

**By Tom Schuman**

Scott Grimes emceeds the Indiana Subcontractors Association's Construction Networking Event of the Year.



# Mattison Corporation

## MANAGING TO EXCEL

"Most of our efforts are put toward growing our clients. Our philosophy is if they grow, we will grow. We're about leading and helping solve problems in industries and communities."

*Scott Grimes, partner  
www.mattisoncorp.com*

Mattison Corporation partner Chris Price leads a BY Training session for those looking to enter the industry.

### Business 101

- Founded: 1988 (current partners purchased in 2010)
- Focus: Association management, serving as staff for non-profits
- Strong presence in the construction industry (e.g., Coalition for Construction Safety; Indiana Construction Roundtable Foundation)
- Entering market of fraternal chapter services

### Specific services:

- Public relations
- Event planning
- Creative services
- Financial services

### Core values

- Driven to exceed expectations
- Passionate servant leadership
- Create a meaningful impact

"We 100% stand by and are passionate about their (our clients') missions. That's what makes our team unique. If you don't fit those core values, then you're not a good fit for us."

### Making a change

- Implemented EOS (Entrepreneurial Operating System) based, in part, on Best Places to Work feedback
- Enhanced communications to employees
- Investments in health insurance package, 401(k) match and paid-time-off program

"By implementing EOS, we worked hard to draw employees into the plan – so they're working on the company, not in the company. That boosted the level of awareness (internally) of Mattison as a company."

### Visible presence

- Monthly video newsletter from Grimes or partner Chris Price
- Virtual happy hours
- Cards and gifts on employment anniversary

### Expanding efforts

- Doubling in size every three years
- Coalition for Construction Safety, now national, started as a metro Indianapolis organization
- Emphasis on growth in Carolinas

