ACKNOWLEDGEMENT SPEECH

FOR

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Hello everyone!! I want to say it’s great to be here- this is a wonderful opportunity to spend some time with valued colleagues, enjoy a delicious dinner, and acknowledge accomplishments achieved over the past year. (**If there is anyone you would like to acknowledge with regard to the planning of the dinner,** **do so here**). I want to thank \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_\_\_\_ for doing such a terrific job coordinating tonight’s very special event and it is our intention that the level of excellence we experience tonight admirably reflects the determination, skills and commitment that you’ve all demonstrated to us and your clients. This acknowledgement is a response to your hard work and success. I also have to say that it is really special having **ALL OF YOU** here in attendance tonight…. after **Mother Nature’s** surprise gift last year… in the form of that freak snow storm, it makes me think that even **SHE** wanted to try to get close enough to grab some attention from all of our Pinnacle members!! She might have scored an interruption last year, but NOTHING keeps this crowd from their goals and this year we get to show **HER** what **we’re** made of! (**Wait for the laugh**). (**If you want to make a joke you can say**) Don’t worry-I wont **vent** any more about the weather… and please forgive me… I never could resist a good… or **BAD**… HVAC pun….(**Wait for the laugh**)

Enough with my attempts at humor (**If you want to push** **it a little further, you** **can say**), but I would just like to **clear the air**….. and return to the main focus of this evening which is all of you…. According to the Merriam-Webster Dictionary, the definition of the word “Pinnacle” is “The best or most important part of something: the point of greatest success or achievement.” It can also refer to the “tower on the roof of a building that comes to a narrow point at the top.” Let’s face it…. we know a thing or two about commercial construction but even the uninitiated know there’s not a lot of room at that top-that point- that pinnacle, and to find oneself up there is cause for acknowledgement, celebration, and even more encouragement, but as we all know, as we recognize, so must we look for and work towards higher peaks and greater achievements. Henry David Thoreau said, “Success comes to those who are too busy to be looking for it.” As I look around at all of you sitting here tonight, and as I am reminded of how you managed your challenges and successes, I have a clear picture of just what Thoreau meant. Each one of you has earned this moment to indulge your taste buds and bask in your accomplishments!!

I am also reminded of the wisdom of Winston Churchill who taught us, “Success is walking from failure to failure with no loss of enthusiasm.” Although we would all like to believe that success is a given, few observers realize all the hard work that goes into the technology of achievement. Those who are uninitiated may think people that attain great success are “born” into it or they have help or they’re lucky. I don’t necessarily believe that. What I do recognize as the characteristic that sets apart the leaders from the others is the commitment to hard work, the ability to partner with people, the sense to know that it is essential to go with the times-otherwise known as “Adapt or Die,” and the skill to maintain a laser-like focus on doing an excellent and complete job-no matter what the task or challenge.

I am sure that if we each took turns and went around the table (**are you all at one** **table or do you want to say “around the room?”**) and each of you had the opportunity to give a small accounting of how you got to this place professionally-right here, the fundamentals of your unique journeys would reveal some constants. You’re here because early on you found the way to distinguish yourselves. You revealed your character, your integrity, and your commitment to realizing your goals. You listened. You learned. You didn’t accept defeat-in fact you smiled and said, “Teach me more.” You appreciated the **foundation** you were given (**If you want to say something about that pun you can say**)… Woops!! There I go again! Because you were and are interested, engaged, and present, you found the way to connect the steps to define your paths in this industry and in sales. The late Steve Jobs, someone who was no stranger to exploration, failure, tenacity, and then massive success, said, “…You have to trust that the dots will somehow connect in your future. You have to trust in something--your gut, destiny, life, karma, whatever. This approach has never let me down, and it has made all the difference in my life." (**If you want you can say**) Now just to emphasize exactly how tenacious and how massively successful his vision was, let’s all reach for our iPhones and enter that quote in notes… or we can aks Siri to help later!! (**Wait for the laugh**) … But I digress…

Simply put, you all are a rare breed. There’s someone I know who believes that “95% of the world is clueless.” For the record, you are **NOT** in that 95% . You see the clues and you act upon them. Since the recession in 2008 and even before, the world has made quantum changes and our business, in every aspect, has seen a sea change in best practices, finances, regulatory issues, and technological innovations. The world is getting smaller, smarter, quicker and more connected. We are all plugged in and ready to press the “on” button at any given moment of the day or night. All aspects of our business are affected by the slightest shifts in global strategies and in order to achieve “Pinnacle” status we must continue to be educated, alert, willing, and adaptable. Because of the preponderance of universal connectivity, every phase of our lives and careers will evolve. Trends that at one time seemed to be isolated are now being adapted in unprecedented ways. Remember when Facebook was created because Mark Zuckerberg wanted to rate the girls at college? (**Wait for the laugh**) A few short years later, it’s a viable business tool, and while some may think that social media doesn’t really have an impact on the commercial construction and HVAC industries, think again. On a website for a company in Southern California, our curiosity is piqued by the following, “It’s not a question of ‘if’ or ‘why’ a construction company should be putting effort into a social media marketing campaign. In today’s social media driven society, it’s a question of **how** we can take advantage of our tools and resources to create a strategy that builds brand awareness and effectively reaches an infinite audience over the web.” The passage goes on to remind us that while the industry may know your company’s name and your clients know you, imagine the potential trajectory you can reach by going even further than you have historically. As sales executives, outreach is a common goal and essential marketing strategy. And for those who may think it’s not necessary to take a cue from other industries, think again. In order to be effective and successful in any field, maintaining a laser focus while nurturing an open mind and the willingness to embrace fresh strategies will make the difference in just who reaches that pinnacle and for just how long they remain at the top.

No, it never ends. In fact the climb gets steeper, and that just means that your skills and effectiveness have the opportunity to grow sharper and more successful, but you already know that. And while you keep all of those plates spinning, you still have to find time to regenerate, recommit, and maintain a clear perspective on what the future will bring and who will self-identify for the coming generations in this business. It just doesn’t stop, does it? (**You can act** **like you’ve run out of breath and wait for the laugh**).

It all sounds so exhausting, but our money is on **YOU**!! Energy begets energy and enthusiasm is infectious. We are all so impressed with your performances that we can’t wait to see what the coming year brings for this company, our clients and our industry as a whole.

Once again, the world is changing. It no longer serves anyone on any level personally or professionally to remain in an ivory tower, but you know that already. And although logistically ivory towers may be near pinnacles, metaphorically they cannot be further apart in symbolism. You have all chosen to do what it takes to find your place at the top and it is refreshing and encouraging working with and learning from colleagues so committed to achievement and growth. Thankfully Mother Nature didn’t get us this year!!! I also have a feeling that each one of **YOU** is the force of nature to be reckoned with!! Continue to be senior to your challenges and remember to be creative with your solutions and strategies. Your focus and willingness to sustain and prevail will get you far. Another wise and intelligent man was Thomas Jefferson. As an architect, statesman and inventor, his theory was ahead of its time and his brilliance and relevance still shine today. He was a strong and inspirational leader, and clearly he had a lot to say, some of it was quite inspiring so I will leave you with a little of his wisdom. He said, “I find that the harder I work, the more luck I seem to have.” Luck indeed. Resilience, intelligence, determination, focus- if you call that “luck,” you all possess those in spades, so we feel confident in where all of that “luck” will lead you as you set on your roads to conquer 2015. We thank you for your commitment and we appreciate all that you do for \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (**name your** **company**).

Thank you all and here’s to a wonderful and successful 2015 and beyond!