



NEWS

- **INFO**
 - BIDS



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Concepts for Effective Leaders and Managers yourself above them or the company. If upper By Leo Sun

Most people are natural followers most of their

lives. They wait for instructions and expect leaders to tell them what to do. However, once a follower suddenly becomes a leader, then the perspective changes so quickly that few are able to cope effectively. As a result, the stereotypical horrible bosses emerge out of magnified personality disorders—the bully, the wimp, the mouthpiece, and the psycho. We've all seen these with our managers at one point or another. If you find yourself suddenly placed in a management position, what are the basic concepts of management that you should master, if you wish to avoid being labeled as one of the above?

Lead by Example As a manager, you should never expect your subordinates to perform tasks that you are unwilling to do by yourself. If you are asking for your employees to take Saturday shifts, work several Saturdays as well to show that you're not placing

management hands down mandates that you don't personally agree with, you should never show your personal dissatisfaction to your staff, which will encourage your subordinates to behave in the same negative manner. Rather, learn to spin negative news to make the glass appear half full rather than half empty. You should realize that all your employees will mirror your attitude and behavior to some degree, as you are the model of "acceptable behavior" in the workplace. Be Flawlessly Consistent Consistency is key to successful management.

As a manager, when you set the rules, they can't

be broken—not even by your top employees or by yourself. Punishing your favorite employees or yourself for rule violations sends a loud, clear message—no one is exempt, and the rules are final. **Positive Reinforcement**

Enough talk of military style strictness. Positive reinforcement is also a valuable tool in successful management. Ben Franklin famously stated, "Tart



need to discipline employees for underperforming, you should also reward and compliment them when they impress you. Positive behavior needs nurturing, Click to read more Small Business Exchange • Voice of Small, Emerging, Diversity-Owned Businesses Since 1984

catch more flies than a gallon of vinegar." While you

Lendlease Turner Joint Venture is seeking MWBE & SDVOB firms for George Harms Construction is seeking DBE/SBE vendors, suppliers, subcontractors subcontracting opportunities on the LENDLEASE TURNER

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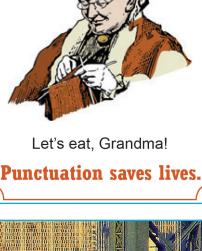








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Owner: New York Convention Center Operating Corporation (New York, NY)

The Lendlease Turner Joint Venture (LLTJV) will construct 1.2 million additional square feet of space

expanding the nation's busiest convention center. The LLTJV team is reaching out to New York State certified MWBE-SDVOB firms to cultivate significant participation on the project.

Jacob K. Javits Convention Center Expansion Project

How To Get Involved: LLTJV@moderntimesinc.com issues Notice of Interest (NOI) emails to all Lendlease Turner registered vendors notifying them of upcoming 1st tier opportunities on the project. Firms respond by clicking through the NOI to the opportunities that match scopes of work they perform.

Note : All NYS Empire State Development certified MWBE/SDVOB vendors are already registered

with LLTJV. Please contact us if your firm is not currently receiving LLTJV Notices of Interest by

Get or Update Your Empire State Development MWBE & SDVOB Certificate: LLTJV seeks Empire State Development certified firms for every 1st Tier Subcontract Opportunity.

sending a note to: LLTJV@moderntimesinc.com

Register as a Vendor with Lendlease Turner JV

Seeking to be certified or re-certified? Visit https://esd.ny.gov/mwbe-new-certification to learn more about eligibility, requirements, and how to get started.

Have a question about certification? Call the Empire State Development MWBE Hotline: (212) 803-2414 To get in touch, please contact: LLTJV@MODERNTIMESINC.COM

> **SKANSKA** SKANSKA CIVIL NORTHEAST

SUBCONTRACTORS AND VENDORS Flood Mitigation at Three Bus Depots in the Boroughs of Manhattan, Brooklyn, and Staten Island MTA NYCT Contract No. B-62032 (DBE)

Bid Date: October 31, 2018

IS SOLICITING COST PROPOSALS FROM DBE

B-62032, Flood Mitigation at Three Bus Depots in Manhattan, Brooklyn, Staten Island (DBE): The scope of work for this project includes providing flood protection walls, stop logs, flood barrier/panels, replacing manhole covers, sump pumps, and other flood mitigation resiliency measures at three (3) bus depots (MJ Quill, Casey Stengel, and Castleton) in the Boroughs of Manhattan, Queens, and Staten Island. **Many bidding opportunities available:** flood doors, stop

logs, louver covers, concrete repair, trench drains, french drain, drainage, penetration sealant, manhole covers, check valve, gate valve, plumbing, masonry, steel H-piles, piles, precast concrete panel, masonry, demolition, crack and spall repair, asbestos removal, sidewalk construction/repair, MPT material, electrical work. If you are interested in bidding on this project, please contact Skanska's Outreach Coordinator: Julia.Omanoff@skanska.com • EOE/M/F/Vet/Disabled

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SKANSKA KOCH INC.

MTA Bridges and Tunnels Contract No: VN-32/VN-49 Bid Date: November 1, 2018

IS SOLICITING BIDS FROM M/WBE AND VETERAN SUBCONTRACTORS AND SUPPLIERS CERTIFIED WITH THE NEW YORK STATE CONTRACT SYSTEM Structural Steel Repairs and Painting at the Verrazano-Narrows Bridge (VNB)

Subcontracting opportunities include but are not limited to CPM Scheduling, Demolition, Fencing, Field Trailer, Fuel, Haul and Dispose, Miscellaneous Metals, MPT, Painting, Railings, Saw Cutting, Signs, Striping, Structural Steel, Surveying, Testing, and Trucking. Please see contract documents for further opportunities.

 $Interested\ firms\ please\ contact\ john.papagiannakis@skanska.com \bullet EOE/M/F/Vet/Disabled$

INVITATION TO BID FOR DBE FIRMS

CERTIFIED DBE SUBCONTRACTORS, VENDORS, SERVICE PROVIDERS JFK Reconstruction of Runway 13L-31R and Associated Taxiways in Queens County, New York PANYIJ Contract No: JFK-0040 Bid Date: November 7, 2018

ALL QUOTATIONS ARE DUE BY CLOSE OF BUSINESS Friday, November 2, 2018.

TUTOR PERINI CORPORATION, AN EEO EMPLOYER

IS CURRENTLY SOLICITING COST PROPOSALS FROM QUALIFIED AND

For further information concerning subcontracting and/or purchasing opportunities, and to register as a subcontractor or vendor, please respond to solicitations@tutorperini.com or contact Jackie Cotto at 914-739-1908. Come and join our team!

SKANSKA SKANSKA CIVIL NORTHEAST

IS SOLICITING COST PROPOSALS FOR THE FOLLOWING JOBS Replace Two Escalators at Grand Central Terminal MTA NYCT Contract No. E-30300/233575 (NYS MWBE, SDVOB) Bid Date: November 7, 2018

MTA NYCT Contract No. E-34029/234318 (NYS DBE) Bid Date: November 2, 2018 **Emergency Vent Plant Forsyth Street** MTA NYCT Contract No. E-31699/230459 (NYS DBE)

Bid Date: November 1, 2018

Replace Six Traction Elevators at 181st and 190th Streets

E-30300/233575, Replace Two Escalators at Grand Central Terminal (NYS MWBE: 30% and NYS SDVOB: 6%): Description of Project: Replacement of two (2) escalators (E-255 and E-256), elevator E-204, and stairs (M6 A/B and M7 A/B), at 42nd Street-Grand Central Station, Lexington Avenue Line (IRT), in the Borough of Manhattan.

If you are interested in bidding on these projects, please contact Skanska's Outreach Coordinator: Julia.Omanoff@skanska.com \bullet EOE/M/F/Vet/Disabled

INVITATION TO BID FOR M/WBE FIRMS TUTOR PERINI CORPORATION, AN EEO EMPLOYER IS CURRENTLY SOLICITING COST PROPOSALS FROM QUALIFIED AND CERTIFIED M/WBE SUBCONTRACTORS, VENDORS, SERVICE PROVIDERS

SUBCONTRACTORS AND VENDORS Construction of a New Brooklyn Community District 3 Garage DSNY Contract No. S186/224 (M/WBE) Bid Date: October 30, 2018

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SKANSKA CIVIL NORTHEAST IS SOLICITING COST PROPOSALS FROM DBE AND M/WBE

Many bidding opportunities available. If you are interested in bidding on this project, please contact Skanska's Outreach Coordinator: Julia.Omanoff@skanska.com • EOE/M/F/Vet/Disabled **SKANSKA**

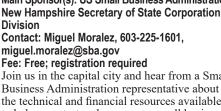
42nd Street Shuttle Line Project

Bid Date: October 30, 2018

which shall also be extended three hundred sixty feet along the existing track alignment. A second means of egress will be provided at the east end of the extended platform. Work will also include providing vertical accessibility with a new stairway from the shuttle mezzanine to street level, a new Control Area, removing columns, modifying the structural system at all column consolidation

HEAST EVENTS FOR YOUR BUSINESS you getting found on LinkedIn by prospects and strategic partners? Most business people have a LinkedIn profile, but scratch their head

Julia.Omanoff@skanska.com • EOE/M/F/Vet/Disabled



Description of project:

Business Administration representative about

to help you start and grow your small business. The New Hampshire Secretary of State Corporation Division will walk you through registering a business online. This FREE workshop is held on the first Thursday of every month from 9:00 am to 10:30 am. Using the LinkedIn Sales Funnel for Business **Development Success**

Thursday, November 1, 2018, 6:30 pm-8:00 pm Waltham Public Library, 735 Main Street, Lecture Hall, Waltham, MA Main Sponsor(s): SCORE Boston Contact: Bob Kursmark, 617-565-5591, workshops@scoreboston.org Fee: Free; registration required

There are over five hundred million people

on LinkedIn and it is going to one billion. Are

Tel 800-800-8534

S186/224, Construction of a New Brooklyn Community District 3 Garage Description of project: The scope of work consists of the construction of a new LEED® Silver Certified garage facility, comprising one (1) level of vehicle storage and repair facilities, with three (3) levels of personnel support facilities serving Brooklyn Sanitation District Brooklyn 3. Below grade parking is provided for personnel. This facility shall be constructed on a pile foundation and have a steel frame structure. Exterior walls are of cast-in-place concrete, precast concrete panels, curtain wall, and aluminum solar shading devices. The project site is located at Nostrand Avenue and Park Avenue in Brooklyn and includes related site work and interior building finishes.

columns for proper alignment of car doors and proper passenger flow, new communication rooms at both stations, GCT scrubber room relocation, line GCT employee area, and stair work at GCT. Many bidding opportunities available.

and wonder what it accomplishes. This free workshop teaches attendees how to transform that passive channel into a robust, proactive How SBA Can Help You Start or Grow Your Small



E-34029/234318, Replace Six Traction Elevators at 181st and 190th Streets (NYS DBE: 20%): Description of Project: Replacement of six (6) traction elevators at 181st and 190th Streets, 8th Avenue Line (IND), in the Borough of Manhattan. E-31699/230459, Emergency Vent Plant Forsyth Street (NYS DBE: 20%): Description of Project: Construct a new emergency vent plant #6367 at Forsyth Street between Rivington and Delancey Streets for IND/BMT 6th Avenue Line, in the Borough of Manhattan. itor Pe CBTC System Overlay West 8th Street to Church Street, Culver Line "B" Division Project in the Borough of Brooklyn, New York MTA NYCT Contract No: S-47009 Bid Date: November 5, 2018 ALL QUOTATIONS ARE DUE BY CLOSE OF BUSINESS Friday, November 2, 2018. For further information concerning subcontracting and/or purchasing opportunities, and to register as a subcontractor or vendor, please respond to solicitations@tutorperini.com or contact Jackie Cotto at 914-739-1908. Come and join our team!

Capital Street, Third Floor, Concord, NH Main Sponsor(s): US Small Business Administration, Wednesday, November 7, 2018, 7:30 am-10:00 am Capital Region Chamber, 5 Computer Drive South, Albany, NY
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lead generator. Learn how to get introduced to

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Business and How to Register Your Business Online your ideal targets and connected to the kind of Thursday, November 1, 2018, 9:00 am-10:30 am prospects you want through your connections New Hampshire Secretary of State's Office, 25 on LinkedIn. In this workshop, we will also review your LinkedIn profile and suggest how to maximize it to be found and convert visitors Funding and Resources for Veteran Entrepreneurs

> SCORE, Veteran Business Outreach Center Contact: Dan Rickman, 315-471-9393, daniel.rickman@sba.gov Fee: Free; registration required November is National Military Appreciation Month. Are you ready to start or grow your

Syracuse District Office, Albany Small Business

Development Center, Northeast New York

small business? Are you considering or looking for financing? Come to Albany, your New York capital city, for the Funding and Resources for Veteran Entrepreneurs event to connect with representatives from the US Small Business

PMB 711

Administration, Albany Small Business Development Center, Northeast New York SCORE, Veteran Business Outreach Center, local lenders, and more! This free workshop is open to active-duty members, National Guard and Reserve members, veterans, and spouses interested in small business ownership. CORPORATE MAILING ADDRESS

5214F Diamond Heights Boulevard

CORPORATE OFFICE

795 Folsom Street, Floor 1

San Francisco, California 94107

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IS SOLICITING COST PROPOSALS FROM NEW YORK STATE CERTIFIED DBE SUBCONTRACTORS AND VENDORS MTA NYCT Contract No. A-35302/37116 Times Square, conversion from a three-track to a two-track shuttle operation with a six-car train on each track. The existing platforms will be reconfigured into one twenty-eight foot wide platform locations to redistribute the loads, removing an existing Control Area, stairs P-9 and S-12, relocating If you are interested in bidding on this project, please contact Skanska's Outreach Coordinator: