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# Best Places to Work in ME ANNUAL REPORT

## #1 Consigli Construction Co., Inc.: Highly motivated, highly successful

**W**hat keeps this construction management company and its employees motivated is the company's culture of striving to be the best and giving 110% to its clients, says public relations manager, Helen Novak.

One of Consigli's core values is captured by its relentless focus on creating "raving fans," a term coined by the company for repeat customers that recommend Consigli to others. The company is constantly trying to outdo itself and provide clients with a "Disney-level" experience, says Matthew Tonello, area manager of northern New England.

Consigli has an impressive resume of recent projects, including the restoration of the exterior of Maine Medical Center in Portland; an addition and renovation of the Colby College Art Museum in Waterville; and the new construction of U.S. Armed Forces Reserve Center in Puerto Rico, a project the company worked on with SMRT architects of Portland.

The company directs the same amount of passion towards community service projects as it does toward its clients. In the past year, the company volunteered its services to Trinity Day School in Portland, building a storage shed for the school and helping with the exterior maintenance of

the school and playground area. Its community service efforts have reached as far as Sierra Leone, Africa, where Consigli sent a project manager and superintendent to help build a much-needed new health clinic and school.

Tonello, while admitting that most of the employees, including him, are extremely competitive, says a lot of the company events end up revolving around contests. For instance, over the past few years the Consigli Wellness Committee



*Consigli staff at its Portland office*

### **CONSIGLI CONSTRUCTION CO, INC.**

84 Middle St., Portland 04101

**Top local executive:** Matthew Tonello, Area Manager of Northern New England

**Year established:** 1905

**Maine employees:** 55

**Website:** [www.consigli.com](http://www.consigli.com)

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Consigli encourages its employees to grow professionally by continuously offering opportunities for leadership, development, and safety trainings through its internal employee training program, Consigli University. If an employee wants to pursue a particular training not offered in-house, the company offers a tuition reimbursement program as well. The company also offers specific training for self-motivated staff members to become "expert advisors" to its clients in the corporate, academic or health care sector. Consigli also prides itself on the fact that over 70% of its new hires come directly from employee referrals.

has facilitated the "Consigli's Biggest Loser" contest, which helps promote a healthy lifestyle with an added dose of friendly competition. The company is also known for being family-friendly, and hosts a variety of events for employees and their families, such as summer picnics and holiday parties.

"It's tempting to describe the Consigli culture in buzzwords: fast-paced; hands-on; family-focused; or driven by excellence," says Novak. "But these words don't capture the most important aspect of the company: exceptional people doing what they love to do." ■