



VISION

BLACKDOG will be a model of excellence in the industry.

BLACKDOG will be an extended family for its team members. We will reward caring, considerate and innovative contributions with security and opportunity.

BLACKDOG will be the company that consistently attracts clients that appreciate and value the products and services it delivers.

BLACKDOG will ensure long term viability — investing in its people, focusing on profitable growth while consistently improving its methods.

MISSION

VALUE

Combine innovative design, quality products and sound construction with timely and considerate service.

INTEGRITY

Treat clients, suppliers, trade contractors and our community with honesty and respect. Manage our finances judiciously and obey all government regulations, both in spirit and letter.

IMPROVEMENT

Educate ourselves continuously, learn from our experiences and strive to raise the standards of the remodeling industry.

CORE VALUES

Conduct Ourselves with Integrity

Develop relationships with our team members, clients, subs and vendors predicated on mutual respect, honesty and loyalty

- Represent the facts accurately
- Don't compromise honesty for the short-term gain
- Speak of others as if they were in the room

Communicate Effectively

Speak clearly and listen carefully

- Use your mouth and ears in the ratio they were given to you
- Understand others before you try to have them understand you
- Write it down, get it signed and avoid surprises
- Agreement when possible, compromise when necessary
- Speak to others, as you would have them speak to you

Maintain a Healthy Life/Work Balance

Place an appropriate priority on business and personal life

- Have a full life outside the company
- Have a full professional life during business hours
- Don't compromise personal time for business pursuits
- Put the required work in to meet your commitment to others

Quality

Consistently perform work and provide service to standards in which we can have pride

- Don't make it close, make it right
- Apply appropriate standards to the work
- Quality begins in the office and ends in the field

Be Positive

Always be supportive and optimistic

- Approach situations with a solution mindset
- Have fun at work
- Understand that problems are opportunities
- It is more fun to work with people who have a positive outlook

Work Profitably

Plan effectively and conserve resources to ensure the long-term viability and growth of the company

- Fully assess every project we consider
- Minimize waste and downtime
- Be realistic in estimates
- Think ahead

Be A Team

Work in a collective effort for the betterment of the whole

- Support your team members
- Understand that finger pointing solves nothing
- Work together on solutions
- Present a united front
- Making yourself look good while making others look bad is not our way

Improve Continuously

Never stop learning

- Be receptive to new information and ideas
- Seek out educational opportunities
- Work outside your comfort zone

BLACKDOG'S VISION, MISSION & CORE VALUES