



MIDWEST MONOGRAMS
PROMOTIONS

SEND US YOUR JOB POSTINGS!

YES, THEY DO GET LOTS OF CLICKS!

Job Postings

Sales Director
GadellNet

Project Executive - Industrial Sector
PARIC Corporation

Project Manager
PARIC Corporation

Project Engineer
Wright Construction

Assistant Project Managers
Jarrell Mechanical



More than 80% of the ocean
remains unexplored



Golf balls used to be made of
feathers

Director of Finance and Administration
Great Rivers Greenway

Assistant Department Manager | Mechanical Engineering
CD Companies

Interior Designer
Bond Architects

Marketing Director
Guarantee Electrical

Vice President, Business Development
Paric Corporation

Senior Director Business Growth-Retail Recruitment
Greater St. Louis

Project Engineer-Construction Services
Utilitra

Marketing Manager
CRB

Mechanical Engineer
CD Companies

Numerous Positions!
LUZCO Technologies LLC

MoDOT Job Postings
Missouri Dept. of Transportation

Civil Superintendent
Kozeny-Wagner

Account Manager
Color Art (Apply in the InfoHub)

Infrastructure Market Manager
CDG Engineers (Apply in the Info Hub)


MEP Engineers
Custom Engineering (Apply in the Info Hub)


Project Director
Holland Construction Services


Project Manager
Kaiser Electric


**Have job postings for us?
Send them to
info@slc3.org**

Early golf balls (called “featheries”) were stuffed with boiled feathers and covered in leather. They were expensive—and didn’t do great in the rain.


 Golf is played on every continent... even Antarctica. Researchers and explorers have been known to tee it up on the ice.

 “Golf” doesn’t stand for anything. The old myth (“Gentlemen Only, Ladies Forbidden”) isn’t true. The word comes from a Dutch term meaning “club.”


 The odds of a hole-in-one? About 1 in 12,500. For the average golfer. Pros do a bit better—but it’s still rare.

 Some courses come with wildlife hazards.


In Florida, it’s alligators. In Australia, kangaroos. In Canada, moose have been known to wander onto fairways.


 The longest golf course in the world is over 850 miles long.

The Nullarbor Links in Australia spans two states and takes days to complete.


 A round of golf burns more calories than you think.

Walking 18 holes can burn 1,200–2,000 calories depending on terrain.

 Why do golfers yell “Fore!”? It’s a warning shout to alert people ahead that a ball is coming their way.

 The first 18-hole course wasn’t always 18 holes.

St. Andrews originally had 22 holes before it was standardized to 18 in the 1700s.

 Tiger Woods made his first TV appearance at age 2

He was already showing off his swing on national television.

St. Louis Council of Construction Consumers

301 Sovereign Ct, Suite 101, Ballwin, MO 63011
636.394.6200 | info@slccc.net | slccc.net

Staff:

Kelly Jackson // Executive Director
Rebecca Hale // Event & Office Manager

CONNECT, INTERACT & SHARE WITH US!



Please note unsubscribing from this communication will unsubscribe you from ALL communications from the SLC3.

VISIT OUR WEBSITE

SLC3 | 301 Sovereign Court Suite 101 | Ballwin, MO 63011 US

[Unsubscribe](#) | [Update Profile](#) | [Constant Contact Data Notice](#)



Try email marketing for free today!