



The Pete Leyva Memorial Returns

After a year off due to COVID-19, the Pete Leyva Memorial Golf Tournament to benefit The Ranches was back in full swing! Our 24th Annual tournament was held at the Sandia Golf Club on September 13, 2021. The R&R golf committee, which included Tournament Coordinator Janet Jordan, Volunteer Coordinator Byron Hodges, and Shenanigans Coordinator Bob Peterson, did a terrific job.

We had beautiful weather and a great turnout! It was terrific to be out together and raising money for a good cause. Thanks to our sponsors and players, the Pete Leyva Memorial raised just over \$22,500 to donate to The Ranches! We also ran an online auction during the tournament for those who wanted to help out from home, and that raised nearly \$2,500! Thank you to all of you who supported these events—we appreciate you!



Away they go! The 2021 Pete Leyva Memorial Golf Tournament raised more than \$20,000 for The Ranches!

Attaboys All Around!



R&R Carpenter Jose Trejo-Martinez, right, graduates from the ABC NM Apprenticeship Program with support from Operations Manager Jim Wilson, far left.

R&R President Hap Richardson started the company tradition of the “Attaboy!”—a \$1 bill and some words of appreciation for anyone doing a good job. When you have such a great team of people, the “attaboys” come in droves. Some of our valued team

members deserve an “attaboy” for their recent hard work!

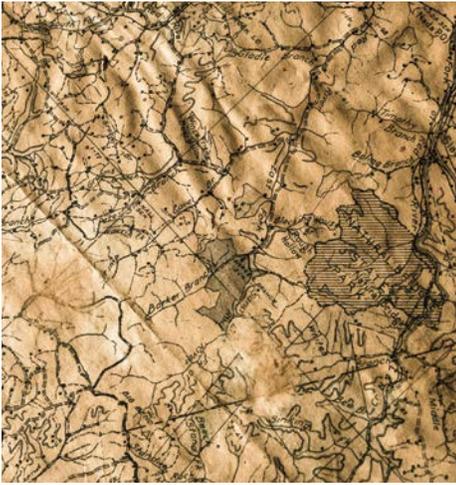
Operations Manager **Jim Wilson** has been with R&R for more than 20 years, and he has spent nearly that long—18 years—teaching carpentry in apprenticeship programs through the Associated Builders and Contractors of New Mexico (ABC NM). Jim was recently tapped to be the Chairman of the ABC NM Apprenticeship and Training Trust, which is quite an honor. Way to go, Jim!

On the topic of apprenticeship, **Jose Trejo-Martinez** graduated from the ABC NM Apprenticeship Program in carpentry this past July! Terrific job, Jose!

A special congratulations to **Byron Hodges**, Special Projects Manager, and his project team which included **Arnold Miera**, **Mike Newby**, **Michael Benally**, and **Gary Joe** of R&R, and our subcontractors Pelletier Construction, Specialty Electric, Kenyon Plastering, Southwest Glass & Glazing and Contemporary Classic Designs.

This project team was recognized in an unsolicited recommendation letter for the Lowe’s Customer Support Center façade repairs. We appreciate the kind words we received and we know credit belongs to Byron and his group, who all did a wonderful job!





Ancient Map Found In Cellar

A stone slab held privately for more than 100 years has turned out to be the oldest known map of European territory, the *Sci-News* website reports. The Bronze Age map, about 13 feet long by seven feet wide, dates from 2150–1600 B.C., and was originally found in France in 1900. It went to a private collection, then a museum, and was ultimately found in a castle cellar in 2014.

The slab appears to depict an area along the river Odet, and the central motif suggests an enclosure in an area with three river springs—the Odet, the Isole, and the Stêr Laër. Archeologists believe the ancient map may have been used to manage the territory and control its land. The slab was used in a burial at the end of the early Bronze Age, and markings that seem to represent the distribution of elite graves in the territory could be linked to soil fertility.

SPEED BUMP

Dave Coverly



Jumpstart Your Morning To Be More Productive At Work

Are you as productive as you could be at work? It depends on how you start your day. To get off on the right foot, follow this advice from the *Resume.io* website:

- **Empty your mind.** Get rid of extraneous thoughts that might distract you up front. If necessary, write down any ideas or worries and then set them aside so you can focus on your first task.
- **Don't check your email right away.** Spend 30 minutes or so on something productive before looking at your emails. You'll avoid getting sucked into nonessential tasks that can derail your productivity.
- **Avoid meetings.** Don't call a meeting first thing in the morning. We spend enough unproductive time in meetings as it is. Block out a meeting-free zone on your schedule, and attend only the most essential early morning meetings.
- **Stand up.** Instead of settling into your chair first thing, take a short walk or use a standing desk for the first 10 minutes of your day. This can help you feel more energetic and empowered.
- **Use natural light.** Open your blinds to let in the sunshine. It'll help you wake up and feel more alert. If that's not an option at your workspace, invest in a lamp that simulates sunlight.
- **Set—and share—deadlines.** Let someone else know when you expect to finish an important task. Keeping it to yourself makes letting it slide too easy. Having someone in on it will help you feel accountable, even though it's just a co-worker with no authority over you.
- **Start one at a time.** Don't try to accomplish several morning tasks at once—no matter how easy they are. Focus on just one, finish it, and move onto the next. Allocate blocks of time for specific tasks, with shorter spans in between for miscellaneous jobs.

"The key to successful leadership today is influence, not authority."

—Ken Blanchard

Try These Numbers On For Size

You think high school algebra was hard? Try wrapping your mind around these amazing numbers, courtesy of the *Cracked* website:

- To write the largest known prime number in a straight line, you would need a sheet of paper 23 miles long.
- Americans use 100,000,000,000 plastic shopping bags a year, enough to stretch end-to-end around the equator twice every day.
- A blue whale can eat up to 40 million small krill a day—about 7,900 pounds, which is more than the weight of a Hummer.
- A Rubik's Cube has 45,252,003,274,489,856,000 possible configurations.
- There are 12.1 trillion digits of Pi known right now. A piece of paper needed to write them in a straight line would stretch to the sun and back.
- LEGO manufactures 125 million bricks a day, more than the number of banknotes the U.S. prints in a day (38 million).
- Beetles represent 30% of all known animal species, with more than 300,000 species currently identified.
- People send 205 billion emails every day. If you were to print out each one on a separate sheet of office paper—which would consume 25 million trees—the stack would stretch halfway around the equator.

What Makes A Leader?

Leadership calls for the right perspective on people. The website of the *MIT Sloan School of Management* shares these words of wisdom from top leaders on how to lead:

- **Carol Cohen, Cognizant:** "Your long-term success is not just determined by what you achieve alone, but also by how you empower, engage, support, and elevate your colleagues and teams in the ecosystem around you."
- **George Westerman, MIT Sloan:** "The ability to envision and drive change is just as important as the ability to work with technology. If you don't have both, you can't succeed in this world."
- **Craig Robinson, WeWork:** "Creating, aligning, and empowering diverse teams is one of the best ways to discover and develop new ideas."
- **Hal Gregersen, MIT Sloan:** "Most leaders excel at thinking, 'Oh, here are the tasks to be done,' but they often don't step back to consider how specific roles are changing and what that means for people experiencing a significant identity shift at work."
- **Doug Ready, MIT Sloan:** "Go out on the limb, that's where all the fruit is. Take a few risks—trust that your people will admire you for doing so. Leadership is a privilege. Embrace it as you build a community of leaders in this new economy."

"In school, you're taught a lesson and then given a test. In life, you're given a test that teaches you a lesson."

—Tom Bodett

Up Your Networking Game

Networking is crucial to succeeding in your career. You need connections with people in all sorts of industries, people who can offer you advice, support, and sometimes work. Networking is one of the most powerful skills you can have in your career and is a skill that can be learned. How do you go about building the kind of network you want? Follow these guidelines from the *Silicon Republic* website:

- **Networking should be mutually beneficial.** Don't go into it thinking only what you can get from other people. To build useful, long-term relationships, you have to be available to help your contacts as much as you hope to get help from them. Don't constantly ask for favors. Volunteer your service and expertise so people see you as a reliable partner.
- **Join diverse groups.** You meet people for your network by getting involved in industry associations, trade groups, and the like. Look for groups that have a diverse range of people. The wider your network, the better your access to information you can use and people with experiences and insights you might not encounter elsewhere.
- **Present solutions.** Position yourself as an expert by speaking at conferences and offering solutions to long-standing problems. Getting visibility will attract people to you. You'll be able to interact with a wider variety of experts in other fields who can share experiences and ideas while benefitting from your own.
- **Say yes to opportunities.** You've got to put yourself out there to prove yourself to the people you want in your network. That means volunteering your services and also saying yes to requests to help. Be willing to take on new responsibilities when asked. This shows you're a team player committed to everyone's success, not just your own.
- **Don't be daunted if you've changed careers.** Networking can be just as daunting if you've decided to make a career change later in life. Try to understand the constituent parts of your new role, identify the people who have the most knowledge about that topic, and approach them. Ask if it's okay to reach out to them with questions or, better still, try to schedule a regular time with them where you have a chance to build up a bank of questions.



Odd Questions

1. Where are lobsters' bladders located?
2. In 1878, Alexander Graham Bell suggested answering the telephone with which greeting?
3. At an average of 10 hours 42 minutes per week, which country's citizens spend the most time reading?
4. Which is the state dance of 24 U.S. states?
5. Which came first: alcohol or the wheel?
6. Which word is understood in all languages?
7. A team of chemists described which smell as "a combination of grassy notes with a tang of acids and a hint of vanilla over an underlying mustiness?"
8. Which is the only continent to have land in all four hemispheres?
9. *Paraskevidekatriaphobia* is the fear of what?
10. What was the first item sold on eBay?
11. Theodore Roosevelt's daughter Alice had a pet snake. What was the snake's name?

1. In their heads. 2. "Ahoy." 3. India. 4. The Square Dance. 5. Alcohol. 6. "Huh?" 7. The smell of old books. 8. Africa. 9. Friday the 13th. 10. A broken laser pointer. 11. Emily Spinach.

—Mental Floss

What's Happening At R&R

The new **Quality Fruit & Vegetable Company** facility on the west side of Albuquerque is on its way to opening later this year, and is quite the change from the bare land you saw in our past issue! The facility is designed as an office and warehouse space of approximately 18,700 square feet and is expected to be completed by November.

The **All Saints of North America Orthodox Church** is a beautifully-designed

building with lots of neat details, including a specially-fabricated dome and bell tower. This job, which was started in August of this year, has a tight-knit project team that has been working together for a long time to meet the congregation's budget and goals. This is a great accomplishment for the project team!

As the year winds down, we are busy around the state with upgrades, like



Quality Fruit & Vegetable Company's new office and warehouse facility is on track to be completed by November.

continued below



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the repairs that are finishing up at the **Lowe's Customer Support Center** façade. The **Lowe's Neighborhood Market** near downtown Albuquerque will also be getting an addition this year.

The **Wendy's** in Gallup, NM is scheduled to be refreshed this fall and the **Wendy's** in Corrales, NM is sporting a fresh, new look.

Clayton Modular Homes, a longtime customer of ours, is getting a new façade as well.

Left: Framing has begun at All Saints of North America Orthodox Church in August. The project team has been working closely with the congregation to meet their budget and goals for their new church.



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