

WHAT THE RISE OF THE NDP IN BC MEANS FOR ALBERTA

The private club: relic or reborn? + Fracking Amazing: Energy Services

ALBERTA *2013 Guide to Executive Education*
VENTURE

**YOU DON'T KNOW
THIS MAN**

**YOU MIGHT NOT
KNOW WHAT HE'S
HOLDING**

**But the
bitcoin
will change
the way
you do
business**

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The Envelope Please...

Presenting the winners and finalists in the categories of heavy civil, trade contractors under and over \$15 million, and general contractors under and over \$50 million

WINNER

General Contractor Under \$50 Million

ROCKWOOD CUSTOM HOMES

CEO: Allison Grafton - Calgary

EVERYBODY WANTS THEIR dream home, but the task of actually building it tends to come with the stress of blown budgets and missed deadlines.

But that's not the case with Rockwood Custom Homes, a boutique builder that prides itself on delivering both the dream home and the dream experience. "There aren't houses being built like we build them," says co-founder Allison Grafton. While the company only builds or renovates 10 homes per year, it completes all the construction, architectural, and interior design work with an unusual amount of care and attention.

Rockwood builds luxury homes that range in value from \$1.2 million to over \$10 million, and despite the lofty price tag – or, perhaps because of it – the company prides itself on being transparent about where money is being spent. "There's never a big surprise at the end of the project," says co-founder Grainger Nimmo. Rockwood carefully estimates costs for every project and then tracks spending, updating clients on a monthly basis. As a result, 98 per cent of Rockwood homes

have come in on or under budget.

The company's dedication to integrity also applies to the actual construction of the house. "None of the home buyers know anything about construction," Nimmo says. "It's important for us to make sure that the bones of this – not just the bling – but the bones are exceptional."

Rockwood doesn't forget to pay attention to the small things either. The company uses high-quality craftsmanship for everything from fixtures to flooring. Plus, the Rockwood team works hard to make sure the home is in move-in ready condition, complete with surprise gifts given to the clients on move-in day. As Grafton and Nimmo tell it, it's all about making the client experience the best it can be. "You hear these horror stories about people building homes and we haven't had one," Nimmo says. "We want our clients to be our friends five years from now." Evidently, their clients are satisfied. Their project list has grown solely through word of mouth.



Finalist

SEAGATE CONTRACT MANAGEMENT

CEO: Greg Nash - Edmonton

Seagate Contract Management has been specializing in contract management for interior commercial spaces in Edmonton for over 20 years. In addition to retail spaces, Seagate also specializes in salons and spas and professional spaces such as medical offices.

Finalist

K&D TURNAROUND SERVICES

CEO: Francis Kloster - Nisku

K&D Turnaround Services is an expert at the installation of mass transfer equipment for the petrochemical and refining industries and has offices in both Houston and Nisku.

General Contractor Over \$50 Million

STRIKE ENERGY SERVICES

CEO: Stephen Smith - Calgary

WITH MORE THAN 800 EMPLOYEES spread across 14 different locations it might seem difficult for Strike Energy Services to keep everyone on the same page. But the oil and gas construction and services company has made it a priority to promote a culture of employee engagement, and if Strike's low turnover rate is any indication, it's working. "Our employees are proud to say they work for Strike," says co-founder and CEO Stephen Smith. "Our culture is a loyalty-based culture."

Founded in 2004, Strike offers a wide range of construction services from fabrication to electrical services in locations across Western Canada. And while it helps that Strike offers so many different services in a variety of places, according to Smith the company's success starts with its people. Strike began fostering a culture of loyalty by making the company employee-owned right

from the beginning. "We wanted the management to have a stake in the game," Smith says. Not only did this attract some strong industry leaders when the company was setting up shop, it's also given Strike the advantage of having owners on the ground across its 14 business units. "People work and act like owners in our company," Smith says. "They're certainly more dedicated and loyal to the business and that's important to our success."

And while Strike's seasonal employees are not owners, the company has other ways of fostering engagement. Strike has contributed to more than 100 charitable organizations in the communities it operates in, and if an employee is involved in a non-profit or charity, the company will support it.

This emphasis on loyalty has served the company well. "We treat our employees as we'd like to be treated ourselves," Smith says. "As a result, we have an engaged, loyal group of employees that can really deliver." >

WINNER

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