

STATE of OPPORTUNITY

COMMUNICATION, DRIVE KEY TO SUCCESS AT SHEA ELECTRIC

By Noell Dickmann

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Working at Shea Electric and Communications LLC in Oshkosh is not like working at your average electrical contractor.

"We happen to be an electrical contractor, but we are in the people development business," said Dan Shea, company co-founder.

The culture of the company is one of the most important aspects to its success since being founded in 2006. Shea, who has nearly 30 years experience in the field, had seen good and bad while working for other contractors. With that knowledge he and his wife, Patty, began their own business.

He had no formal edu-



JOE SIENKIEWICZ / OSHKOSH NORTHWESTERN MEDIA

Joey Hinkens of Shea Electric pulls data lines at the new Agnesian Surgery Center in Fond du Lac. Shea Electric company has grown over the last couple of years.

cation in business but found a mentor and joined a few organizations that would become instrumental in the company's success.

Shea Electric workers have access to speakers, training and meet quarterly to review and give feedback about both the business and themselves.

"The culture here is so much different than every other contractor I've worked for," said Jeff Noren, a journeyman for Shea Electric. "It's not just a number mentality, the value mentality goes far beyond anything I've encountered."

He described how when he first arrived at Shea Electric, he was just a hands-on guy in the field. But he found his niche in systems installations, especially digital security cameras and card readers.

Shea saw his potential and provided opportunities for Noren to learn. Now he knows the ins and outs of the IT system and is the end user commissioning agent, where he teaches customers how to use the technology once it's in-

stalled.

Shea believes that the effort into developing employees and building relationships show in business, and it works in their favor. The company has quickly grown from a 250-square-foot building to 2,500 square feet. Within a year they'll be ready to expand again.

Shea Electric does more than just electrical contracting and service work. It provides services in commercial and industrial electrical service, small phone systems, paging, security cameras and card access systems. That diversity keeps business going, especially during seasons when contractors usually a slowdown, he said.

Shea acknowledges a coming shortage of work-

ers in the electrical industry, and is involved with Wisconsin's Youth Apprenticeship program to help get future workers into the field.

He said he's noticed a lack of soft skills in many workers today, which is another reason why he wants to help build people up. He looks for forward thinking, driven people, and all staff are required to be cross-trained in all industry segments.

"We need people that are driven, and not doing it for the money," Shea said. "Because the money will come no matter what you decide to do in life."

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