

# COMMON GROUND

JUNE 2023

## INTERDEPENDABILITY

### GEM'S safety leadership training a help to RLI foremen, supervisors

Sharing what works is an important component of Interdependability — even more so when it comes to safety. RLI Vice President of Field Operations **Jim Philo** heard about a class being taught to GEM associates.



“I tagged along to see what GEM was doing and to see the value in it,” Philo said. “We

decided to develop it for our supervisors and foremen. Everybody I talked to found it to be a very beneficial program.”

Foundations for Safety Leadership, taught by GEM Operations Manager **Bill Cornett**, focuses on how to be a safety leader by:

- Leading by example.
- Engagement and empowerment.
- Actively listening and practicing three-way communication.
- Developing team members through teaching, coaching and feedback.
- Recognition for a job well done.

For example, actively listening and practicing three-way communication are defined as:

- Treating team members with respect when they are speaking.
- Paying attention to non-verbal cues such as body language and eye contact.
- Listening to hear what is being said versus listening to come up with a response.
- Asking clarifying questions. Just because a task is explained doesn't mean



*Bill Cornett says the people skills taught in the Foundations for Safety Leadership class can also help outside of work.*

everyone understands it. Active listening to hear what team members are saying and then three-way communication by having them repeat it back gives confidence that the message is understood.

**Commit to the success of others —**  
*One Company Thinking*

*Interdependability:  
Making the choice to work together and be the person others can count on to accomplish something even greater than what could be achieved working independently.*

“I think it fits nicely with our cultural beliefs of taking safety ownership,” Cornett said. He offered to teach the class to RLI foremen and supervisors when Philo asked for information about it.

“He does an excellent job with the presentation,” Philo said.

## When you submit an idea to the Idea Lab it is:



### Reviewed

Screened by the Embracing Innovation Committee (EIC).

Created as a “New Idea” bubble in Viima.

EIC member and the creator exchange more information.



### Tested

A subcommittee is formed to implement and test the idea's viability.

Idea Viable:

Idea Not Viable:

### In Production

within Viima.



### End of Life

within Viima.



RUDOLPH LIBBE INC  
GEM INC  
GEM ENERGY  
LEHMAN DAMAN  
RUDOLPH LIBBE PROPERTIES

RUDOLPH  
LIBBE  
GROUP

## PRAISE FOR PIPEFITTER FOREMAN’S LEADERSHIP

### GEM's Josh Griffin 1st runner up as TAUC Craftperson of the Year

Project Aristotle, RLG’s expansion of Northstar Bluescope’s steel-making facility that won a 2022 Build Ohio award, now has another trophy to add to its case.



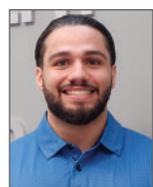
**Josh Griffin**

GEM Pipefitter General Foreman **Josh Griffin** recently was selected as First Runner Up for the James J. Willis Craftperson of the

Year award by The Association of Union Contractors for his work on the project. Northstar Bluescope Construction Manager James Comer, in a letter supporting Griffin’s nomination for the national award, said this about his leadership:

“Josh’s leadership style was perfect for the demands of his assignment. He not only led his team with technical and managerial strength, but with a compassionate strength for the ‘task at hand,’ but more importantly, for the team he led.”

## MORE SUMMER CO-OPS



**Josh Hagan**

Construction Operations  
RLI Walbridge



**Mark Keller**

Construction Operations  
RLI Walbridge



**Megan Massmann**

Construction Operations  
RLI Walbridge



**Kade Vogelsong**

Construction Operations  
RLI Walbridge



**David Hershey**

Special Accounts  
RLI Walbridge



**Gaige Keane**

Sales and Marketing  
RLG Walbridge



**Katie Manol**

Bus. Devel. Specialist  
GEM Service Walbridge



**Joshua Langenkamp**

Project Engineer  
RLG Lima



**Tommie Ezell**

Help Desk Technician  
NE Ohio



**Rick Chrasz**

Regional Manager  
GEM Service MIOPS



**Andrew Deputy**

VDC Tech.  
RLG Walbridge



**Nolan Cox**

Project Engineer  
GEM Walbridge

## A NEW DOGHOUSE

### Lucas County Canine Care and Control construction begins



**Toledo** — Lucas County’s Canine Care and Control Center chose to wrap its entire job site to keep it safe and clean during demolition — and the community excited for the new facility on Monroe Street. The new building is necessary because the current facility on Erie Street is often over capacity.

## GEM TEAM AT ARDAGH: WE’RE ON IT!

### Temporary solution found to electrical issue that threatened production

**Huron** — Late on a Saturday night in April, the Ardagh can manufacturing plant experienced an electrical bus failure that took three of its six production lines down, including a unique production line that has orders beyond 2023.

It didn’t have replacement parts so management figured the lines could be down for a significant period.

They contacted GEM Project Manager **Corey Partin**, who immediately began to source personnel and parts to come up with a temporary solution. A little more than 27 hours later, the GEM team had the bus energized with a solution robust enough to last until replacement bus sections arrive.

## READY FOR TAKE OFF

### Lake groundbreaking features ‘junior construction crew’



**Millbury** — The “junior construction crew” at Lake Elementary tossed the first dirt at the groundbreaking for their new building. As construction continues, there will be more opportunities for student participation. Students at a Lake summer program (below) observed a construction technology demonstration held by the RLG VDC Department in June.



“It goes without saying that all levels of management throughout Ardagh North America were delighted at the relatively short period the lines were down,” said Ardagh Senior Project Manager Mike Paxton. “The sacrifices made by GEM personnel and their positive attitude throughout is truly appreciated. While the relationship between GEM and Ardagh has always been good, this further establishes the fact that GEM is seen as a valued partner who will go the extra mile to meet Ardagh’s needs.”

Partin thanked Electrical General Foreman **Jayson Cook**, Electrical Foremen **Adrian Brown** and **Tim Weekly**, and Electrical Supervisor **Steve Rister** for their hard work and quick response.