

ShapiroCM

QUARTERLY NEWSLETTER, 2021 Q3

Summer Events



ShapiroCM held the first corporate get-together for employees since the beginning of the pandemic in March 2020 on Friday, June 11, 2021. The event included a hike and picnic for New York/New Jersey employees and family members who were available to attend.

The group met at the corporate office in Far Hills and caravanned to Natirar, a Somerset, New Jersey, County Park.



After the hike, folks returned to the office for a boxed dinner picnic and more conversation. A New York event is planned for September. Employees in the Washington, DC, Syracuse, NY, Puerto Rico and Cincinnati, Ohio locations have an opportunity to have an outing with co-workers or significant other, sponsored by the company.

Leadership Training-2



Two small groups have had the opportunity to participate in virtual corporate-developed leadership training incorporating aspects of emotional intelligence and leadership modalities that focus on teams and agility.

A second follow up training is planned for both groups in July. Following those sessions, we plan to start new groups in the fall. Everyone, at any level, can be a leader at ShapiroCM. We look forward to offering the training to all who are interested.

SAVE THE DATE ShapiroCM

AUG 3RD

12:30 P.M.

CAREER BUILDING VIRTUAL LUNCH & CHAT

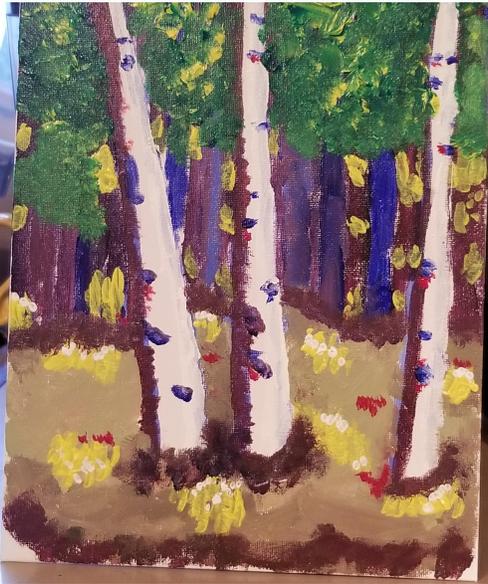
Join Industry veterans Jay and Bob for a Q&A about CMa and related fields, career boosting certifications and experience and how to do what you love and love what you do.

Jay Shapiro, PE

Bob Chandler, RA

Zoom Link to be sent Via eMail

Employee & Family Paint Party



On April 22nd ShapiroCM employees and family members joined together for a virtual Paint Party facilitated by Arizona-based artist Vangie Rodriguez. The painting above was done by John Ferri's 94-year-old father. John's thank you note to Vangie was very touching, explaining that his dad had lost his wife of 67 years and the paint party was the first time since that loss that he didn't act sad or lost.

Father-Daughter team Jay Shapiro and Holly Fisher worked together on one painting. Several days later Jay sent a photo of it next to the view out the window of their Vermont family cottage. The scenes were nearly identical.

If you've been to our Far Hills office, you know art is near and dear to our hearts. The space is a gallery of sorts for the work of gifted oil painter Gerry Heydt, wife of ShapiroCM long-time employee Arne Aakre. Even Gerry joined the party!

New Employees



Gregory Benloss, joined our NYCHA project teams in June as a Project Engineer. He holds an MBA in construction management and real estate.

Are you a Procrastinator or a Precrastinator - or both?

In a recent ShapiroCM Coffee Break "Work Smart" presentation, we looked at procrastination and precrastination. The former is the act of delaying a task due to anxiety or fear. The latter is getting something done as quickly as possible instead of prioritizing tasks by importance - due to anxiety or fear.

Not surprisingly, self-awareness is the key to addressing both. Procrastinators are usually afraid of failure or being judged. Precrastinators want to avoid the anxiety of having too much to do and fear running out of time.

Procrastinators sometimes become precrastinators to prevent overwhelm when their workload increases.

To address either behavior, we can focus on proactive behavior instead of reactive: allow more time for valuable tasks, focus on what's meaningful, allow time for strategic planning, adopt a "more is not always better" philosophy and remove tasks that waste time.