



Roles and Responsibilities Professional Development Program

Philosophy: The Professional Development Program grooms candidates to become better leaders and team members thru experience and mentorship consistent with the Mission and Core Values. Candidates are exposed to the Roles and Responsibilities and business processes of each functional area of the business including:

- Technical Services
- Operations
- Customer Service
- Sales
- Block

The program typically lasts 24 months, but may be adjusted based on candidate's development.

Leadership: The Management Trainee learns that Managers are expected to be Leaders rather than supervisors. Inspiring their team members, rather than ordering.

Technical Services:

Concrete and Materials Testing. The Management Trainee systematically tests concrete both in the field and at the plant, as well as, monitoring quality of incoming raw materials.

Statistical Analysis and Mix Design. The Management Trainee assists the Technical Services Manager with maintaining the Standard Deviation Program via data entry and analysis. The trainee learns basic mix design and optimization.

Trouble Shooting. The Management Trainee is exposed to product quality issues, diagnosing possible causes, remedies, and customer concerns.

Operations: Delivery Professional. The Management Trainee goes through the Delivery Professional Training Program obtaining a Commercial Driver's License and the capabilities of a functional driver.

Plant Operation. The Management Trainee becomes proficient at all phases of plant operation including yard management, batching, record keeping, and necessary administrative functions.

Customer

Service: Customer Service. The Management Trainee satisfies customer needs according to the prescribed “service vision” by obtaining accurate information and effectively negotiating service commitments from customers.

Shipping and Logistics. The Management Trainee learns to efficiently coordinate deliveries of ready mixed concrete while balancing customer needs with company efficiencies.

Sales: Sales Team. The Management Trainee works with the Sales Team to understand the Roles and Responsibilities of Sales Manager, Sales Professional, and Inside Sales Coordinator.

Processes. The Management Trainee is capable of performing project status reports, dynamic sales projections, prospecting, project profitability analysis, weekly sales analysis, monthly yardage reports, and sales planning.

Block: Operations. The Management Trainee performs each job in the Block Plant, operating as cuber, fork lift driver, and machine technician.

Dispatch. The Management Trainee learns to effectively schedule block delivery to meet customer needs as efficiently as possible.

Our Mission

*To be the supplier of choice by consistently delivering quality products and services in a safe and timely manner.
We will make it easy for our customers to do business with us while providing a superior work atmosphere for our team members.*