



DBE Program  
 Civil Rights Bureau  
 Montana Department of Transportation  
 P.O. Box 201001  
 Helena, Montana 59620-1001

## People Worth Knowing: Bob the Builder

**R**ecognized worldwide for his construction prowess, Bob the Builder garnered additional honors by winning the Director's Special Recognition Award at a recent Raleigh, North Carolina, Canstruction® competition.

A foundation of the Society for Design Administration (SDA), Canstruction® is a design/build competition where teams compete to design and build giant structures made entirely from cans of food. At events held around the world, teams are given just 12 hours to defy expectations, logic, and gravity as they build fantastic sculptures from thousands of cans of food. The following day, the super-sized masterpieces are judged in a variety of categories as these unconventional art exhibits are opened to the public. The cost of admission—one can of food. At the close of the exhibition, all the canned food is donated to the local food bank.

Bob says that he is happy that he is helping spread the word, and then becoming several meals for people in need. The solid "little" builder is hard at work building a Contadina tomato sauce wall surrounded by Bean Town pinto bean bags of concrete. Bob's sturdy boots consist of cans of Bush's baked beans and Chef's Cupboard chicken broth. His work overalls and checkered shirt are cans of Kroger spaghetti, Beenee Weenee beans and franks, and Starkist tuna, with an infrastructure of cans of Kroger green beans. His smiling face and hands are constructed from 900 cans of Kirkwood chicken breast, and he's topped off with a HyTop lime gelatin dessert hard hat.

Bob challenges Montana contractors to help build a world free from hunger. February 2009 marks Montana's chance to shine at the state's fourth Canstruction® competition at the Holiday Village Mall in Great Falls February 20-21. Disadvantaged Business Enterprise (DBE) Supportive Services Coordinator **Shannon Hahn** and **Maryann Seilstad**, Montana Contractors Association Membership Services Director, are co-chairing the five-member team sponsored by the Great Falls Chapter of North American Women in Construction (NAWIC), under the mentorship of design consultant **Chris Dorrington**, who also works for the Montana Department of Transportation Planning Division.

The NAWIC Team is polishing up design ideas in hopes of besting the other teams to win one of six awards and the opportunity to compete in the national event. Co-Chair Shannon Hahn explains, "We really need the support of Montana's contractor community to win this event. We have to raise more than \$2,000 to purchase thousands of canned goods in the appropriate size and color-scheme for our sculpture. We also need folks to come cheer us on when we start building at 5:00 p.m., February 20 and to vote for us for the People's Choice Award on February 21. Come early and vote often—each vote costs one can of food."

Watch for a photo of their creation in the March newsletter!

Contributions should be made payable to NAWIC and sent to Shannon Hahn at the Montana Department of Transportation, 2701 Prospect Ave., Helena, MT 59620-1001. For more information, contact Shannon at 444-7287 or shahn@mt.gov.



Photo by Michael Zirkle

### WHAT'S NEW WITH YOU?

Inroads, the Montana DBE Newsletter, is your tool to gain new ideas, meet new people, network with other businesses, blow your own horn, and move your business down the road to success.

- Have you or an associate won an award or been promoted?
- Do you have an idea for an article, or would you like to have your firm profiled in the newsletter?
- Do you want to show off your good looks or your contracting handiwork?
- Do you want to hire an employee or buy/sell a business-related item?

Let us know what's new! Send questions, comments, ideas, photos, and want-ads to: turnerandassocmt@aol.com or call (406) 443-8096.

## INROADS

### Bid and Contracting Opportunities

#### Web Site Quick Tip: Contact Us!

The **Contact Us** page is the hardest-working page of your web site. It should:

- ♦ List your physical and/or mailing address
- ♦ List all appropriate phone numbers
- ♦ List at least one e-mail address that is checked regularly
- ♦ Include an embedded e-mail submission form
- ♦ Include a photo of your business
- ♦ Include directions to your business
- ♦ Provide related page links for more information



#### Sign Up Now!!

Wondering where to take your business next? The Montana Department of Agriculture and Montana Department of Commerce are Partnering to provide individual consultation on a full range of marketing services. Call Angelyn DeYoung at (406) 444-5424 to set an appointment on one of the following days:

Jan. 27-28, Bozeman  
Feb. 3-4, Missoula  
April 1-4, Kalispell  
April 27-30, Billings,  
Glendive, Hi-line

#### MONTANA DEPARTMENT OF TRANSPORTATION

Starting in January 2009, MDT is holding two bid lettings each month, except for October—December.

##### Proposed for letting February 12, 2009

6226 000	IM 15-4(122)217	3	Seiben-Augusta Intch	Resurfacing—Seal & Cover	11.6
6256 000	UPP 1217(4)	2	Griffin Dr—N 7th to Rouse	Resurfacing—Seal & Cover	0.8
6257 000	UPP 1202(5)	2	Oak St—19th to 7th	Resurfacing—Seal & Cover	0.8
6266 000	UPP 5210(20)	3	1st Ave N—Park to 9th	Resurfacing—Asphalt (thin lift <=60.00mm) (scheduled maintenance)	0.7

##### Proposed for letting February 26, 2009

UPN/UNIT	PROJECT ID	FINANCIAL DISTRICT	PROJECT DESIGNATION	TYPE OF CONSTRUCTION	LENGTH MILES
6515 000	IM 90-6(118)289	2	Manhattan-Belgrade	Resurfacing—Seal & Cover	12.1
6513 000	IM 15-3(73)158	2	Basin-Boulder	Resurfacing—Asphalt (thin lift <=60.00mm)(including saf. imp.) (pave pres)	5.4
6514 000	IM 15-3(75)142	2	Elk Park-Basin	Resurfacing—Asphalt (thin lift <=60.00mm) (scheduled maintenance)	15.3
6501 000	NH 24-1(66)0	1	Potomac-E & W	Resurfacing—Seal & Cover	21.8
6502 000	NH 24-1(68)23	1	Greenough Hill	Resurfacing—Seal & Cover	4.0
6214 000	NH 85-1(18)6	2	Belgrade Interchange	Resurfacing—Seal & Cover	0.4
6231 000	NH 10-2(32)20	3	West of Carter-East	Resurfacing—Seal & Cover	23.5
6522 000	NH 60-2(78)90	3	10th Ave S-38th to 57th St—GTF	Resurfacing—Asphalt (thin lift <=60.00mm) (scheduled maintenance)	1.0
6232 000	STPP 80-1(23)5	3	SE of Ft. Benton-SE	Resurfacing—Seal & Cover	10.0
6220 000	STPS 399-1(6)0	2	Whitetail Rd.	Resurfacing—Seal & Cover	10.2

#### WESTERN FEDERAL LANDS HIGHWAY DIVISION

Solicitation #	Description	Closing Date	Closing Time
DTFH70-08-R-00032	Rehabilitate Going to the Sun Road Big Bend to Logan Pass Phase VIII	Summer 2009	

#### MONTANA DEPARTMENT OF TRANSPORTATION

Solicitation #	Description	Closing Date	Closing Time
309016	Traffic Line Paint	1/12/09	3:00 p.m.
309025	Mower Blades and Parts	1/15/09	3:00 p.m.
309027	Traffic Signal Cabinets/Components	1/15/09	3:00 p.m.
309032	Hauling Snow in Bozeman & Belgrade	1/20/09	3:00 p.m.

#### MONTANA DEPARTMENT OF NATURAL RESOURCES AND CONSERVATION

Solicitation #	Description	Closing Date	Closing Time
095210CSO	Diseased Tree Cutting	1/16/09	2:00 p.m.
RFQ	Flathead Indian Irrigation Project Canal Seepage Study	2/2/09	5:00 p.m.

## Learning from a Leviathan: 6 Small Business Tips Josh Turner

For his eighth book, management guru Peter Cohan studied how CEO Jim McNerney manages Boeing Company. He interviewed people who worked with McNerney and scrutinized how he manages people, strategy, operations, and communities. Cohan discovered that McNerney has come up with very effective techniques for addressing common CEO challenges.

So what can a small business learn from a man who manages a 159,300 employee aircraft manufacturer with \$66.4 billion in sales and \$4 billion in profits (2007 figures)? Here are six useful tips:

- 1. Make your people 15 percent better.** Focus on people who have the potential to change due to their openness, courage, and teamwork. Remove the bureaucratic obstacles that keep them from “igniting.” Encourage the flow of information up and down the line.
- 2. Lead groups to higher ground.** Find common aims for groups inside and outside your business that have traditionally competed with one another. Give people the authority to exercise their intellectual freedom. Encourage them to speak their minds without fear of retaliation.
- 3. Link pay to profit and process.** Link bonuses to things that employees can control and get them to take responsibility for things they can control.
- 4. Tackle challenging situations quickly and effectively.** Filter problems and opportunities down to a critical few. Then, boost the careers of people who support solutions to high priority problems, and let those who can’t adapt go.
- 5. Build strategy on customer focus.** Listen to the customer and develop products and services whose benefits make customers eager to buy.
- 6. Tighten operations with process improvement tools** such as Six Sigma, Lean Manufacturing, and other productivity tools.

*Josh Turner is a DBE in Helena who provides enterprise development consulting for businesses, government agencies, and non-profit organizations. Her 15-year old business, Turner and Associates, is reachable at [turnerandassocmt@aol.com](mailto:turnerandassocmt@aol.com) and 406-443-8096.*

*In each DBE newsletter we give a management or marketing tip and recommend a book that can help grow your business. This month's recommended book is [You Can't Order Change: Lessons from Jim McNerney's Turnaround at Boeing](#), by Peter Cohan (available at [Amazon.com](#) and your local book store).*

### Useful Resources

Governor's Indian Affairs Liaison: Jennifer Perez Cole, 406-444-3713, [jpcole@mt.gov](mailto:jpcole@mt.gov)  
 Governor's Office of Economic Development: Lesa Evers, 406-444-1366  
 Montana Indian Business Alliance: <http://www.mibaonline.org/SmallBusinessResources.html>  
 Southeastern Development Corporation: <http://www.semhc.org/>  
 Montana Cooperative Development Center: <http://www.mcdc.coop/>

#### Contracting opportunities:

State of Montana: <http://www.mt.gov/dao/gsd/osbs/>  
 Montana General Services Division: [www.gsd.mt.gov](http://www.gsd.mt.gov)  
 City of Billings: [www.ci.billings.mt.us](http://www.ci.billings.mt.us)  
 Great Falls Tribune: [www.greatfallstribune.com](http://www.greatfallstribune.com)

**Online representation and certifications applications:** <http://orca.bpn.gov>

#### Business topics/ Starting a business:

<http://humanresources.about.com>  
[www.business.com](http://www.business.com)  
<http://www.entrepreneur.com/bizstartups>  
 Small Business Administration: <http://www.sba.gov/>  
 Internal Revenue Service: [www.irs.gov/businesses/small](http://www.irs.gov/businesses/small)

#### Business training:

Montana Business Connection: <http://www.mbc.umt.edu/calendar/default.asp>  
 Montana Small Business Development Center: <http://commerce.mt.gov/>  
 Indianpreneur and NxLevel training: Phil Belangie, Montana Department of Commerce, 406-721-3663, [pbelangie@mt.gov](mailto:pbelangie@mt.gov)

**National Highway Specifications:** <http://www.fhwa.dot.gov/construction/>

**Online Courses:** [www.elementK.com/corp/catalog.html](http://www.elementK.com/corp/catalog.html)

### Stay Out of a Sales Slump

When the economy is down, everyone in contracting is down. Here's how to keep your business going:

**Advertise.** A slow period is the perfect time to advertise to get your numbers up.

**Get Press.** If you have something newsworthy—new certification, new training, new product or service—get it in a press release and send it to the local media.

**Network.** Join networking groups in your community to build relationships with potential clients.

**Look at Pricing.** Offer promotional pricing or consider cutting some prices.

**Get New and Improved.** Take this time to learn how to improve your business.

# MDT Civil Rights Bureau Directory

(Vacant)		
DBE Program Manager		(406) 444-6337
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EEO & Labor Compliance Specialist		
Sheila Cozzie	scozzie@mt.gov	(406) 444-6335
Civil Rights Bureau Chief		

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 P.O. Box 201001  
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# Meetings, Workshops, and Training Opportunities

<b>Feb. 9-11</b>	<b>Pavement Test Track Conference</b> Auburn Marriott, Auburn AL Contact: www.ncat.us
<b>Feb. 10-12</b>	<b>International Construction Management Conference</b> Orlando, FL Contact: Ed Tarrant (202) 289-4434 or etarrant@artba.org
<b>Feb. 14-16</b>	<b>National Small Business Congress</b> Washington, DC Contact: www.nsba.biz/sbc
<b>Feb. 20-21</b>	<b>Construction*</b> Holiday Village Mall, Great Falls Contact: Shannon Hahn (406) 444-7287 or shahn@mt.gov
<b>March 3-5</b>	<b>National Small Business Federal Contracting Week</b> Workshops and One-on-One meetings with federal purchasers Westin Arlington Gateway, Arlington VA Contact: National Association of Small Business Contractors (888) 861-9290
<b>March 9 -10</b>	<b>National Traffic Management/Work Zone Safety Conference</b> Orlando, FL Contact: Brad Sant (202) 829-4434
<b>Apr. 1-3</b>	<b>Design-Build in Transportation Conference</b> Baltimore, MD Contact: Jerry Yakowenko (202) 366-1562 or gerald.yakowenko@fwaha.dot.gov
<b>Apr. 22-24</b>	<b>National Conference on Preservation, Repair, and Rehabilitation of Concrete Pavements</b> St. Louis, MO Contact: Shiraz Tayabji (410) 997-9020 or www.fwaha.dot.gov/pavement/concrete/2009CPTPconf.cfm
<b>May 19 -21</b>	<b>EcoBuild Summer Conference</b> Sustainable, green, and high-performance solutions for the built environment, including highway construction. Colorado Convention Center, Denver, CO Contact: www.ecobuildamerica.com

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## INROADS

Paving the Way for Montana's Disadvantaged Business Enterprises

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