

## Summary Points from *Meet the CEO Series* Meeting held on September 28, 2011

The CEO guest at the September 28<sup>th</sup> *Meet the CEO Series* was Mr. Lenny Lemoine, President & CEO of The Lemoine Company, LLC. Mr. Lemoine began his career in Cottonport, LA as the Administrative and Financial Manager of Cottonport Lumber Company, Inc. The retail lumber yard assets of Cottonport Lumber Company, Inc. were sold in late 1979 at which time Lenny and his brother, Tim, founded The Cottonport Company, Inc. In late 1983 the company moved from Cottonport to Lafayette, LA and the name of the company was changed to The Lemoine Company. In January 2011, Mr. Lemoine assumed his current title as President and CEO.

Mr. Lemoine presented a brief of the company's foundation as a small family business with small work projects. Upon joining the company, he had the charge to reinvigorate the business. He commenced his tenure with a conviction that "you can change anything" and that "no money is to be wasted in the process of change."

The process of reinvigorating the company coincided with an expansion of Lafayette's and Acadiana's demand for public projects as well as an increase in private business construction activities. Mr. Lemoine indicated that such a business environment has been an enabling factor to his efforts to transform the company.

Mr. Lemoine presented a strategic formulation model that he implemented to transform and grow the company. He anchored the company's future on "leadership" and "organization." Further, Mr. Lemoine stressed that he embarked on changing the company's culture to that of team-work, engagement in "thinking the future," and liberation from "command and control" behaviors. His underlying human resource development philosophy is that of "building the people first before building buildings."

Mr. Lemoine attributed the company's impressive success to its core competencies of having bright, committed, and futuristic-minded people who provide clients with accurate cost and time forecasts with multiple work options rather than "just a plan."

Mr. Lemoine concluded by emphasizing that effective leadership is having the ability to influence subordinates to serve the "common good."

Submitted by Mr. Al Toma, Department of Management