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# Great leaders hold strong through stormy times

I strive to be the best leader I can be. I work hard every day to lead my company as ethically as possible while trying to maintain a balanced workplace for my people, manage growth, and keep our finances above the negative line.

But many leaders of big organizations manage their reputations and relationships while lining their own pockets!

Maybe some leaders of small companies do this as well, but the business leaders I know work very hard to stay above water, care about their employees and clients, and do what they believe is right.

I am working to build a business that is sustainable, a company that will exist long after my ashes are scattered. I am always thinking about the next step, the next goal, for the future of the company and our community.

But, I have a pretty small company in comparison to many.

I am not sure when or how top leaders grow out of the understanding of what their customers really want and what their employees expect.

What is that line that bosses cross from empathy to selfishness?

I believe that values are the key to success in any organization, and how strong these beliefs are threaded in the company will make the difference in the sustainability of the business.

If we think about the characteristics of truly successful leaders, they are the ones who fought for the value systems in their organizations, regardless of what was happening around them.

Successful leaders are persistent and determined. They set goals high and provide the support required for their people to achieve these goals.

The best leaders believe in the future generations and what they bring to the table.

The next generation will be more educated, more in touch with the world's needs, more connected, and so much more technologically savvy that they will be capable of solving problems at lightning speed.

The great leaders of today can see these qualities in the next generation, and are helping to mentor these future leaders so they too



**SHARLENE MASSIE**  
About Staffing

believe in something.

Not everyone will be a leader, and nor should everyone strive for that.

We need all kinds of people to work in various roles, and certainly nothing would get done if everyone delegated! But every employee and every leader needs something to believe in.

A vision, a mission, a cause, or a

value system is crucial in every workplace and organization.

And there must be someone at the helm — a leader holding steadfast in the belief system of the organization, no matter how turbulent the surrounding environment may become.

Sharlene Massie is the CEO of About Staffing Ltd., a dynamic personnel agency specializing in direct-hire and temporary placements. Questions for Sharlene? Visit the About Staffing website at [www.aboutstaffing.com](http://www.aboutstaffing.com) and click on the link under the Sun logo. This article may be reproduced or transmitted if done so in its entirety, including this copyright line: Copyright 2010, by About Staffing Ltd., all rights reserved.

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Propak Systems, located in Airdrie, Alberta is an established leader in engineering, fabrication and construction of gas compression and processing facilities for the energy industry.

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E-MAIL: [Trades@propaksystems.com](mailto:Trades@propaksystems.com)

PROPAK THANKS ALL APPLICANTS FOR THEIR INTEREST;  
ONLY INDIVIDUALS CONSIDERED FOR AN INTERVIEW WILL BE CONTACTED. NO PHONE CALLS PLEASE.



Morrison Homes is a quality conscious, service oriented, large volume homebuilder; we are respected for building quality homes and exceptional relationships with our home buyers and trade suppliers. We operate within a team environment. We offer one of the highest standards of customer satisfaction in the industry and will not sacrifice quality. Morrison Homes is accepting resumes for:

### New Home Construction Site Assistant

You are a self-motivated, hardworking, energetic individual who can work independently and with minimal supervision. You are eager to learn, have some framing knowledge and previous Construction Site Assistant experience would be considered an asset. This position works in the field with our trade partners and alongside our Site Supervisors. A driver's abstract will also be required.

If you are the person we are looking for, please submit your resume and cover letter in confidence by April 10<sup>th</sup>, 2011. Please ensure that the subject line contains the job title and code #002.

Attention: Human Resources,  
Email: [hr@morrisonhomes.ca](mailto:hr@morrisonhomes.ca), Fax to 403.236.0311.

### SMS Equipment is Hiring!

#### Field Shop Supervisor Fort McMurray, AB - Western Region

SMS Equipment Inc. supplies equipment parts and service to the construction, forestry and mining industries and utility product users. It was created to provide customers with integrated solutions and to expand our service capabilities as a nationwide organization.

**The Role:** Reporting to the Service Manager, the Field Shop Supervisor is responsible for:

- Providing a safe, efficient and economical operation of daily field maintenance
- Building and maintaining customer relationships with a focus on satisfying customer needs and requirements while working with customers to resolve product and service issues
- Establishing mechanical maintenance and repair practices while ensuring compliance with safety regulations and requirements
- Assisting in planning of work, forecasting and monitoring parts usage
- Maintaining equipment specification conformity
- Ensuring all documentation is supplied in a timely fashion for warranty claims
- Assisting in the implementation of company policies and procedures
- Managing schedules, controlling costs, establishing manpower levels, and maintaining accurate records
- Supervising, training and developing trades people.

**Qualifications:**

- Minimum of 5 years as a Certified Heavy Equipment Technician
- Previous supervisory experience
- Capable of conducting independent evaluation, selection, adaptation and modification as required
- Excellent communication skills with the ability to build a strong rapport with our customers
- Excellent computer skills (MS Excel, Project and Word).

**Schedule:** This position is on a 14x14, 12 hour day shift rotation but depending on business requirements, the schedule may change. Night shift will be required.

*This is a very exciting time to be a part of SMS Equipment Inc. We are one of the largest Komatsu dealers in the world and believe our continued growth is a result of our highly skilled and engaged employees who deliver excellence in the workplace. If you are interested in working for a very dynamic company where your input, your ideas and your participation is valued, apply today. Our growth means your success.*

We subscribe to the equal access to employment program.

Qualified applicants are invited to submit their resume by e-mail or fax, quoting reference number: **FSS-13320-110324**, to:

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For more information please visit our website at  
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