

Roxsand

Culture is Built On What We Celebrate

Written by Alex Holmes, Senior **A**ccountant

Culture is heavily influenced by what a company chooses to celebrate. Recognition, planning, and reinforcing values are all ways to build a strong culture.

Recognition and Appreciation

Acknowledging individual and team accomplishments can significantly boost morale. Obviously, milestone achievements should be recognized and celebrated. We also need to recognize the small and often forgotten tasks that are done to build a positive culture. Yes, we all have daily tasks that are a part of our jobs, but to take the time to acknowledge the hard work does not go unnoticed. Simple gestures like saying thank you or taking a minute out of your day to ask how someone else's day is going, can go a long way.

Planning for the Future, While Recognizing the Past

It is important we know our history to consistently display and execute our values. We know planning for the future is key to success of an organization, but what does that look like? I believe that solving problems early through being organized, having inter-departmental cooperation, and maintaining a work-life balance are critical to continued success. It is important to expand our knowledge and understanding of processes, even if it isn't in your department.

Taking time to reflect and take a look at the "big picture" can help with planning and continued success.

Reinforcing Values

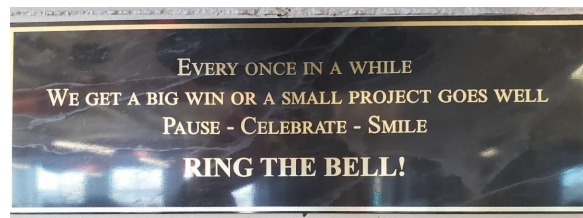
There is a reason we have "Safe... Reliable... Productive" in all of our email signatures. It is because these are key values, not just priorities, in what we do here at L. G. Everist. Priorities can and do change whereas values stay constant. Safety is one of the most important values we

have. Being safe, whether it is at a quarry or driving to and from work, is something we can all contribute to. Reliable is defined as consistently good in quality or performance; able to be trusted. If we couldn't be trusted, how would we ever sell a ton of rock? Productive, if we were unable to produce we wouldn't be in business very long.

The next time you see something that reinforces these values or positive culture, let's take a moment to celebrate, whether it is somebody wearing the proper **PPE** or a major milestone achievement. It begins with you and the mindset of being the change you want to see.

Pictured Below:

The Sioux Falls office has a bell employees are encouraged to ring to celebrate the big wins we experience as a team!



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NSSGA

NATIONAL STONE, SAND
& GRAVEL ASSOCIATION

NSSGA Safety Shorts

In this episode of NSSGA Safety Shorts, Libby Pritchard talks about her transition from a safety position to a sales position. Explore how she integrates her experience into the new role and how she encourages everyone to have an active role.

[Listen Here on Spotify](#)

SAFE + SOUND WEEK 2024

OSHA Safe & Sound Week

OSHA's nationwide event held every August is starting soon: August 11th-17th. It's a great opportunity to recognize successful safety programs, raise awareness about hazard prevention, and engage workers in building a strong safety culture.

[Read More Here](#)

Milestone Anniversaries:

Jossie Eidsness, Brookings

Birthdays This Week

Juliana Everist - Sioux Falls

Tyce Kidd - Nelson

AJ Smith - Ace Ready Mix

Daniel Adermann - Ortonville

Rigo Espinoza Nunez -Fort Lupton

Kidus Hadush -Ace Ready Mix

Alec Riswold - Hawarden

Allen Poe - Dell Rapids East

Theodore Martin - East Sioux Quarry

James Bachmeier - Myrl & Roy's

Kris Bruinsma - Myrl & Roy's

Mike Bunkers - Dell Rapids East

Andrew Thompson - Myrl & Roy's

David Cardwell - Summit

Kyle Setterholm - Dell Rapids West

Craig McCarthy - Ace Ready Mix



LGE is looking for skilled candidates for the following positions:

Driver Training Coordinator: Sioux Falls, SD

Ready Mix Truck Driver: Sioux Falls, SD

Welder/Fabricator: Dell Rapids, SD

Aggregate Scale Operator: Longmont, CO

Transload Operator: Henderson, CO

Plant Operator: Horse Creek, WY

Assistant Plant Manager: Fort Lupton, CO

Plant Manager: Horse Creek, WY

Plant Operator: Hawarden, IA

Sales Account & Logistics Rep: Henderson, CO

Stone Cutter I: Jasper, MN

Please visit www.lgeverist.com/careers and click on the Current Openings tab to learn more or apply!

If you know someone that would like to receive the Roxsand, have them send their personal email to info@LGEverist.com and request to be added to the mailing list.



L. G. Everist | 350 S Main Ave, Suite 400 | Sioux Falls, SD 57104 US

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