THE TURBOR CHARGER,

LESSONS IN LEADERSHIP

Over The River

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Tax me if you can

Serge, a
General
Foreman for
JH Kelly, a
Vancouver
based
construction
firm providing
services to
commercial







Larry W. Dennis, Sr. President



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facilities, told Session 3 of the Leadership Development Lab™ (LDL):

"In November 2018, I was enjoying a comfortable assignment working close to my home in Vancouver, WA. One of the things all of us enjoy about working here in Washington is *no income tax*. I had mastered pretty well all the parts of my maintenance assignment at Shin Etsu Handota (SEH), was quite proficient at it. I had gotten to the point where I wasn't learning anything new, and I caught myself starting to lose interest in my job. I needed a new challenge.

"When I talked to my Project Manager, Steve, about becoming a General Foreman, he told me, "There is no way that could happen working on this job at SEH – Vancouver." To move up, I would have to leave the SEH project, drive across the river, through downtown Portland to work in Hillsboro. This would triple my commute time, and I would make less money because of Oregon's personal income tax, I would take home less money in spite of all the

attending costs. I decided to take the risk.



T" left easy commute and steady maintenance work to drive through Portland traffic in hopes getting a promotion on the new job site. It turned out that all the opportunities there were already taken. I didn't let that stop me.













"Every day, I performed to the best of my abilities. My crew and I were recognized for "beating the bid," making money on the project. When the project ended, I was asked to go to the Microchip project. Microchip is in Oregon, but in Gresham, which made the commute a lot easier. The project there was just ramping up, and the General Foreman was promoted to Superintendent. They needed a General Foreman; I was the man for the job. My new position came with a work truck that helped further ease my commuting stress. The Gresham Microchip project was work I knew well, but at a faster pace. This new challenge was just what I wanted.

"The lesson learned from this experience is when I take the risks required to step out of my comfort zone, to grow and pursue my goals, I always find opportunities for



growth and challenges to fill my need for a real sense of purpose and fulfillment.

"The action I call you to take is don't be afraid to leave your comfort zone. In fact, I challenge you to look for ways to purposefully expand your comfort zone.

"The benefit you will gain is you will come across new challenges and find there's no limits on your personal growth and advancement."

I love this story and as you strive to *Thrive in '25*, look for new challenges that will keep you fully alive!

Think of all we miss when we fail to extend ourselves. make the sacrifices required, for the blessings life holds in store.

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