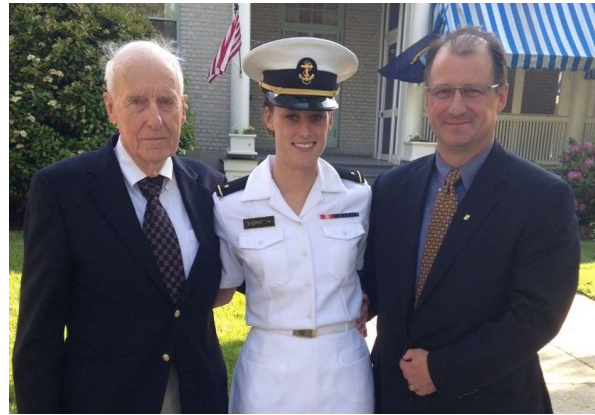




# Roxsand

## Lessons Learned

*As I mark my two-year LGE milestone, I have reflected upon the journey and lessons I have learned that have helped me thus far. It is not a secret that my background does not stem from mining or construction; rather, I spent 12 years in the Navy. As I've transitioned into my role at LGE, I've realized the valuable lessons from my military experience continue to resonate with me.*



USNA graduation. Rick Sr (USNA '46), JJ (USNA '14), Rob (USNA '84)

### **JJ Everist**

#### **5 minutes early is on time, being on time is late.**

We would often face repercussions for being tardy as it was a sign that you were not prepared and focused on what was next. At the Naval Academy, we used to say "Time, tides, and formation wait for no one..." meaning things are going to happen with or without you and it's on you to get yourself where you need to be. In the civilian world, no one is forcing you to arrive 5 minutes early, but I've learned if I don't give myself enough time to make it to a meeting or I rush in right when its starting, I feel unprepared, flustered, and not in the right mindset for the purpose of that meeting.

#### **Learn to prioritize and delegate.**

In the Navy, we were constantly given task lists that were large and daunting, there was never enough time in the day to accomplish what needed to be done. In my early training days we were given an assignment on how we were to accomplish everything on a given list. People came up with all kinds of ideas, but in the end, there was no

#### **Repeat backs are important.**

Communication is a challenge in any organization. The Navy simplified communication by creating standard orders and forcing orders to be repeated. While driving the ship, I would give the command, "Left standard rudder, steady on course 245." I would wait to hear the response, "Left standard rudder, steady on course 245, aye. Ma'am my rudder is left standard coming to course 245." And when the ship arrived on the stated course, the helmsmen would repeat, "Ma'am, steady on course 245." In which I would respond, "Very Well." This seems like a lot of work for a simple course change; however, it gave me 3 opportunities to correct if the Sailor misheard me. I would never expect anyone to repeat an order back in this company, but I've learned how important it is to give simple directions and make sure the person receiving the directions understands what I mean.

#### **Be humble and ask for help .**

As a Junior Officer, I was put in charge of a group of Sailors. Most

#### **If you take care of your people, they will take care of you.**

One challenge in the Navy is that we can't offer Sailors more money to incentivize them. Eventually, I learned that I needed to get to know my people and understand what they needed to get the work done. Some needed to know that you were going to help break down the roadblocks. Some needed verbal recognition, and some needed to know that you were going to give them some time off if they had personal issues at home. The Sailors who knew they could rely on you and saw you as a part of the solution usually worked harder and didn't complain when you had to deliver bad news, like working late to fix a piece of equipment. I believe the same thing is true here, I encourage people to let me in on their problems so we can figure out a way to solve an issue, whether it be a communication challenge or supplies that may make the job easier.

These are just a few of the lessons I've learned and continue to apply today, that I believe we can all benefit from regardless of our job. As I have

feasible way to accomplish that list on your own. Our senior advisor let us in on the secret that we couldn't do it on our own. We needed to enlist the help of our Sailors and peers to help us. I use that same advice every day. I figure out what is a high priority that needs to be accomplished right away, what can wait, and what can I get help with. I've also learned that it's usually not worth it to rush something to completion. Take your time to do it right, as most things aren't as urgent as they may seem.

were older than me. AI had much more experience than me, however, I outranked them. I learned real quick, I couldn't pretend to know anything. Instead, I needed to be willing to sit with the Sailors, ask questions, and ask for help when I didn't understand. As I started this new job, I knew I would have to do the same thing. The learning curve is steep, but relying on those that know more, being invested, and interested in what is going on will help you with the climb.

transitioned, I have been fortunate to have a great team to help teach and guide me along the way. I'd like to give a big "THANK YOU" to everyone I've worked with so far that has helped me learn the business. When people ask me what I miss the most about the military, I reply, "The camaraderie and the people". Although we aren't stuck on a ship together, the best part of working at LGE is also the people and camaraderie across our teams.



Auxiliaries Division Onboard USS Paul Hamilton (DDG 60) 2016

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## Thank You Volunteers - Quarry Days 2024

We would like to extend our sincerest gratitude to each and every one of you for your incredible support at Dell Rapids Quarry Days. Your presence, enthusiasm, and dedication made this event a resounding success.

To our dedicated volunteers: your hard work, passion, and commitment did not go unnoticed. Whether you were helping with train rides, assisting attendees, or ensuring everything ran smoothly behind the scenes, your tireless efforts were instrumental in creating a memorable experience for all.

To all the attendees: your presence added to the sense of unity LGE and the city of Dell Rapids share.

Events like Quarry Days serve as a reminder that your support and participation helps us come together, celebrate our shared values, and create lasting memories.



## Employee Shoutout - John Roll

John Roll at Myrl and Roy's was recognized by team members for his efforts last Friday. With all the rain we received late last week, LGE jumped into action to fill washout orders. John was seen helping many other drivers at the quarries and giving directions when needed to streamline the process. We are grateful to have someone who sets an example of how teamwork is crucial to keeping our operations and our surrounding communities running smoothly. Keep up the great work, John!

# Happy Birthday

**Chad Hartman - June 29**  
Sioux Falls

**John Spain - June 29**  
Hawarden

**Isaias Martinez - June 30**  
Firestone

**Kenneth Schultz - July 01**

**Kenneth Schultz - July 01**  
Dell Rapids East

**David Washburn - July 01**  
Ace Ready Mix - Sioux Falls

**Ryan Wolcott - July 01**  
Dell Rapids East

**John McKinney - July 04**



Dell Rapids East

Firestone

Teresa Gilley - July 01  
Fort Lupton



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