



THE POWER OF TEAM

Team can be colloquially defined as a group of interdependent individuals working toward the achievement of a common goal.

We find ourselves nearly 100% of the time working as members of a team. But some teams seem to produce consistently positive results again and again over time while others do not. Why? The key lies in going back to the purpose, “working toward the achievement of a common goal.” Too many times team members, and sometimes whole teams, have conflicting rather than common goals. Individuals are sometimes in it for themselves, willing to sacrifice the common goal for looking good or promoting themselves.

Consider an athlete who night after night puts up big numbers but whose team cannot seem to make the playoffs. This player may be selected for an all-star team or even several, but greatness is measured by how well the team performs, how many championships they win. Did his efforts make those around him better or simply showcase his talents?

The same is true on projects. A team player does not say, “Well, that was a mess, but I did my part.” A true team player does all that can be done to make those on the team perform at their best. When the whole team is operating with the mentality of a common goal, so much more can be accomplished.

Each of us has a specific role to play that we must own, individually. Common within each of these roles is the responsibility to create an environment where everyone can operate optimally. This is what makes the group interdependent. One does not fail or succeed without the others.

As we fast approach the mid-year point, we're working hard to create that optimal environment within our team at The Stahl Companies but also within the project teams with which we work. When multiple disciplines are brought together under separate contracts it is sometimes tempting to think that fulfilling one's contract means success. But remembering the goal, our interdependence, and the responsibility to catalyze the best from everyone is what sets great teams apart in producing consistently positive results again and again.

Your Project. Our Passion. The Power of Team.



TROY TUCKER
PRESIDENT

ANNOUNCEMENTS

A Warm Welcome to Chad Headrick, Project Manager!

Chad joined our Northern California team this quarter and we are excited to have another Ideal Team Player on board!



Happy Anniversary!

7 of our Ideal Team Players are celebrating anniversaries this quarter. Congratulations!



Amy Ulrick, CFO – 18 years



Jens Arild, COO – 15 years



Alex Pena, Sr. PM – 3 years



Robert Williams, Sr. PM – 3 years



Mario Delgado, PM – 6 years



Megan Carnes, PM – 5 years



Amanda Susca, Assistant PM – 3 years

See our entire Stahl Team [here!](#)

WE'RE HIRING

JOIN OUR TEAM!

We are currently seeking an experienced Project Manager to become one of our Ideal Team Players in the SF Bay Area.

[SEE OUR CAREERS](#)

— EDUCATION



RECENT WEBINARS ATTENDED BY THE STAHL TEAM

As CSHE Members

Integrated Air Balance Testing and Infection Prevention

OSHPD Facilities Development Division Webinars

Inspection Services Unit - OSHPD Plan Reading Series

Upcoming OSHPD Webinars:

Accessibility CAN 2-11B

Date: TBD | *Registration information coming soon* and details [can be found by clicking here](#).

TRAINING UPDATE

The Stahl Companies is committed to the continuous pursuit of knowledge to support our expertise in serving the healthcare construction industry in the State of California.

Over the last few months, we have continued to immerse ourselves in learning opportunities by joining webinars offered by OSHPD and CSHE, and diving into Chapter 7 of the California Administrative Code. We recently learned of innovative technology that will help hospitals bridge the air balancing gap between when commissioned spaces are turned over by a construction team and the ongoing maintenance and reporting requirements of those spaces.

In addition to joining webinars presented by OSHPD, CSHE and other organizations, we are committed to providing ongoing support to our team. Our internal development programs are constantly evolving and are key to ensuring we are delivering projects with Service Excellence.

Here are some of the topics recently covered:

- Alternate Method of Compliance
- Deferred Submittals
- OSHPD Time Limitations
- Beginning Construction with OSHPD
- IOR Role & Responsibilities
- Admin Code – Changes in the Work
- CAN 2-108 – Temporary Structures & Uses
- OSHPD Project Numbering System
- OSHPD Resources
- Functional Program
- IOR Selection & Monitoring
- Contract Management

PROJECT HIGHLIGHTS

MERCY RETIREMENT & CARE CENTER

Oakland, CA



The project team has most recently completed the 3rd floor renovations within the Assisted Living Tower at Mercy Retirement and Care Center.

The recently completed 3rd floor renovations allowed residents from other floors to move into their new apartments. In preparation for the upcoming 4th floor renovations our Transition Team managed the vacating of the 4th floor space – including residents, common areas, storage rooms, and staff break room. Months of careful planning and communication ensured a smooth move for each resident. Inventory was taken, pictures of their existing layouts and all wall mounted items were accounted for prior to meeting with each resident and their family to review the floor plans, move date, and any requested changes to their new room layout. Similarly, walk-throughs of the common areas, break room, and storeroom with the staff occurred to identify any items that would be stored at a new location, disposed of or utilized elsewhere in the facility. This move consisted of 14 residents moving to new rooms, and several office spaces being relocated elsewhere in the facility.

Demolition is now underway on the 4th floor which is anticipated to be complete by July 2021. The entrance to the community now has a refreshed look with new outdoor green spaces, a roundabout and drop off area with a porte cochere, a remodeled lobby, and a new art room. New common areas for the residents were recently completed and provided for their use including a fitness room, theatre, library, and a beauty salon. A big change to all resident rooms on the remaining floors (4-6) is the inclusion of a shower in the remodeled units.

The target date for project completion is **March 29, 2022**.

LAB AUTOMATION, PROVIDENCE SAINT JOSEPH HOSPITAL
Burbank, CA



The Stahl Team is managing the multi-phased Lab Automation project, which began in April 2021. Phase 1 includes upgrading plumbing, electrical and data for the DI Water System as well as the installation of a new Analyzer. Tasks include site demo required for installation of underground utilities to support the new DI water system, in addition to the modifications to existing infrastructure to support the relocation of refrigeration units. This work includes saw-cutting of concrete and excavation for additional utilities, in addition to seismic anchorage of equipment.

The new equipment is scheduled to arrive the week of May 17th, to be followed by a 4 month period of validations and staff training.

METHODIST HOSPITAL - ED RAD ROOM

Sacramento, CA



The Stahl Companies partners with Methodist Hospital on several projects at their campus. In mid-2020, when the hospital was faced with budgetary challenges on their ED Radiation Room project, Stahl was asked to step in and provide assistance.

When this project was approved in 2019, the plan was to renovate the existing ED Rad Room, however the hospital was required to include a second ED Rad room to accommodate patient volume at that time. One of the first things our team did was analyze the budget and evaluate the project requirements. We concluded that the facility's census was now below the threshold necessitating the second rad room. We requested and received approval from OSHPD to remove the 2nd ED Rad room from the project. This resulted in a \$400K reduction in project cost – a big win for Methodist Hospital!

The renovation of the existing ED Rad room moved forward, but soon there were new challenges. The

original building is of 1971 construction and has undergone multiple renovations since then. The existing ED rad room footprint had originally been restrooms and, when demo work began in December 2020, we discovered that much of that infrastructure was not removed during the prior renovation. This issue, in addition to several other discoveries, soon proved that existing conditions were much more complicated than anticipated. Our team worked with the architect and the general contractor to problem solve issues as they arose, providing solutions for each and every challenge while keeping the project costs within budget. Construction and equipment installation will be complete in late May, allowing the newly renovated space to be turned over to the hospital. Methodist Hospital will soon be celebrating the opening of their updated procedure room, and staff are excited to provide enhanced services to the community!

PROVIDENCE SAINT JOSEPH MEDICAL CENTER MRI PROJECT

Burbank, CA



The current MRI room at Providence Saint Joseph hospital is undergoing a flooring upgrade. Prior to commencing this work, the Stahl Team managed the logistics of preparing for a temporary MRI trailer. This included installation and testing of electrical infrastructure, identifying and obtaining clearance for the path of travel to the hospital, certification of the concrete pad, and coordination of OSHPD sign-off to secure trailer occupancy. The team strategized to prepare for the CDPH survey and obtained approval within 3 days of completion, allowing outpatient MRI services to begin immediately.

Once services began in the temporary MRI trailer, Siemens ramped down the existing magnet in the MRI room for safety reasons prior to the start of the flooring work in the hospital MRI space. The upgrade work began on March 25th in the existing MRI room, including treatment of the concrete slab, new plywood, and new copper shielding placed on the room floor. Once this was completed, the new flooring was installed. As a further benefit to the hospital, Siemens took advantage of the required equipment downtime to change parts and upgrade the software of the existing MRI machine.

Services have now resumed in the newly refurbished MRI room, allowing removal of the temporary trailer. Due to the expedited process, trailer rental duration was minimized which resulted in significant savings to the hospital.

OUR VISION & MISSION



OUR VISION

Deliver projects with expertise for the health of our communities.

OUR MISSION

We passionately serve the healthcare community by utilizing our depth of experience and understanding the needs of our clients. We deliver consistent project success by uniting teams in the pursuit of common goals and providing comprehensive service through our proven ability to integrate ourselves into our client's unique culture.

COMMUNITY HEALTH



“Strengthening The Team” 2021

“Most of us spend too much time on what is urgent and not enough time on what is important.”

— Stephen R. Covey

There has been much dialog recently on the importance of mental health, and how it is tied to our physical health. We know that many people find that work stress weighs them down. One of the best ways to tackle stress is by understanding your priorities. In our April Team Meeting at Stahl, we shared a list as a guide to “Strengthening the Team” through understanding how to prioritize what could otherwise become an overwhelming to-do list as a Project Manager. **Here is an abbreviated version:**

1. Write down all your tasks.
2. Prioritize wisely. Focus on the most important tasks, regardless of size. If a new task pops up, evaluate the urgency and importance. Urgent but unimportant? Delegate.
3. Focus on one thing at a time. Don't get distracted by texts, emails, phone calls.
4. Set deadlines for each task.
5. Learn to say “no” or delegate when appropriate.
6. Don't let the details drag you down. Spending too much time on minor details prevents you from moving forward and completing the task.
7. Understand your work rhythm. Sleep, exercise, and eating habits can all be adjusted to ensure you're feeling your best throughout the day, and productivity will follow.
8. Sleep 7-9 hours each night. Studies show a direct association between sleep and productivity.
9. Stop and switch off. Knowing when to stop is key to maintaining productivity long-term. Lunch breaks, weekends, and vacations are all rest periods which will help you work faster and harder upon your return.
10. Turn time management tips into habits. It takes time to develop habits. Your chance for success will increase if you remain diligent with your new techniques for a few weeks, then they will begin to be automatic.

IMPROVING OUR COMMUNITY



Moving Mercy Forward Capital Campaign

We have been working on a wonderful renovation project in Oakland at Mercy Retirement and Care Center and the Stahl Team is proud to be part of a project that does so much to improve this community. Our team has shared so many poignant interactions with the residents who are thrilled about all the exciting improvements to their community.

Christine Whelan, Mercy Board Chair and Campaign Co-Chair:

"I've been a volunteer at Mercy for 17 years and am incredibly proud of the physical changes we're making to increase residents' enjoyment of their Mercy home. The new Library, Art Studio, Wellness Center and Outdoor Patio - just a few of the remarkable new and timely amenities - are terrific resources to help residents safely gather and do the things they love. My family and I are committed to Mercy's success, and I am so impressed and proud to have been part of this historic renovation project on behalf of residents."

Please consider contributing to the fundraising campaign in support of The Mercy Revitalization Project. The fundraising team has produced a video with lovely footage of their community with comments from residents and staff detailing the far-reaching impact of this project. For a direct link to the donation page, please click on the following www.mercyretirementcenter.org/forward

"As we serve the Silent Generation, we are preparing for the Baby Boomers who will push senior living needs to unprecedented levels. The impact of the COVID-19 pandemic on vulnerable elders has highlighted the importance of holistic care and sufficient space to social distance and continue activities safely."
- Mercy Campaign



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WWW.THESTAHLCOMPANIES.COM

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