

A NOTE FROM OUR PRESIDENT

It's been a few weeks since the CREW Network Spring Leadership Summit, hosted by CREW Toronto, and I'm still feeling the energy and grateful for all the knowledge, ideas and best practices shared.

CREW Network Leadership Summits provide our chapter delegates and CREW Network members with leadership training, the opportunity to connect with CREW members face-to-face, become more involved at the network level and exchange ideas. The information, connections and knowledge we take away from the summits are both personal and critical to the success of MNCREW. Consider attending a CREW Network Leadership Summit in 2018. They are open to all CREW Network members and I highly recommend it.

At this summit's Best Practices Session, we heard from CREW New Mexico about their impressive and successful mentorship program. Their presentation was timely considering MNCREW's Education & Leadership Committee is developing a mentorship program which will be launched in 2018. I'd like to extend a big "Thank you" to the Education & Leadership Committee members - the results of your work will benefit our members for years to come.

Cheryl Cran, Future of Work & Change Leadership Expert, provided an informative, fun, and interactive leadership skills session. Check out her [website](#) and [YouTube Channel](#). I recommend watching her "[Future of Work - Future Now - Are you Ready?](#)" video. Cheryl's session focused on authentic leadership for women in CRE, with a helpful segment on self-awareness. Mastering self-awareness can help you stay flexible and positively direct your behavior both at home and work.

Try monitoring yourself over the following weeks and identify where you fall on Cheryl's self-awareness stages scale. Leaders should be living in stages three and four. We've all been in stages one and two, but having self-awareness should help you get out of this negative and unproductive place quicker and onto a path of positive behavior and outcomes.

Stage One - Personal

In level one we see situations and people as the problem, we think in linear patterns and often feel like a victim or that everyone else needs to change. We might say things like, "why do I always have to be the one to..." Level one leads to pain and disappointment the majority of the time.

Stage Two - Blame

In level two we often blame others for what's happening. This is the phase in which you choose to act out, get angry. I think we can all agree that getting angry can be productive, if you channel your anger in a positive direction. Most often however, anger leads to lashing out, which can be toxic to you and those around you.

Stage Three - Learn

An enlightened perspective in which you stop and evaluate, "What can I learn from this person/situation to better me and those around me."

Stage Four - Share

In this stage we elevate our thinking. How can I share my resources, experiences and expertise with this person to advance their career, their situation, etc.



2017 MNCREW PRESIDENT

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I challenge each of us to try living in stages three and four, and hope to see you all at the CREW Network Convention in October where self-awareness is sure to be part of the conversation. Travis Bradberry, author of *Emotional Intelligence 2.0*, is sure to spend more time talking about self-awareness and how it impacts your EQ. Registration for Convention is now open!

DON'T TEXT AND MARKET!

We all know how unsafe it is to text and drive. Could the same be said for using this medium to market yourself or your company?



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Remember when people used to pick up the phone to talk to one another? With the technological conveniences of email and text messaging, that old notion has gone by the wayside. It is much easier to send a quick email than risk having to make multiple attempts at trying to contact someone by phone. Sending an email allows you to swiftly check items off your to-do list.

There is no question that email and text messaging are convenient, but they can also be damaging. There is the dreaded typo that creeps into each written correspondence and, as we all know, typos leave a negative impression. Have you ever seen the phrase “sorry for the inconvenience” accidentally replaced with “sorry for the incontinence?” Trust me, it has happened.

In the case of text messaging, we must be careful of the auto-correct setting. Often the phone “corrects” a word selecting one in its place that you never meant to use. The tone of an email or text message can also be misconstrued. Sometimes in our attempt to rush through a thought and get it sent out, we do not take the time to select the correct words, leaving the

person on the receiving end to question whether the sender seems upset or frustrated.

Today the “cold call” is being replaced with the “warm email.” Emails are written as though the sender knows you very well when in fact, that casual tone can lack professionalism. Phone calls allow tone of voice, friendliness and personality to come through more effectively unlike an email or text message.

A simple reminder of the importance of personal interaction can help ensure that you put your best foot forward as you market yourself and your firm to others.

Circumstances that benefit from a personal phone call include asking for a referral, a favor, or an introductory meeting - instances where first impressions count and are impactful.

I recently had an opportunity to ask a favor of a MNCREW member - someone that I know, but have not spent much time talking with. After trying to decide which method would be best for making contact (because I didn't want to bother her),

I picked up the phone. Not that I expected otherwise, but she was so nice and very helpful. The conversation wasn't a long one, but I hung up with a very positive feeling not only about this person, but about the power of a phone call.

The same could be said for sending a card or letter in the mail. It seems strange when a birthday wish can easily be expressed via Facebook or in a quick text. However,

I recently sent a birthday card, to my niece, who by definition is a Millennial - from the generation dubbed as preferring short and instantaneous communication. I was pleasantly surprised when she expressed her gratitude and shared how much she enjoyed getting a card in the mail because in her words, “that never happens!” Of course, she emailed me to tell me that, but it was nice to hear that my conventional method was appreciated!

CRE REVEALED

FEATURED PROJECTS



WRITTEN BY

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Kraus-Anderson has sold part of its redevelopment in downtown Minneapolis to a company that will own an upscale hotel called The Elliot. Construction will begin mid-August; the hotel is set to open in Summer 2018.

Rock of Ages Blacklight Mini Golf, a 1950s rock and roll themed 18-hole mini golf course, will open at the Mall of America in August. Gameworks will also be opening in the former Sky Deck Sports Grille and Lanes location. The space will include 12 bowling lanes, arcade games and a full kitchen and bar.



The Bindery Building in the North Loop has been sold to **Falcon Ridge Partners** who plan to renovate the four-story property into a mix of commercial space and apartments.

Dominium has purchased the 3.3 acre site in Spring Lake Park that was formerly the home to Goony Golf. Dominium plans to develop senior housing on the site.

Frauenschuh Commercial Real Estate Group has acquired Minnetonka based BTO Development Corporation. Frauenschuh will take on BTO's property management portfolio but properties owned by BTO were not part of the sale.



Downtown Properties, a Los Angeles based real estate firm, has purchased Dinkytown's Varsity Theater for \$2.51M. Following upgrades to the theater, shows will hopefully resume before the end of the year.

Lauded local chef formerly of La Belle Vie, **Tim McKee**, has announced plans for the former Heartland restaurant space in St. Paul. A food hall concept called **The Market House Collaborative** containing a fish market, casual seafood restaurant, butcher shop and a bakery are all slated to be open by October.



The Saint Paul School Board has authorized the sale of an unused public school which sits on a 5.4 acre property on West 7th Street. The purchaser, the **J.A. Wedum Foundation**, plans to build independent, assisted living and memory care senior housing on the site. **Essential Decisions, Inc.** will be the developer.

MEMBER SPOTLIGHT

JENNIFER SOMERS

MEMBER PROFILE



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What brought you to MNCREW?

In 2007 I was invited to a MNCREW program by Meghan Huber, a past MNCREW president. I began getting involved, saw the great work that MNCREW was doing, and decided I wanted to be a member of this organization.

MNCREW Involvement

I was a member of the Programs Committee from 2008 - 2011 and served as co-chair for two years. I am currently a member of the Education and Leadership Committee and also serve on the MNCREW Board of Directors. This year I am the liaison to the Events Committee.

What do you bring to MNCREW?

As we embark on accomplishing the initiatives in our new strategic plan, I see our chapter continuing to grow and evolve as an organization. I like to believe that I reflect many of the values that MNCREW upholds. I try to bring excellence to everything I do and build a sense of community with the committees I am a part of.

Career

I am responsible for business development for Haworth in Minnesota. At Haworth we design and manufacture adaptable workspaces with furniture, raised access flooring, and moveable wall products. I think of myself as a workplace advisor and client advocate. I partner with my clients to understand their business drivers and translate that into product solutions that will support their evolving business needs. Any company that is looking to renovate or relocate and create a new workplace solution would be a great connection for me.

Family

My husband, Micah, and I live in Southwest Minneapolis with our two wonderful boys; Aaron (8) and Emmett (6). We love to travel, camp, and hike. One of our family traditions is exploring the North Shore of Lake Superior every year.

Hobbies

I enjoy hiking and biking with my family, but I carve out time every morning for yoga. I have practiced yoga for over 20 years and it feeds my soul!

Favorite Vacation Spot

I was fortunate enough to be able to spend two weeks in Switzerland with my family last summer. My parents were first generation immigrants to the United States and I grew up traveling to Switzerland frequently to see my extended family so Switzerland will always have a special place in my heart.

“I think of myself as a workplace advisor and client advocate. I partner with my clients to understand their business drivers and translate that into product solutions that will support their evolving business needs.”

MEMBER SPOTLIGHT

BONNIE JORGENSEN

MEMBER PROFILE



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What brought you to MNCREW?

I was interested in meeting new people who shared similar values in personal growth.

Describe your involvement with MNCREW.

I began attending monthly MNCREW meetings mid-year 2016. Once I attended my first meeting I was hooked. I joined the Events Committee this year and am helping with the annual golf tournament and Celebration Awards.

Career

I am the co-founder and Corporate Officer of Jorgenson Construction Inc., which has been in the commercial construction business since 1983. I began with “bookkeeping” and have served in numerous management roles since that time, most recently as Human Resources Director, and currently oversee all internal operations. I have recently been appointed to the Board of Trustees for the Union Construction Workers Compensation Program.

Education

I have a bachelor’s degree in psychology with a minor in business from Northwestern College.

Best Career Advice

Never give up! You can do it! Persevere.

Personal Info

I reside in Andover with my husband and business partner, Stan, have two grown children, six grandchildren and a pet Goldendoodle. I enjoy spending time with family, my summer golf league and volunteering with Mothers of Preschoolers as a Mentor Mom (MOPS).

“I began attending monthly MNCREW meetings mid-year 2016. Once I attended my first meeting I was hooked.”

NEW MEMBERS

FEATURED NEW MEMBERS



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"I hope to bring a fresh set of eyes to the Member Engagement Committee by developing strong relationships between new and existing members! Being in the field of engineering consulting, I also hope to be a great resource to MNCREW members for any project or obstacle that might arise!"



"I look forward to promoting MNCREW by being a member of the Events Committee. This is the best way to network with others who share the same interests and to encourage everyone to be part of a great organization."



"I am excited to bring my running experience to the WRTC Committee - I joined my first run club in elementary school and have been running competitively ever since. I have a passion for the sport and have participated in countless races so I know what runners like and look for in races."

CELEBRATE SUCCESS

Christy Lewis of The Opus Group was recently elected to serve on the Economic Development Association of Minnesota (EDAM) Board of Directors for a 2 year term. Made up of leading economic development professionals, EDAM is a champion of economic development in Minnesota. Christy is excited to contribute her expertise through solid leadership skills, a desire to make a difference and a vast network of deep relationships across the state to EDAM over the next two years.

MNCREW Past President **Meghan Huber**, along with two other employees of Welsh Construction, have purchased the Minnetonka based firm. Huber is now the Vice President and Director of Tenant Improvements.

MNCREW will once again offer CREW Network Convention & Marketplace Scholarships to provide financial assistance to deserving MNCREW members wishing to attend this year's Convention. We are proud to announce that this year's scholarship recipients are **Jessica Peterson** and **Jayna Brede!** Both Jessica and Jayna are first-time Convention attendees and demonstrate commitment to the success of our chapter through active membership.

YOUR WEATHER, BE YOU AND THE TIME MANAGEMENT MATRIX...

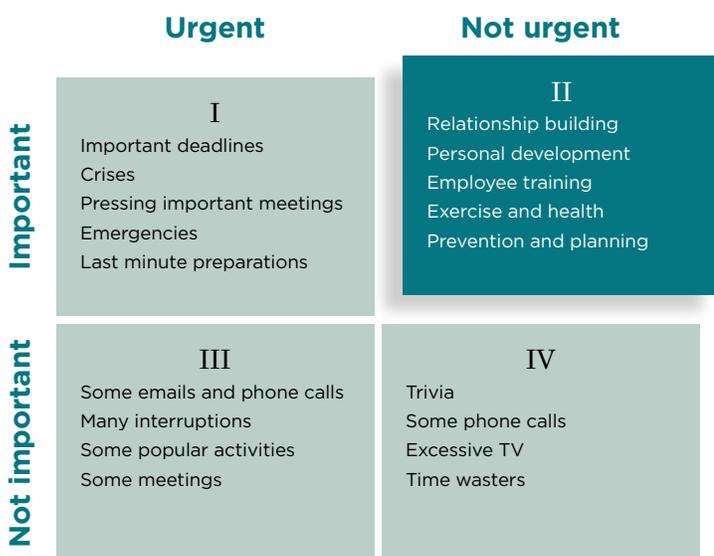


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Recently I had the opportunity to participate in a two-day training session which was a refresh of the Franklin Covey - 7 Habits of Highly Effective People course that I took in 1994. I was re-energized by the power that this course still has on making a difference on who you are personally and professionally. I am excited to share a few of my favorites that I hope will help you on your journey.

Carry your own weather - This resonated with me so much that I think about it every day. We all have a choice to carry the weather we desire. I have always had a positive attitude but this was a great reminder of how to not let your surroundings dictate your mood or attitude for the day. You have the power to decide your weather each and every day and make the most of your life.

BE - Who do you want to BE? Have you ever thought about your character or who you want to be? Not the activities that are staring you in the face on your never-ending to do list or the long-range goals you are trying to accomplish over the next decade, but who you really and truly want to BE. The training strongly encouraged writing a personal mission statement as one of the activities within Habit 2: Begin with the end in mind. The personal mission statement will help define who you want to BE professionally and personally and the contributions and achievements that support who you want to BE. The mission statement is a concise expression of your innermost values and direction. Reviewing and rewriting will force you to think through your priorities deeply and carefully and will ensure you are consistently beginning everything you do with the end in mind.



The Time Management Matrix is a tool I find very useful to aide in prioritizing the work life balancing act or what I personally refer to as work life integration. Covey's matrix is helpful in tackling what activities are most important and what should be a priority. Focusing highly on the not urgent but important section, box II, will help reduce the amount of time you spend in crisis mode or urgent section and increase your productivity and results.

Pick up your copy of the 25th Anniversary Edition *The 7 Habits of Highly Effective People- Powerful Lessons in Personal Change*, by Stephen R. Covey today!

The Communications Committee is looking for a few more members to join their committee. The committee is responsible for creating content for the electronic newsletter and promoting MNCREW through social, digital and print media. Meetings are held on the second Friday of the month at 8:30 a.m. at The Hilltop in Edina. Stop by the next meeting or contact committee co-chairs [Jessica Peterson](#) or [Kristi Rowland](#) to find out more.

Celebration Awards | November 7 | The Metropolitan in Golden Valley

The annual Celebration Awards will be taking place on November 7 and we need you to nominate your fellow MNCREW members or yourself for the awards! [Click here](#) to submit your nominations for the new and improved award categories!

The Link Backpack Drive is Back!

We are partnering with the Link to collect donations for the Backpack Drive that will help provide our community's youth with supplies for the 2017 - 2018 school year. Please bring donations to the Golf Classic on August 8th. Suggested items for donation include: pencils, pens, highlighters and erasers, notebooks and lined loose-leaf paper, pocket folders, 3-ring binders and planners, calculators, protractors and rulers, pad locks, scissors and pencil cases.

LAWN BOWLING RECAP

MNCREW members and guests had fun in the sun at the lawn bowling and networking event at Brit's Pub in May. A perfect afternoon with great weather was a welcome way to kick off the summer!



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Studio Hive, Inc.

Wells Fargo Bank N.A.

This newsletter was produced in memory of Jim Stanton, former owner of Shamrock Development and speaker at MNCREW's Condominium Comeback program that took place on August 16, 2016. Jim Stanton passed away on June 17.



Contributions? Questions or comments?

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