Indianapolis, IN
Part of Heritage Construction & Materials
Owned by The Heritage Group-A Family owned and managed business
History dates back to 1930’s
Formed Milestone Contractors, LP in 1994 from 14 companies
4 Areas, 6 Offices and 42 Counties covered
Today over 1200 employees and over $300 Million Revenues
17 Asphalt Plants, Over 2.5 Million Tons Produced and $170 Million Revenues
$45-50 Million Bridge
$30-35 Million Concrete
$50 Million in excavation and underground water, storm and sewer
VAA 2016
“Quality and Innovation Culture”
VAA 2016

“What WE allow WE Teach”

- What is it?????
- What does it mean????
- What does it look like?????
- How do you get it????
- How do you maintain it????
- How do you continually improve it????

“What WE allow WE Teach”

“Quality and Innovation Culture”
Quality-
- how good or bad something is
- a high level of value or excellence

Innovation-
- a new idea, device, or method
- the act or process of introducing new ideas, devices, or methods

Culture-
- a way of thinking, behaving, or working that exists in a place or organization

ABSOLUTE EXCELLENCE!!!
“A Pursuit of Perfection”
OH, YEAANNH!
Game Changing Vision!

THREE KEYS TO “ONE” SUCCESS!

“YOUR” Culture- “YOUR” Brand”-The Essence of Who “YOU” Are!!

ABSOLUTE EXCELLENCE!!!
“A Pursuit of Perfection”
“Perfection is not attainable, but, if WE chase perfection, we can catch EXCELLENCE!”
-Vince Lombardi

ABSOLUTE EXCELLENCE!!!
“A Pursuit of Perfection”
"The Milestone Way"

1 OUR Business Core
Safety ZERO Incident Culture
Quality 2nd to NONE
Performance Leader In ALL Things
Production Leader
Profit Producer

2 Innovation Under Construction
Milestone Excellence Teams

3 Our Personal Core
LEADERSHIP!!!!
Commitment
Passion
Respect
Trust
EXCELLENCE!!!!

ABSOLUTE EXCELLENCE!!!!
“A Pursuit of Perfection”
Define Your KOOL-AID
“Quality and Innovation Culture”

Sell Your KOOL-AID

- Interview Process
- Internships
- On Boarding-New Hires
- All Training
- Leadership Development at ALL Levels
- Social Media-Facebook, Twitter, Instagram
- Website
- Slogans
- Awards

ABSOLUTE EXCELLENCE!!!

“A Pursuit of Perfection”
Drink Your KOOL-AID

Servant Leadership at ALL Levels - No one Fails

Titles - What you do - Not Who you are!

Integrity Always! Without it, No Kool-Aid

Egos must be left at the door!!

ABSOLUTE EXCELLENCE!!!

“A Pursuit of Perfection”
VAA 2016
“Quality and Innovation Culture”

Share Your KOOL-AID

ABSOLUTE EXCELLENCE!!!
“A Pursuit of Perfection”
Absolute Excellence

“No I in TEAM”

“WE”

begins with

“ME”

ABSOLUTE EXCELLENCE!!!

“A Pursuit of Perfection”
“Average leaders raise the bar on themselves; Good leaders raise the bar for others; Great leaders inspire others to raise their own bar” - Orrin Woodward

“I don’t think **WE** have a choice, **WE** have an obligation to change the rules, to raise the bar, to play a different game, and play it better than anyone else has any right to believe is possible.” - Seth Godin

**ABSOLUTE EXCELLENCE!!!**

“A Pursuit of Perfection”
THANK YOU!!

“What WE allow WE Teach”