CURRENT SHARED VISION

BENSONWOOD

IMPROVING PEOPLE'S LIVES THROUGH PROCESS AND PRODUCT

WE PROVIDE PRODUCTS AND SERVICES OF LONG LASTING QUALITY AND VALUE

We search out and support builders, suppliers and field crews committed to quality, dependability and continual improvement

ACTIONS & EXAMPLES
Foster regular communication with (joint) field crews, and suppliers both prior and subsequent to site work.
Include builders, suppliers and field crews in our social events.
Conduct regular builder seminars.
Foster long term relationship with local builders.
Local sub-contractors do some work on components here in our facility

Our buildings are flexible, adaptable, durable, beautiful, and resource efficient.

ACTIONS & EXAMPLES
Identifying and adhering to standards.
Enhance our interior design services
Apply Open-Built principles to all projects
Conduct blower door tests on more buildings.

We assist our clients in defining their needs, desires and constraints

We provide products, engineering, design, and project management services that are most appropriate for our clients.

ACTIONS & EXAMPLES
Provide early accurate budget estimates
Communicate regularly with clients
Provide cost-effective designs
Provide resource-efficient designs
Develop and use standard contracts
Maintain careful schedule overview
Provide whole house perspective
Survey of past clients
Visiting past projects and learning from them

ECOLOGICAL STEWARDSHIP IS AN INTEGRAL PART OF HOW WE DO BUSINESS

We try to do the least possible harm to the environment in the creation of our products and services.

We support the Eco-CIT In monitoring ongoing research and development in this area

ACTIONS & EXAMPLES
Design durable, energy-efficient buildings.
Use appropriate technology and local sustainable materials when possible.
Use materials that minimize harm to the environment
Continuously improve recycling program.
Maximum use of timber by-products.
Donate usable waste wood for community uses.
Print Beam Team Post on tree-free paper.
Support non-profit organizations committed to sustainable forest management .
Purchase fuel-efficient company vehicles.
Use our wood waste for heat.

WE BALANCE PROFITABILITY WITH ALL OTHER ASPECTS OF OUR MISSION STATEMENT

We are individually responsible for managing our financial health while providing good value and high quality to our clients.

ACTIONS & EXAMPLES
Wish List
Job Costing Reports
Budget Tracking
Each person responsible for working efficiently

We are building an economic environment for BWC associates that's open, equitable and generous

ACTIONS & EXAMPLES
Open financial records
Regular financial reports
Profit Sharing
401K retirement program
Health Insurance
Long term disability insurance
Employee ownership
Periodic review of benefits package
Pay rates not seniority based

WE ACT HONESTLY, RESPECTFULLY, AND GENEROUSLY TOWARD EACH OTHER, OUR CLIENTS AND OUR COMMUNITY

We value our work and creativity as inherently good

We value intangibles such as peace of mind, spirituality, and a sense of community

We are an integral part of our local community

Honesty, trust and respect provide the foundation of all our relationships

ACTIONS & EXAMPLES
Clear, ample and timely communication
Credit cards
Job-based financial decisions
Peer feedback sessions
Flexible work schedule
No time clocks
Time sheets displayed openly
Site crews treat clients especially well

ACTIONS & EXAMPLES
Potlucks and parties
Company outings
Personal use of facility and tools
Company recreational opportunities
Slide shows
Work parties to assist home projects
Leave of absence --sabbaticals
Encourage road crews to plan for fun activities as well as work
Promote exercise and fitness by supporting lunch time volleyball, biking, hiking, etc.
Community garden
Attend clients house warming events

ACTIONS & EXAMPLES
Charitable giving – locally & globally
Support for community organizations
Collaboration with schools
Do business with local companies as much as possible

WE ARE AN ORGANIZATION OF INFORMED AND EMPOWERED PEOPLE, WORKING TO SUSTAIN A COMMUNITY OF EQUALS

We strive for a dynamic balance between production and creativity

ACTIONS & EXAMPLES
Plan for regular training and education
Provide opportunity for personal leadership growth
Provide cross-training
Encourage focused R&D and problem solving
Strive to fully develop capabilities in everyone
Encourage clients to visit/work on their frame

Our decision making process is defined by autonomous, individual and collective decisions with the intent of distributing management throughout the company

ACTIONS & EXAMPLES
Departments and groups responsible for their own budgets.
Task forces for special projects.
Lean Efficiency Initiative
Key issues discussed and voted on
Company Stewards team
BWC Owners Group

Our communication is defined by creative and supportive dialogue, with the intent of building better ideas and improving collective understanding

ACTIONS & EXAMPLES
Regular company meetings
In-house newsletter
Department meetings
Job reports
Slide shows
Coffee breaks
Weekly club
Company recreational opportunities
Correspondence available for review
Regular CIT meetings
BWC Owners Group
Peer feedback process
Company Stewards team

WE ENCOURAGE GROWTH AND CHANGE FOR ALL OUR STAKEHOLDERS – OUR CLIENTS, ASSOCIATES, BUILDERS AND THE HOMEBUILDING INDUSTRY.

We are innovators and experimenters, identifying the best ideas and actions, and incorporating them in our products and services

ACTIONS & EXAMPLES
Conduct *dynamic R&D in every department*
Engage industry & educational partners.
Include R&D in relevant job descriptions.
Support R&D projects like Open Prototype & Open Built

ACTIONS & EXAMPLES
Client meetings
Marketing program
Web site
Web-based company portfolio
Builder seminar
Other classes and seminars
Client newsletters
Media publicity
Articles for periodicals
Company tours
Company open house
Quarterly Post-newsletter
Books by Tedd and others

We honestly inform our clients and ourselves about advantages, values and advancements of products and services

Our workplace is a classroom where we are both teacher and student, constantly striving to increase our knowledge and to master our crafts

ACTIONS & EXAMPLES
In-house seminars
Shop book
Financial support for learning
Mentor program for new employees
Internship program
Building "events"
Job reports after enclosure
New employee orientation program
Building library
Leave of absence - sabbaticals