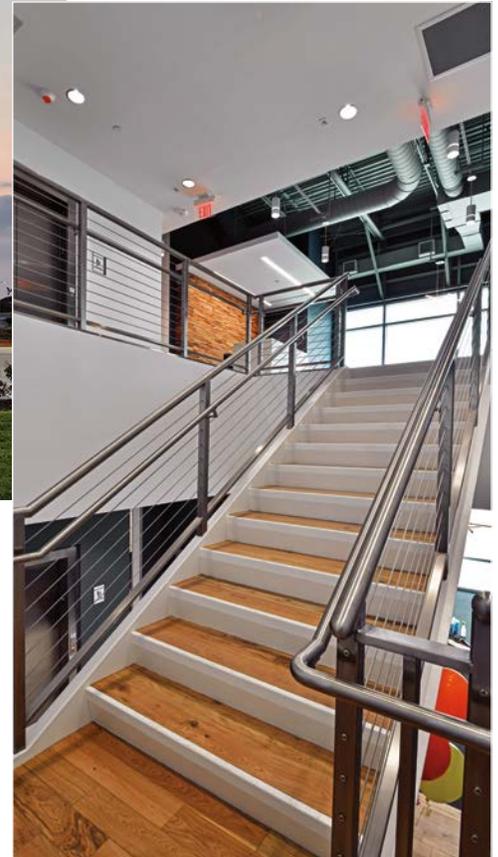


Building Value For 68 Years

THE Raymond Report

Winter 2020

Visual BI Solutions: Look Forward. Think Ahead.



Project Team

Owner: Gopal Krishnamurthy
Visual BI Solutions

Developer: Haggard Property Group, Ltd.
Toby Haggard
Plano, Texas

Architect: O'Brien Architects
Richard Nordyke
Dallas, Texas

Contractor: Raymond Construction
Brandon Fuller
Chris Trujillo

Featured Project

Visual BI Solutions

5920 Windhaven Parkway
Plano, Texas

Visual BI Solutions provides its customers with business intelligence and analytics. Their purpose is to enable innovation and challenge the way business is run. Founded with the purpose of transforming the field of enterprise business intelligence and analytics, Visual BI has been widely recognized as an industry leader.

This project included:

- New headquarters for Visual BI Solutions
- 20,000-square-foot two-story Class-A office building
- Modern, semi-open office concept
- Tilt wall structure with limestone veneer



Christmas Around The World

'Tis the season to be jolly! However, not everyone celebrates the Christmas holiday in the same way. Test your holiday knowledge by guessing the foreign Christmas traditions below:

1. In Germany, Santa Claus is known as:
 - a) Osterhase
 - b) Weihnachtsmann
 - c) Zahnfee
 - d) Kobold
2. Eating Kentucky Fried Chicken for Christmas dinner has become a tradition in which country?
 - a) China
 - b) Italy
 - c) Egypt
 - d) Japan
3. *Sinterklaas* is the name for Kris Kringle in which Northern European country?
 - a) The Netherlands
 - b) Sweden
 - c) Norway
 - d) Denmark
4. Christmas is not celebrated on December 25th in all but which of the following countries:
 - a) Ethiopia
 - b) Bulgaria
 - c) Greece
 - d) Armenia

Answers: 1) b, 2) d, 3) a, 4) b

Four Paths To Inspiration

Creativity calls for patience and a willingness to make mistakes along the way to success. The *Thrive Global* website offers some advice on how to begin this sometimes difficult path:

- **Anticipate the future.** Look at trends instead of the status quo. What's changing, and how can you take advantage of it? This helps you challenge conventional thinking and start finding new areas to explore.
- **Let yourself play.** Don't take your projects too seriously. Take time to relax and do something different. When working, give yourself the freedom to try something new and outlandish. Even if it leads nowhere, it should loosen up your mind so you can spot new possibilities.
- **Let your mind wander.** Focus is important, but so is a wide perspective. Think about the project you're working on, and allow your mind to explore all the angles without worrying about what's "right." A wandering mind will sometimes come across a useful idea.
- **Embrace ambiguity.** Look at elements that don't seem related, and try to forge connections in your mind. Looking for similarities instead of differences can help you link ideas usefully and develop more options than what's immediately apparent.

No Monster DNA In Loch Ness

The Loch Ness Monster has haunted imaginations for more than 1,000 years, but it's apparently not really haunting the lake in Scotland believed to be its home. According to the *Live Science* website, a DNA survey of the waters of the famous loch uncovered no evidence of any kind of giant reptile or prehistoric monsters.

The survey did reveal DNA traces of more than 3,000 species living in or near the banks of Loch Ness, including fish, deer, pigs, birds, humans, and bacteria—but no reptiles at all. They did find lots of eels living in the water. Researchers believe it's possible—though unlikely—that the monster sightings could really be glimpses of oversized eels.

Be Flexible When Setting Employee Goals

The goal posts don't move in football, but goals at work can change at any time. Because part of your job as a manager is to set goals for your employees, you know that flexibility is important. But at the same time, you shouldn't move the goal posts without a good rationale. When considering whether to make adjustments, ask yourself these questions:

- **Are goals set too far down the road?** Many managers set yearly or semi-annual performance goals with employees. If you find yourself having to shift goals more often, you may need to review your process and set objectives on a more frequent schedule to avoid the confusion that can come with changing priorities.
- **Does everyone understand your organization's strategy?** Goals should be clearly aligned with what your company wants to achieve. Before signing off, be sure they're relevant and appropriate to your organization's objectives, so you don't have to change course unnecessarily.
- **Are you writing goals effectively?** Vague or unclear goals waste time and effort for everyone. One common framework for goals is the SMART test: they should be specific, measurable, attainable, realistic, and timely.
- **Is open communication encouraged?** If employees are afraid to ask questions, they may accept goals that conflict with their knowledge of what's possible. You shouldn't impose goals on people without some input and feedback from them. That way you'll both be confident of the outcome.

Watch Out For These Workplace Dangers

You want to stay healthy and safe on the job, right? Then watch out for these all-too-common workplace hazards, laid out on the *Business Franchise* website:

- **Heavy workloads and stress.** If you're a manager, don't overload your employees with more work than they can reasonably accomplish. Whatever your position, learn to manage stress appropriately so it doesn't cause health problems or inappropriate behavior.
- **Bullying and harassment.** Safety isn't always a physical issue. Bullying behavior and harassment take a mental toll that can adversely affect anyone's health. Keep an eye open and step in whenever you see anything inappropriate.
- **Clutter.** Keep your workspace clean and organized. You can trip over a box or extension cord, or overstuffed shelves could fall over on someone.
- **Inaccessible safety equipment.** Fire extinguishers, first aid kits, and other basic tools should be clearly marked and easy to get at. Check them regularly to ensure that they're in good working order should you need them.
- **Keep exits clear.** Don't store boxes in front of emergency exits. If you see anything blocking an exit, move it away and then talk to your manager about the necessity of accessible exits in an emergency.

Train Yourself To Be Accountable

Goals are important to a successful career, but they're meaningless if you don't commit to them wholeheartedly. Here's some advice from the *Supporti* website on how to hold yourself accountable for your progress:

- **Start with a plan.** Set a start date and a deadline for achieving your goal. Then identify the steps you'll take on a daily, weekly, or monthly basis to get from point A to point B. Include as many steps as you can think of. Leaving something out can derail your effort. Be sure to write all of this down. We're more likely to reach a goal if we have spent the time to get it on paper.
- **Make goals visible.** Create a tangible reminder of your goal that you'll see every day. A picture of what you want to accomplish or a note detailing the benefits can reinforce your motivation every time you see it.
- **Track your progress.** Crossing items off a to-do list gives you a sense of completion. Set up a system for marking off the positive steps you've taken, and you'll look forward to doing more and moving closer to your objective.
- **Work with a buddy.** Tell a colleague or friend about your goal, and ask him or her to check in regularly on how you're doing. Answering to someone else means you'll work to avoid having to admit that you're not following through on your effort.

Heavenly Results

A priest and a taxi driver arrived at the Pearly Gates to heaven. St. Peter welcomed them and showed them to their homes.

The taxi driver's home was a beautiful villa overlooking a gorgeous field of clouds. "Thank you!" the ecstatic driver said.

Anticipating an even bigger mansion, the priest was dismayed when they arrived at a small one-bedroom apartment. "St. Peter, I'm a little puzzled," the priest said. "As a clergyman, I devoted decades of my life solely to preaching to my congregation. How come the taxi driver gets a villa and I get only a small apartment?"

St. Peter smiled. "Up here, we go by results. While you preached, people slept; while he drove, people prayed."

Happiness Really Is A Warm Puppy

Our pets make us happy, or we wouldn't have so many of them. Thirty-three percent of U.S. households have a dog, 11% have a cat, and 14% have both. The 2018 *General Social Survey* looked at the connection between pets and overall happiness. The survey found that 36% of dog owners describe themselves as happy, and 18% of cat owners said the same. (Twenty-eight percent who have both a dog and a cat agreed.)

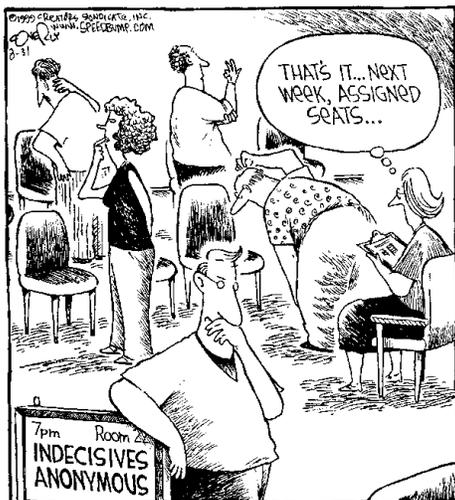
Does that mean you'll be a happier person with a dog as opposed to a cat? Not necessarily. The survey found that dog owners are more likely than cat owners to be married and own their own homes, two factors that also influence happiness and life satisfaction. Dog owners are more likely to engage in outdoor physical activity, another factor in overall happiness. Whatever kind of pets you have, enjoy them and they'll bring you lots of happiness.

"Life is not just a series of calculations and a sum total of statistics; it's about experience, it's about participation, it is something more complex and more interesting than what is obvious."

—Daniel Libeskind

SPEED BUMP

Dave Coverly



Reflecting Upon 2019

As the holiday season is upon us, we find ourselves reflecting on the past year and on those who have helped to shape our business—our employees, business partners and, of course, our loyal clients. It's been a memorable year for us at Raymond Construction, as we enter our 68th year in 2020.

We hope that 2019 has been just as memorable for you, your colleagues, and your loved ones. The entire team at Raymond Construction extends their gratitude and wishes you peace, joy, health, and prosperity throughout the coming year.



DALLAS • AUSTIN

4407 North Beltwood Pkwy., Suite 106

Dallas, TX 75244

www.raymondconstruction.com



Thank you for letting us share
The Raymond Report with you.

Owner's Corner

Are you considering new construction or renovation?
Give us a call. We can help you navigate the process.



Charles Raymond



David Schlimme



Justin Deming

Visit us online at www.raymondconstruction.com
or contact us at our offices in Dallas and Austin.

Dallas: 972-980-4404

Charles Raymond, President
craymond@raymondconstruction.com

David Schlimme, Senior Vice President
dschlimme@raymondconstruction.com

Austin: 512-335-1130

Justin Deming, Central Texas Director
jdeming@raymondconstruction.com