

Team spirit keeps company moving forward

Geo. A. Kelson Company Ltd.
kelson.on.ca

Location Newmarket, Ont.

Size 330 employees

Sector Mechanical contractors/construction

Market Ontario

Having the right people is what's behind the success of Geo. A. Kelson, the mechanical contractor for such projects as the William Osler Health Centre, the largest health care infrastructure project in Canada, and recent renovations at Toronto's Mount Sinai Hospital, says Michelle Kelson, the company's CFO.

"We have a very team-focused culture and, honestly, all of our growth has been based on having the right people who have the desire and passion, wanting to accomplish something within the industry, constantly wanting to make things better," Ms. Kelson says.

"It really comes down to people who take the time to make sure everything's looked after. So we put a lot of time and effort into seeking out individuals who have that passion, who want to be challenged and want opportunities."

In addition to choosing the right people, the company



PETER REDMAN / NATIONAL POST FILES

Geo. A. Kelson handled a recent renovation at Toronto's Mount Sinai Hospital.

focuses on fostering the environment and support they need to succeed personally and professionally, including an emphasis on work/life balance as well as mentoring and leadership programs.

"The sky is the limit — if you invest your time and energy, the company is going to support you," Ms. Kelson says.

Geo. A. Kelson, a member of the Canada Green Building

Council that's dedicated to sustainable construction practices, also taps into its entire employee population for company innovation and improvement.

"Every month, we ask all our employees for ways to improve the company. We take all the ideas, pick the monthly winner and then there's an overall winner at the end of the year for the idea that's had the biggest impact," Ms. Kelson says.

"We give financial rewards, recognize them in newsletters and so forth. They can actually change the whole overlay of the company. The best thing about this company is the team environment, because everyone can see the positive growth, and I think it gives them a sense of pride: They can make a huge difference." *Alexandra Lopez-Pacheco, Financial Post*