

OUR TEAM CULTURE

Killarnee Civil and Concrete Contractors is committed to providing excellent service towards its clients. We do this by behaving in an engaging, efficient and responsible manner. To facilitate our client commitment we aim to provide a working environment that allows individual staff members to perform at their best. To this end we have developed an Employee Manual which each staff member must read and sign to indicate their understanding and acceptance of our requirements.

CORE VALUES

Our Core Values reflect the strong family values instilled by the Thompson family. They form an integral part of our working to achieve our Vision. These core values include: Integrity: Be fair, open and honest in all of our dealings, remembering at all times that our word is 'set in concrete'; Accountability: Understand the consequences of our actions and make sure we do our tasks safely and correctly. Respect: Appreciate everybody's efforts and be positive. Pride: Have pride in our company, our work and our people. Innovation: Never be happy with the norm. Always look for ways to do our tasks better. Courage: Persevere and get the job done regardless of the difficulties that may arise. Be the Best: Always set out to be the best at what we do and ensure that we recognise and celebrate our achievements.

VIRTUES

We have identified a number of key elements in our team strategy which we call our 'virtues'. These include: Sharing: A virtue which is crucial to building effective team spirit. Greed and selfishness have no place at Killarnee. Individuals who exhibit these characteristics place themselves outside of the team and ultimately outside of the business. Patience: A virtue which is fundamental to managing egos and personalities. No one is perfect, so we must be ready to apologise and equally ready to forgive. Loyalty: A virtue which will bind a team together even in adversity.

PROFESSIONALISM

Similarly, we have identified key guidelines in our team strategy related to professionalism:

Personal Presentation: Regardless of gender, a professional standard of dress is required. Our clothing must always reflect a professional approach to the way we operate, and – as much as is capable – add lustre to the industry to which we belong.

Behaviour: Behaviour is a key element of our professionalism. Swearing, yelling and threatening behaviour, for example, are not acceptable. Although our environment at times may become stressful, our manner should remain professional at all times. Occasional slips do occur and these are recognised; repeated breaches of these behavioural guidelines, however, are not acceptable.

Driving: A key element of professional behaviour relates to how we drive both company and private vehicles. We expect all staff to drive responsibly for two main reasons. These reasons are:

1. Safety: we value each and every staff member and wish that they never hurt either themselves or others whilst driving, and
2. The public face: when driving a company vehicle, particularly, driving behaviour – both style and attitude – has the capacity to reflect directly on the company’s good name.