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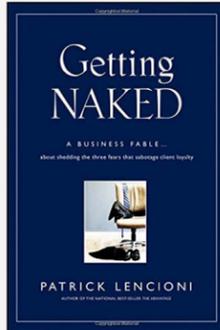
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Recommended Reading



Getting NAKED

By: Patrick Lencioni
Review By: Donna Rama

I like the way the author delivers his material in the form of a business fable, complete with a plot, characters and even a dose of drama. The book tells the story of a fictional management consulting firm called Lighthouse Partners that is acquired by a larger more traditional firm. While trying to integrate after the acquisition, the big-name firm begins to grasp why they have lost many top clients to this small competitor.

Lighthouse Partners relies on its consultants showing vulnerability and offering complete transparency to their clients. These consultants are ambitious for their clients, not themselves, and always put their clients interests before their own. By consistently making the clients' needs the priority instead of focusing on their business potential, Lighthouse Partners inspires unprecedented customer loyalty and gains a strong competitive advantage.

Lencioni argues that if service providers abandon certain ego-based fears, namely: being afraid of losing the client or business, being afraid to be embarrassed, and being afraid to feel inferior, they will better serve and impress their clients. If they shed these three fears, consultants and service providers will be more

January 2016 Newsletter

Greetings!

The following is the latest edition of the Sullivan Engineering newsletter. This newsletter is being provided as a courtesy, based on our professional relationship. As always, your feedback and suggestions regarding this newsletter as well as requests for future topics are appreciated. Please feel free to email us at newsletter@sullivanengineeringllc.com.

Quote of the Month

"Efforts and courage are not enough without purpose and direction"

- John F. Kennedy

Looking Back on 2015

By: Brian Sullivan

The dawn of a new year is always a great time to reflect on the past year and look toward the year ahead.

The Construction Industry

As per [ENR](#), construction spending in the US continued to rise and reached an eight year high in October 2015. Private (Residential and Non-Residential) as well as Public construction spending increased over the prior 12 months. Locally, the Manhattan real estate market had another [strong year](#) in 2015. These are great signs for the economy in general, and certainly for our industry.

As correctly predicted by many, including the experts at the [Zweig Group](#), Merger & Acquisition activity has increased in 2015. We personally observed significant M&A activity and interest across all facets of the industry. Whether it was contractors, A/E firms, Construction Managers, Property Managers or Owners, the amount of interest and actual activity was impressive.

Building Envelope Restoration

Once again the building envelope industry had another very busy year, particularly in the NYC market. The combination of the recovering economy and the beginning of the 8th cycle of FISP (formerly Local Law 11/98) contributed to the continued growth of the NYC Building Envelope industry. Fortunately, we did not have any major weather events (i.e. hurricanes, etc.) that impacted the industry this year. The weather throughout the year was fairly advantageous with very few "weather-delays" on most projects.

Additionally, the first filing window for [retaining wall inspections](#) Rule 103-09 (Local Law 37 of 2008) came to pass for retaining walls in Manhattan (in the Bronx, reports were due in 2014). Please note that the filing window for retaining walls in Staten Island is in progress (01/01/16 to 12/31/16).

Sullivan Engineering

This past year was an amazing year for Sullivan Engineering, as we celebrated our 5th anniversary. The hard work and dedication of our entire team has resulted in many positive results.

- We experienced 20% growth in revenue from 2014, and 170% growth since 2012. As such, we received the Future50 award from Smart CEO magazine for being one of the fastest growing mid-size companies in New Jersey
- We added two new team members to bring our growing family up to eleven. These two team members will be critical in continuing to build our foundation to support projected growth in the future.
- Our [second annual planning retreat](#) was a big success.
- Collectively, our team read over 100 books and logged more than 120 continuing education hours.
- The firm sponsored the education of a wonderful young 6th grade student pursuing his education in Haiti. Additionally, several of us personally helped sponsor a second young student at this same school.
- On a personal level, we had several great accomplishments as well. Two of our team members moved into new homes and one completed a Masters Degree in Engineering. We are also happy to announce the addition of two more children to our coworkers' families.

truthful and get right to the heart of any matter. Ideas and suggestions will flow freely. Mistakes will be readily acknowledged and learned from. Calculated risks will be taken, problems will be solved, and opportunities will no longer be missed.

At the conclusion of the book, Lencioni also gives the reader a model with concrete steps for putting this theory of vulnerability to work in any organization. I highly recommend "Getting NAKED" for all service professionals that are willing to check their egos, embrace their vulnerability, and overcome their fears in order to attain a higher level of success and career satisfaction.

Recommended Restaurant



Live Bait

<http://livebaitnyc.com>
14 East 23rd St., NY, NY
Review By: Rebecca Reilly

Located in the Flatiron District, across from Madison Square Park, Live Bait is the perfect location to stop for a quick lunch or dinner. Live Bait serves southern dishes in a casual, lively atmosphere. The raw bar offers a variety of oysters and clams. The very popular Oyster Po'boy is served with pickled onion that complements the fried oysters. Another crowd-pleasing favorite is the pulled pork sandwich. Live Bait offers a variety of beers, wines and cocktails. Although there is plenty of seating in the rear of the restaurant, it is suggested that parties of 8 or more make reservations.

Recommended Application



Asana

Review By: Michael Frech

Asana is a web and mobile app that helps you to create, assign and track tasks. It's an excellent way for work teams to manage and



We thank all of our loyal friends and clients for your continued support throughout this past year and look forward to another great year ahead...[Read More](#)

Looking Ahead to 2016

By: Brian Sullivan

As a visionary and dreamer, I for one love looking ahead at the distant and not so distant future. The following are our expectations for 2016:

The Construction Industry

Construction industry experts are predicting continued growth through 2016; however, they are expressing reservations due to a lack of qualified workers. Many of the great contractors we regularly deal with are echoing this sentiment.

M&A activity is likely to remain elevated as expressed by the Engineering & Construction industry experts at [PriceWaterhouseCoopers](#) who "remain optimistic that deal activity in the E&C sector will continue at a brisk pace."

As per [several real estate professionals](#), the [NYC real estate market](#) will continue to grow, but perhaps at a less aggressive pace as compared to 2015.

Building Envelope Restoration

We anticipate continued growth in the Building Envelope Restoration industry as confidence in the economy grows and as deferred maintenance becomes a larger priority. In New York City, the pending end of sub-cycle A and the start of sub-cycle B of the [8th cycle of the FISP](#) (formerly Local Law 11/98) inspections will lead to significant activity in facade restoration, which often incorporates the restoration of other components of the building envelope.

In addition to restoration of older structures, we have observed a rise in [restoration of new construction](#). Unfortunately, we anticipate that this trend will continue through 2016 as many of the inferior workmanship and materials used during the construction boom at the start of the century begin to fail prematurely.

The use of drones and aerial photography has been gaining momentum for several years. With the developments of recent new regulations in New York City and other urban environments, I anticipate that 2016 will be a critical year for the potential use of drones for professional services in building envelope restoration and other aspects of construction, as well as real estate and other similar fields.



To maximize the benefit of all building envelope projects, Owners should see the benefits of a [capital improvement plan](#) and recognize the [importance of an accurate FISP report](#), [choosing the right contractor](#) and selecting the [right product or system](#).

Sullivan Engineering

At Sullivan Engineering, our backlog for 2016 indicates significant growth. Over the past two years, we have been

monitor the progress of a project, especially large group projects. I also find the app extremely helpful in keeping my daily "To Do" list. It will automatically sync any tasks that I input while in the field to my desktop. The result is a seamless tracking of my "To Do" list from the field to the office and vice versa. Tasks are easily marked as complete, can be retrieved once complete and can be re-prioritized by a simple drag and drop. Its user friendliness makes Asana superior to other task management apps and a terrific tool to increase productivity through more effective individual organization and team collaboration.

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preparing for this growth by: ensuring that all technical aspects of our business surpass the highest industry standards, by developing a solid leadership team using the EOS model, by increasing our talent pipeline of prospective qualified candidates to join our team, and by developing a thorough training process for all new and current team members.

We have enhanced our long term (30 year) vision for our firm and are regularly updating the more immediate 3 year and 1 year pictures to ensure we are headed in the right direction.

We are working with a new [marketing team](#) to develop a new website which will be launched in the Spring. The site will provide more information about our firm and will also be an excellent educational tool for clients, contractors and other industry professionals.

Undoubtedly, we will continue our voracious continuing education efforts to inspire the constant individual growth that has been so critical to our success thus far. We genuinely wish you all tremendous health, happiness and prosperity in 2016 and look forward to continuing our relationships through the next generation.

If you have any feedback on how we can continue to improve please share it with us; we would love to hear your thoughts...[Read more](#)

The Great Wall of China

By: Brian Sullivan



In November, while in China to adopt our son Finn, my family had the distinct pleasure of visiting the Great Wall of China. To quote my wife, "for many reasons that was a pinch me moment". The magnitude of the wall, the surrounding scenery and the knowledge of what was required to build this massive structure more than 2,000 years ago was absolutely awe inspiring. Below is a little history of the Wall, as a self proclaimed geek I spent most of my time climbing the wall looking at the steps and over the side rather than the beautiful surroundings. It's a good thing my wife took plenty of photos. I have also shamelessly slipped in 2 photos of my tribe.



The majestic Great Wall of China is considered one of the most appealing attractions in the world, not only due to its historic significance, but because it is an awe-inspiring feat of ancient defensive architecture. More than 2,300 years old, it was built by different dynasties across the historical northern borders of China to protect their territorial borders against the raids and invasions of various nomadic groups.

Stretching approximately 13,170 miles from east to west, the Great Wall of China is really a military defense system that incorporates watchtowers, fortresses, command posts, beacon towers, etc...[Read More](#)

Photo of the Month

Taken by: Kevin Duffy



View looking onto the Robert F. Kennedy Bridge
from Astoria, Queens

If you have any questions regarding this newsletter or any other topics that we have discussed please feel free to contact us at 973-706-8584 or via email at engineering@sullivanengineeringllc.com

Sincerely,

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