

## COMPANY VISION

With offices strategically located across Canada and the United States, RBI will be the leading provider of electrical & communication solutions in the Industrial / Commercial / Institutional marketplace.

## COMPANY MISSION

Through the strength and integrity of our team, we will provide our services safely, on time, and on budget, every time.



# RBI Insight

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## The First Word From WB.....

Recently I had the opportunity to attend convocation ceremonies as both of my daughters have graduated from their respective university programs. It was a wonderful time as we celebrated their achievements, and yes, mother and father are very proud.

In addition to my personal events, RBI recently held a 2-day Estimating Summit as 22 members of our team from Las Vegas, Calgary and Ontario gathered in Mississauga in a collaborative effort to improve our processes for preparing client estimates and proposals. The event was a great success as the discussions were wide ranging and insightful. There were times of quiet listening as topics were being taught, and other times of hearty and passionate debates as the team discussed our current and future processes.

In the midst of these events I was once again reminded just how important the value of learning is. While my daughters are still in their young adult years, the group attending the Estimating Summit ranged from age 30 to 68. I have no doubt that everyone within that age spectrum left the event with some new piece of knowledge or skill that will help them in their role at RBI. Learning is not an event, it's a journey. A journey that every one of us is on. Some are using the journey to better them-

selves for personal reasons, while others are working on their professional skills. Both paths are positive, and for most of us we will ride each path several times during our lives, as our personal and professional needs change.

As I have written before, we at RBI are determined to provide the opportunity to improve the skills of our team through training and education, both internally and externally. To be frank, we have not always done a good job at this. But it has been a priority for some time now, and will continue to be so for as long as I am President. If we are going to service our clients and meet and exceed their expectations, then on-going training and education is a must for all of us.

I hope you are enjoying your learning journey, and thanks for helping RBI be the best service provider we can be.

**Wally Budgetell**  
President, RBI





# Business Development

**Dave Graham**  
VP Business Development

## Leadership

We foster an environment of responsibility and accountability.

We teach.

We make a difference.

We find solutions, and are resourceful.

## Our Culture

Robertson Bright Inc. is truly about people. We are after all, serving people in our business, and in their businesses.

We are passionate about the preservation of our culture and we don't just talk about it, we mean it. From the beginning, we were clear about what was important to us and what we wanted our culture to be.

This doesn't mean we won't make mistakes or have set backs, but it does mean we have a clearly defined way of doing things. We know that some people simply won't be happy working here, and that's ok. We are looking to attract and retain those who thrive in this type of environment.

## We Are In The Energy Business (Of All Descriptions)

This title sounds like a great understatement since RBI is an electrical contractor, but let's recap just some of the types of energy projects we have been involved with over the past year:

- Main Electrical Services
- Circuit Breaker Panels
- Transformers
- Power feeders
- Motors & Motor Controls
- Lighting & Lighting Controls
- Uninterruptable Power Supplies (UPS)
- Generators
- Combined Heat & Power (CHP)
- Electric Vehicle to Grid Chargers
- Solar PV
- Energy Storage
- Life Safety Systems
- Voice & Data Systems
- Media Broadcast
- Sound Reinforcement
- Thermography
- Preventative Maintenance
- Troubleshooting

And that is just the beginning!

In our world that continues to grow in its insatiable need for more power to drive more and more things, there is a new type of "energy" that, like never before is driving research, technology and innovation to new and exciting heights in "doing more

with less". What I mean by this is how can we illuminate, heat and cool, operate equipment, etc., and do so in such a way with such efficiency previously never thought possible. Add to that the ease of connectivity to our smart phones, iPads, etc. via the wireless world to control and configure so many more devices to further enhance efficiency and convenience.

So many of these great initiatives and resultant solutions begin by thinking about doing things differently. And we at RBI get to be front and centre helping to bring these new ideas and products to life!

And then there is yet another form of energy...

Earlier this year I attended the CCA (Canadian Construction Association) Annual Conference in San Antonio, TX, a very interesting and beautiful host city. Through the board meetings, committee meetings, and casual conversations many topics were discussed that involved energy, and where appropriate hopefully using less of it through initiatives such as "Lean Construction".

One of the keynote speakers, Dr. Kimberly Amirault-Ryan spoke from her experience as a sports psychologist. She was the first female performance consultant for the New York Rangers, a job that she started on Sept. 11, 2001. (Yes, downtown New York

City on 9/11.) It was a fascinating talk on many topics that included both success and failure, adversity and privilege, all mostly associated with professional sports, but so relatable and applicable to every day life.

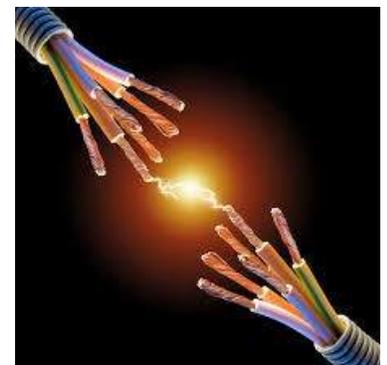
She said that the people in our room would be comprised of "Energy Givers & Energy Takers". That comment really struck me and I thought it was simple and yet so well put as it does apply to any "room" that has more than one person present. How about each one of us as we perform our daily tasks at RBI, are we an energy giver, or an energy taker? That character trait, like so many, is contagious whether in a work, social and or family setting. Let's remember that fact and try hard to be Energy Givers!

And finally, as many of you will recall from the last edition of the RBI Insight, we held an employee contest called "Watts Our Tagline?" I am pleased to report that we received many creative entries, so much so that a final decision has not been made as of yet, so you will have to wait unto the Fall edition to hear the results, so stay tuned!

*Wishing you all the best for a safe and wonderful summer.*

**Dave Graham**

**VP of Business Development**



# The View

It is great to be a part of a team that believes in continuing education. Without a dedicated focus on building on our knowledge base, we will be left behind.

At the end of June we brought together a group of our team members for an Estimating Summit in our Mississauga office. Our focus was on the tools and processes that we use to obtain work. During the two days we divided into two groups. David Pardon, a freelance estimator from Colorado led part of the team new to estimating and started with the basics. How to break down the drawings and the path forward to ensure all the information is captured within the estimate. It was great to talk to the participants during the breaks and listen to the different topics being discussed. For those that have spent a great deal of time in other areas of the electrical business, an education on the basic fundamentals of estimating is great place to start a new skill.

The second group of more experienced estimators spent

**Brian Watson**

**VP of Construction**

time around the table discussing the many complex aspects of estimating. It made me stop in my tracks when I started to calculate the years of combined electrical experience within the room. Based on my quick calculations, we were approaching 300 years of project estimating and management knowledge between the 9 or 10 people present. What a great knowledge base to work from.

Over the course of the Summit, exciting new ideas and concepts were placed on the table for discussion. Some will quickly make it into our procedures, and some will continue to be worked on and debated to ensure that they have been properly vetted prior to implementation.

In addition to the breakout groups, we also met several times all together to discuss topics that affected our industry. These topics included changes to contracts, providing our partners with lead letters early in the process, and tender qualifications. The participation by everyone in attendance is what added to the success of the event. Team Members were able to share



thoughts, ideas and problems from their point of view. We discussed tasks that they were struggling with, and then as a group we are able to look for solutions.

We also spent some time learning about some of the new software products in the marketplace that can assist us in completing our work. The time has come where we can actually complete the entire estimate without a single piece of paper. Very soon the giant rolls of drawings that were printed for each project will be a fading memory. You will simply walk the job site with your tablet and the latest drawings will be at your fingertips.

It is incredible what you can accomplish in a short period of time with the right people at the table...

**Brian Watson**

**VP of Construction**

**& Operations**

*The beautiful journey of today can only begin when we learn to let go of yesterday.*

*~Steve Maraboli~*



*The only impossible journey is the one you never begin.*

*~Anthony Robbins~*

*Our learning is a journey, both individually and collectively. But then life too is a journey. A journey where the ride is more important than the destination.*

*~Desi Anwar!~*

## 2015 Estimator's Summit - Mississauga, ON



From right side of table around to left: Kathleen Martin, Ross Armstrong, Rob Lamb, Allan Mutsuda, Bill MacKay, Bradley Fisher, Kristen DeFreitas, Brian Watson, Niall Duffy, David Pardon, David Bremner, Rick Walker, Brian Stoddart, Wally Budgetell, Amanda Gao, Paul Oakashige, Vern Presley & Greg Crader.



*You learn more from failure than from success. Don't let it stop you. Failure builds character.*

## Charity Corner



On April 21<sup>st</sup>, Ross and Diana visited Eva's Initiative located at 11 Ordnance Street in Toronto. Last year, Eva's provided training and education programs, employment and interview preparation, life skills training and ongoing encouragement and counselling to over 1,750 youth residents and non-residents. RBI has been a proud supporter of Eva's Initiative over the past few years. They arrange monthly open house events and invite guests from different community organizations to educate them on their organization's activities, procedures and policies.

On May 15<sup>th</sup>, the Charity Committee hosted the first BBQ of the summer, it was sponsored by the Ontario division.

On June 12<sup>th</sup>, Independent Electric (an ON supplier) sponsored our second BBQ this summer. There were gifts, games and lots of fun.

Some of the donations that the RBI Charity Committee has been involved with lately are:

\* Drug Safety – Smart Choices for Life –Sponsored by Peterborough Police Service. This is a drug awareness program aimed at youth. The program provides them with a book and DVD to equip students with the essential tools to avoid drug use.

\* Multiple Sclerosis Society of Canada – MS Bike. This event took place June 13 to June 14, 2015

\* Cowboys for Cure - Allan Matsuda one of our Calgary

It's great to see that the Ontario Branch is living up to its name with work happening all over the province. We certainly have a few vehicles with ever-increasing odometer readings continually going up and up.

Our crews have recently completed phase one of the 15 generator installations currently underway with Extencare, and are now moving onto the second phase. The project has taken a great deal of coordination from the whole team, and I am pleased to report that all generators have ended up going to where they were supposed to be.

The panel shop recently shipped two of the largest panels (pictured to right) I have ever seen in this building. The Re-combiners for the solar industry were heading to Northern Ontario to their permanent homes.

Eric Martin has been working diligently with our Solar Farm contacts, and we have been recently awarded additional work in the Kingston area. Our

hard work and diligence in the past has paid off, and we were selected to provide additional services at a new location. It's great to see that our extra effort combined with focused attention, can be rewarded so nicely.

We are just beginning work with the team adding two new 4 kW generators to the London Street Dam in Peterborough. The dam was originally constructed in 1884, and is believed to be one of the first generating stations in North America. The station was originally constructed to supply power to the American Cereal Company, which became Quaker Oats, and is now known as Pepsi QTG. The facility generates about 24,000 MWe of clean renewable energy annually; which is enough power to supply electricity to approximately 2,400 homes in the City.

The electricity at London Street Generating Station is produced by the flow of water in the Otonabee River, falling approximately 8 m at this site. The electricity generated at this station is fed directly into Peterborough Distribution Inc.'s grid. The output from the station was used to keep the Peterborough Regional Health Centre operat-

**Brian Watson**

Ontario General Manager



ing during the massive blackout in 2003.

Our estimating group has been hard at work looking for new opportunities throughout the Ontario marketplace. In today's economy, it takes a lot of dedication to take an opportunity and turn it into an active project.

I hope everyone enjoys and safe and happy summer...

**Brian Watson**

Ontario General Manager



Above: One of the recently completed re-combiner panels was shipped to the Black Bay Solar Farm project in Nipigon township near Thunder Bay for Frankensolar Americas (Mississauga). Once operational, the solar farms will provide enough energy to power more than 21,000 homes in this remote community.



Right - Cincinnati's Children's Hospital. RBI is proud to work with Waterworx (Toronto), to build control panels for such fabulous installations. Waterworx's vision created this spectacular water-wall (1 of 3) adorning the renowned facility's site, in addition to the adjoining waterfall and garden.



## Employee Spotlight



Seval Reid is a 1st term electrical apprentice, and has been with Robertson Bright since December of 2013. Known as "Copper" by his friends, he has set his sights on becoming an Electrical Engineer.

Seval currently lives in Ajax with his fiancée Nicki. When he is not working or cooking Nicki a great meal at home, you'll find Seval listening to all kinds of music. Combining his rich heritage from Jamaica and Nova Scotia, along with adding in that he grew up in Mississauga, Seval's musical interests are as diverse as his background. Seval is also a member of the IBEW 353's Next Generation committee.

# Alberta Office News

I believe that the 80 – 20 rule applies to most things – 20% of the people make 80% of the money. We have all heard this as it relates to the real estate market. What this says to me is that 20% of the people are prepared to work harder to make that significant difference to get ahead in there station in life.

So how does RBI become part of that 20%? I believe the truth is that we have arrived, as we have a good and hardworking team that are all working towards the same common goal (to complete the projects on time and on budget). Furthermore, we are all pulling on the same rope in the same direction. The 80 – 20 rule to me means RBI is thought of in the top 20% of all electrical contracting companies, and it is going to take every one of us to remain in the top 20%.

The last few months have been a challenge. Because of the workload; we first had to add quality leaders (foremen), and then filled the sites with knowledgeable men and women, that I'm pleased to say

has worked out nicely. With all this growth, we have hungry mouths to feed. We have added 2 account managers – Tim McArthur and Allan Matsuda. Both Tim and Allan come from a service and small projects background, and are great additions to the team.

We have completed the Maple Reinders – Gordon Food Services project, and are targeted for the completion of the Maple Reinders – Stonegate A & E, and Great Plains this summer. The Stonegate A & E and Great Plains building's total approximately 900,000 square feet of warehouse.

With Scott Builders we have 6 projects on the go with varying stages of completion. Two of these will be completed this summer - Compass Compression and Larmar. The four other Scott' projects are Panterra 3 & 4, Calgary Heavy



Truck, and Sage Energy, and all are targeted for completion this fall.

We have a number of projects also on the go with Opus Corp., Westcor Construction, IMG Design Build, K.R. Hayes, and Ricklan Construction. These projects are all targeted for completion over the next few months. We started a demo / reno project a few months ago with PCL Construction at the City of Calgary's Fire Hall #16. This job involves many phases: an addition, a generator installation, a new service, and the replacement of the roof. And to add to the interest, all these renovations will take place in a fully occupied and functioning fire hall. The target date for completion is slated for late 2015 or early 2016.

The RBI hockey team had a great showing at the annual hockey tournament in April. We lost the first game by 2 goals, won the second game in a shootout, and lost the third game in a shootout. I caught a couple of the games and the guys really played well. We'll get them next time! Thanks to Chris Jonathan for organizing the team again this year.

Brian Stoddart  
Alberta General Manager



## Employee Spotlight



Kathleen Martin is the Project Management

Administrator (PMA) in the Calgary office, and is currently supporting 5 project managers. Her role varies from manpower forecasting, material tracking / delivery, purchasing, and managing change notices and contracts. She has been pivotal to creating and implementing new processes in the Calgary office.

Kathleen has spent the past 5 years at SNC Lavalin in T & D (transmission and distribution) working her way up from: 1 year as a Project Administrator, 2 years as a Contract Administrator, and 2 years as an Assistant Project Manager on several high voltage projects throughout Alberta. Prior to working in high voltage, Kathleen came from a different energy background - oil.

Kathleen has a son Keenan and a daughter Nicole, as well as an 8 year old grandson Jack with whom she loves to wall climb, bike, golf and go to dinner theatre.

She loves baseball, golf, and weight training work-outs on weekends; and loves, loves, loves kick boxing.

Some of her goals this year are to complete the Spartan Challenge in Calgary this August, write the exam for her P.M.P. certification, and learn Spanish with Jack. .

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Project Managers attended this event where they raised \$15 K for Alberta Cancer Foundation. This was held on May 30, 2015. Picture below.

\* Betty's Run for ALS (Amyotrophic Lateral Sclerosis – Lou Gehrig's disease). This run was on June 14, 2015

Please contact us with any opportunities or suggestions that you may have.

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*We make a living by  
what we get...but  
we make a life by  
what we give.*

*~Winston Churchill~*



### We All Can Improve Our Communications Skills

You've heard it said that the most successful businesses run like a well-oiled machine. Although I think there's value in that comparison, companies are comprised of people, and if our goal is to improve our communications, it's better to think of RBI as a living entity rather than a machine.

Working together on improving communications means RBI can move toward success together. In a company such as ours, communication isn't always across one desk to another, it encompasses from field to office, branch to branch, service to billing, estimation to PM's, and so-on, the list is endless.

Truth - we are bombarded by emails coming from every corner of our operations. Although it may be tempting to disregard those from co-workers far removed, consider how much time collectively we'd save if we quickly answer the question? Let's not allow ourselves to become the bottleneck in the organization. Picking up the phone normally takes less time, and can solve a whole host of problems simultaneously.

Delegate, delegate, delegate. If you are a supervisor or manager juggling numerous issues at once, delegate a competent person to assist you to find the answers, or solve the problem. The real power in leading is knowing when to delegate. Unlock a person's potential by helping them learn instead of teaching them. This will free up your time, and allow others down the line to work efficiently too.

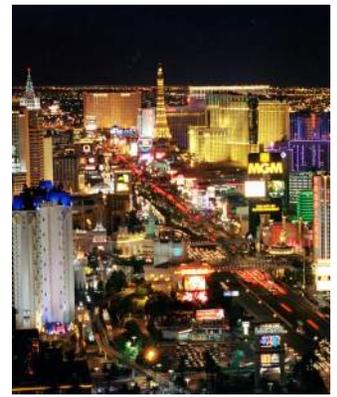
Be a great coach. Sometimes that means sitting back and listening to your team members instead of constantly taking charge yourself. Always be curious; stop giving advice and ask questions.

Step back and take a look at how things currently are. Which indi-

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# Nevada Office News

**Greg Crader**  
General Manager



We have been greeted by Summer in Las Vegas, and it looks to be as hot as ever. The RBI team here has recently turned over the Nursing College at Nevada State University to the owner, a very nice project completed with Ledcor Construction (photo below).

We have also recently completed a law office in the new Downtown Summerlin for Kampfer and Crowell with Kittrell Jensen Contractors. Our Porsche Dealership project is in its final stages, and will be turned over to the owners by Boyd Martin Construction.

Moving forward, we have multiple design-build projects encompassing indoor agricultural facilities in the Las Vegas area, and these three projects will be starting up their construction phase shortly.

RBI has recently completed a small Starbucks tenant improvement in the Alliante Casino, and we are set to begin another eatery in this facility with Ledcor in the near future.

At the time of this writing, we've broken ground on a new project at Pecos Springs Business Centre with Kittrell Jensen Contractors (photo below). This job will consist of a shell building, and two tenant improvements that will house doctor's offices and an endoscopy clinic. As the medical tenant improvement work continues to expand, RBI has positioned itself well with regards to identifying the details required by the State of Nevada to get these surgery centers opened and operational.

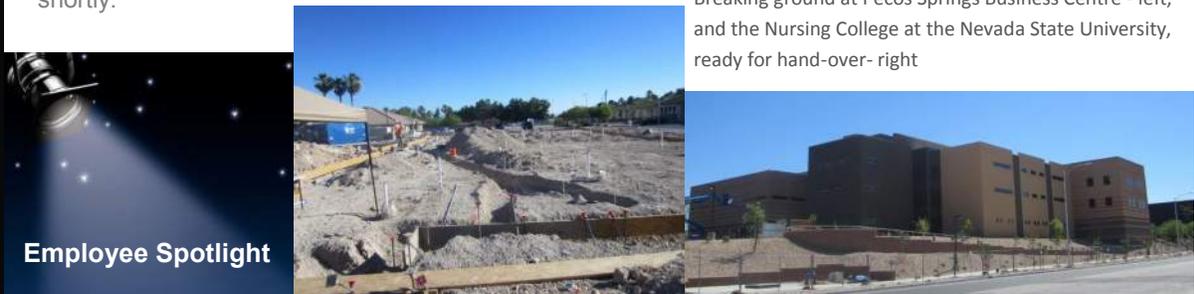
A new tenant improvement project for Allstate Insurance with The Korte Company is

also currently under construction, and there will be a very quick turnaround on this project due to the client's immediate need for additional capacity. With RBI strengthening our prefabrication facilities and pre-construction planning phases, accelerated schedules are taken easily in stride.

The RBI team is pushing onward and looking forward to future opportunities that our group is collectively pursuing!

**Greg Crader**  
Nevada General Manager

Breaking ground at Pecos Springs Business Centre - left, and the Nursing College at the Nevada State University, ready for hand-over- right



### Employee Spotlight



Larry Nelson has been with RBI as our driver since

the Fall of 2014. Larry has the added responsibility of now supporting the prefabrication work for many projects as well. With a long family history of careers in the electrical trades, his grandfather operated Nelson Electric in El Paso, Texas beginning in 1937. Larry has proven to be a valuable part of the team and we appreciate his steady service to RBI.

In his free time Larry pursues his interests in sports and social media. He is a long-suffering fan of the Washington Redskins and Houston Astros. Don't worry Larry, there's always next year...



## Let's Not Just "Get 'Er Done"

Recently, on a Saturday, I was volunteering with an organization that is close to my heart to assist in setting up a hall for an upcoming event. As with many volunteer opportunities, I was part of a team of other individuals who were also helping the cause of preparing the hall. Part of our assignment was to hang a variety of items from the hall's 18 ft high ceiling. Being uncomfortable with heights myself, I was pleased to see that a scissor-lift had been brought in, and that a member of our volunteer team was trained and certified to use the lift. Being a safety guy, I was even happier to see that the operator had donned his fall arrest equipment in preparation for using the equipment. To expedite the process of hanging the required items from the ceiling, another member of our team stepped forward, and climbed into the lift to assist the process, however this second person did not wear any fall arrest equipment, nor was any available for him, and further the individual had never been exposed to any scissor-lift training in the past.

About 90 minutes transpired of productive hanging of items from the ceiling, at which point the certified operator indicated that he had to leave for another engagement. Our certified operator proceeded to remove his fall arrest equipment, which was then passed to his trainee, who subsequently took over as scissor-lift operator. With the new operator ready to go, another volunteer stepped forward, climbed into the lift to assist, but again there was no fall arrest equipment available for this volunteer and further no appropriate training.

I looked at the situation and contemplated, why? Now we have two people on the lift, who I would not deem as competent, despite one having 90 minutes of hands on guidance in terms of how to operate the equipment, and the

# RBI Safety Matters

**Jason Braam**  
Director of HR & Safety

second person having been an assistant in a lift in the past. Don't they realize the dangers involved? Why risk it?

Timelines, schedules, other priorities, availability of equipment or alternatives, training, environment, personal experiences, complacency ... each of these factors contributed to the decision of the individuals who were in the scissor-lift; and each of these factors impact our judgement in the constant flood of choices that we each make daily. You may even be thinking of a number of other influencers that affect you, which immediately pop into your mind as you read this list. Thankfully, in this particular scissor-lift example, no one was injured. However, what steps could have been taken to work smarter and safer? An improved schedule and more detailed plan would have ensured that the certified user was present for the entire time. Forethought in planning would make certain the availability of a second fall protection kit for the two people on the lift. Why do we make the choices that we make? Why do we frequently believe that it won't happen to me?

You've probably heard the idiom that "Safety is a Choice", and as cliché as it may sound, it is a vitally true statement. No one wakes up and starts their day with a plan to be injured on the job, or to be involved in a workplace accident, however these incidents still occur. As you read these words, I'm sure that you can recall a situation or action where you've personally taken a shortcut to save time; filled in a safety checklist without really checking things because yesterday you used it and it was fine; or skipped a step or two from a Safe Operating Procedure for expediency.

Each of these actions may appear to have the company interests in mind, with a desire or drive to complete your tasks as quickly as possible. However, that perspective itself is the inherent danger. At the National Electrical Contractors Association (NECA) 2015 Safety Conference in May, one of the presenters specifically addressed this ap-

proach in his talk. He called this process of just doing what was necessary to complete the tasks as the "Get 'Er Done" attitude. The "Get 'Er Done" mind-set is dangerous for everyone, as it typically focuses on the methodology of we can do this, and the safety focus disappears. The "Get 'Er Done" spirit can slowly settle in on sites, or manifest abruptly as critical junctures arise. However, if speed and job completion become the ultimate goals, with even the slightest disregard for safety, our mindset shifts and the potential for injuries increase exponentially.

The fall arrest example that I opened with was forefront in my mind because it just occurred and because we recently implemented, circulated and conducted an overview of the RBI pre-use inspection checklists for harnesses and lanyards with those in attendance at the RBI Summit. With the introduction of the pre-use examination forms, we are taking the step of now documenting the inspections that were already being physically conducted, thereby providing the objective evidence that we perform these critical checks. The expectation is that your fall arrest equipment will be inspected daily, before it is worn, with the documented reports being submitted weekly to the office with your timesheets and other field reporting. Please avoid the temptation to just go through the motions and check the boxes to get this task off your to do list; rather focus on being a true safety champion. Take the few moments required to thoroughly inspect your equipment, regardless of how redundant it may feel; and use your safety equipment in the manner it was intended. Why? Because your life really does depend on it. In all that we do, let's strive to embrace a mindset and culture of avoiding complacency and circumventing the "Get 'Er Done" attitude, by continually being cognizant of controlling the potential hazards and dangers that may be around us.

**Jason Braam**  
Director of HR & Safety

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individuals or departments already communicate well? Are there any obvious gaps in communication? Are you where the communication stops? One of Stephen Covey's recommendations in The 7 Habits of Highly Effective People is, "Seek to understand before you seek to be understood". Make a conscious effort to truly listen without preparing your own response, as you may be missing important details. Fight the temptation to interrupt.

Simple courtesy and respect goes a long way when it comes to workplace communications. Politeness may be nothing more than a social lubricant, but it will serve you well for years to come.

Before explaining your own position, try to paraphrase what the other person is saying into one or two sentences. Start with, "So what I am hearing you say is..." You may find that you are both on the same wavelength but are having problems communicating your ideas clearly.

If you try to communicate when angry, you will likely be ineffective. Take a deep breath, walk away if you can, and come back a few moments later when you are calmer. Some people feel it's important to deal with things in the moment; it's often wiser to reflect, gather your thoughts and plan what you want to say and how you'll convey your message clearly.

If an extended discussion is necessary, agree first on a time and place to talk. Confronting a colleague who is with a client or working on a deadline is unfair and unprofessional. Pick a time when you are both free to concentrate on the problem and its resolution.

Rather than jumping into critical mode when someone shares an idea, even if you don't think it would work, look for a valid element that could be usable in another form and focus on that.

Although all these suggestions are only common sense, imagine their impact if we collectively work to improve our communications skills? RBI as a whole will be stronger and more productive, and as individuals, we'll come away feeling more connected to the team, and enjoying our workplace experience.

# Anniversaries

## Alberta

Niall Duffy	Aug-18	1
Jeffrey Goulding	Sep-02	1
Eric Verdone	Jul-14	1
Scott Winslow	Sep-29	1

## Head Office

Bradley Fisher	Jul-30	1
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## Nevada

Chris Beaulieu	Jul-24	1
Osmund Closas	Aug-28	1
Chris Cross	Sep-29	1
Richard Monk	Sep-13	1
Larry Nelson	Sep-29	1
Justin Ng	Aug-25	1
Matt Weber	Aug-10	5

## Ontario

Wes Balogh	Aug/18	1
Gary Bolton	Jul-02	5
Scott Dickson	Sep-20	5
George Ferguson	Sep-23	30
Sean Keddo-Green	Sep/03	1
Greg Hill	Sep-30	1
Julian McNaughton	Sep-30	1

Celebrating years 1, 5,  
10, 15, 20, etc.

## Alberta

Brodie Birt	Jul-31
Ryan Caban	Sep-30
Duncan Clark	Sep-09
Graham Duke	Aug-29
Klaus Hagen	Jul-26
Scott Johnstone	Jul-15
Chris Jonathan	Sep-07
Taz Karom	Aug-11
Glen Mahaffy	Sep-25
Kathleen Martin	Jul-29
Allan Matsuda	Aug-29
Tim McArthur	Aug-21
Bill Mckay	Aug-05
Megan Moore	Sep-19
Cody Rivers	Sep-07
Ty Robinson	Jul-08
Danny Rodriguez	Jul-17
Don Runne	Jul-31
Brian Stoddart	Aug-06
Joey Voros	Sep-24

## Head Office

Jason Braam	Jul-18
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# Birthdays



## Ontario

Dennis Bolen	Aug-11
Enrique Buglisi	Jul-04
Jamie Cameron	Aug-08
Greg Cooper	Jul-10
Kristen Defreitas	Aug-30
Scott Dickson	Aug-14
Frank Didio	Sep-26
Dave Hicks	Sep-11
Christian Lowden	Sep-27
Marge Manfredi	Jul-21
Eric Martin	Jul-17
Chris McIntyre	Aug-03
Mike Riddell	Aug-30
Steve Thomson	Sep-29
Mike Watkins	Aug-25

## Nevada

Kurtis Dassen	Jul-24
Mary Reed	Aug-16
Lino Rico	Jul-26
Kui Woods	Sep-30

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