

Spotlight on Commercial Contractors of Southwestern Illinois

Building on its solid industry reputation, Holland constructs plans for continued growth

Although the construction industry faced a host of challenges in 2022, Holland Construction will reach several new milestones by year's end. Among them: A record year of revenue, contracted backlog, and a number of new employees.

For the first time, Holland will surpass \$200 million in revenue by the end of the year. The company will have also added 25 new team members across all departments to keep up with the demands of current and future projects.

Among Holland's current Illinois projects are MidAmerica St. Louis Airport's Terminal expansion, Keystone Glen Carbon Senior Living facility, Eckert's Orchard Cider Shed, Whispering Oaks Apartments and McKendree University's Holman Library renovation.

Along with growth in revenue, projects and employees, Holland Construction

is also growing its presence in the St. Louis Metropolitan Area, opening a Missouri office location later this year.

When asked what industry factors contributed to its growth, Holland President Mike Marchal replied by saying, "If I had to put it in one word, it would be 'reputation,' and there are a couple of facets to developing and maintaining a strong reputation in this industry.

"First, at Holland, we pride ourselves on our ability to tackle complicated projects and provide effective



Marchal

solutions. And there are numerous challenges in construction these days, including material price escalation, and workforce and equipment shortages.

"Whether it is a multi-family development, school, hospital, or industrial development, our singular focus is being able to deliver solutions to all those challenges while still finishing projects on time, on budget, at a high quality, and as an enjoyable experience for our clients and subcontractors," Marchal added.

"The second part is our willingness to understand our client's vision, what the market is demanding, and what the end user wants. For example, in a multi-family development, we put a ton of effort into understanding the developer's vision and making recommendations on how they can maximize their budget.

"We have significant experience in

this sector, so we can provide a lot of insight into how our clients can avoid over-designing and overpaying for finishes that may not deliver incremental value to their end users," Marchal said further.

As for what clients are looking for in a contractor these days, Holland focuses on empathizing with them and the challenges they face. "Our clients are in a difficult position these days. The one thing all our clients have in common is that they have a vision. Yet, all they read about are rising costs and a shortage of people," Marchal explained.

"Their immediate concern is whether they will be able to build their dream on time, or if they will have to wait and ride out the numerous obstacles that face them," he added. "That's why we need to be empathetic problem solvers, helping them to understand the situation holistically. We arm them with an abundance of information and set expectations based on reality and experience.

"We also have connections and industry insights that can mitigate many of those issues. For example, we have access to warehouse space for material storage, allowing us to utilize our knowledge of fluctuating costs and pre-purchase, making commitments before prices rise. Strategic moves like this are invaluable to our clients because it helps them avoid two of the biggest challenges – rising costs and material availability," Marchal further noted.

Holland's involvement at the very beginning of a project is what sets them apart in the industry, Marchal added, "It's in these early stages when we bring the most value to our clients. What might seem like a simple detail at this stage can have a massive impact on the total cost of a project.

"Since we are constantly analyzing dozens, if not hundreds of variables, we're able to provide insight and real-time recommendations through our building information modeling process and make the best possible decisions. Every time we go through this process, our clients say it was incredibly rewarding because they understood all the options," he said further.

As they continue to expand and grow their client list, they also continue to construct an expansion of their team to help meet the needs of current and future clients and projects.

When it comes to what Holland is looking for in new team members, Marchal said that it's all about culture.

"We want to know if people align with our core values, like those of collaboration and empathy. We're looking for problem solvers with a 'can do' attitude that are open-minded.

"We partner with people that have invested millions of dollars into a project, so we look for people who know how to proactively manage big expectations. They need to be extremely customer-centric and able to predict concerns and questions before they happen.

"We're also looking for people that are a cultural addition to our team," Marchal added. "A lot of people talk about hiring people who are a cultural fit, but we believe that building a team from a diverse background of experiences enhances our capabilities and creativity. We like to have fun, and people who like to make a significant impact can find a lot of joy in their work here at Holland."



NOW HIRING

At Holland, we believe that our employees are our most important asset and that everyone plays a critical role in our growth and success. We do have high expectations and are building a team of low-ego, can-do people who are serious about their work but not themselves. Our goal is to attract and retain the best talent in the industry by providing our team with the tools and support for them to thrive and achieve their personal, financial and career goals.

We are currently looking for inspired individuals to fill the following positions:

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