

DREDGE AMERICA

When you have but 16 employees and a national reach as a company, you have to take some extra steps to keep the family together. Dredge America, based in Kansas City, North, has mastered those tricks of the trade since its founding 20 years ago. It's working, too: The company has performed more than 200 dredging operations since it opened, and has seen its revenues surge by 31 percent the past two years. You don't get there without taking care of your people. In Dredge America's case, that means a finely tuned staff development plan that sets annual goals for each employee, with follow-ups at the 6-month point to address any needed midcourse corrections. The company pays 100 percent of the costs for employees to attend the FMI Leadership Institute, offers bonuses based on profitability every quarter, and provides on-site accommodations for its traveling crews that it believes are well above industry standards. And it pays not only for all travel expenses its crews incur heading to job sites, but for the travel costs to have family members visit them. In-house contests and incentive opportunities help maintain a competitive atmosphere, and weekly gifts to staffers on the road are meant to reinforce how much the company values their hard work and dedication.



Renee McDougal, Executive Director; and Dan McDougal, President.