

# College Works Painting

College Works Painting Company is one of the largest residential painting companies in the nation. College Works home is in California, where it started 19 years ago. It now does business in 19 states throughout the nation. I came across college works in management 1010 when a clipboard was passed around asking people to give their name and phone number if they would be interested in an internship. From that point I went through 3 interviews and months of training in order to prepare me to run my own painting business. I was attracted and took on the responsibility of this internship because of the challenge it presented. I knew that being my own boss would challenge my discipline and time management skills. I recognized that I needed to develop areas of my life and business competencies in order to be more successful after college.

Being an intern with College Works is not your typical office assistant internship. I had no office, no assigned working hours, and I was my own boss. My district manager Sean regularly met with me during the week and we had hundreds of phone conversations but in the end Sean could not run my business for me, it was up to me to do the work. That was the first great lesson that I have learned and am still learning by working with College Works. As my knowledge of business and painting progressed I had to add workers to my business to help it grow beyond what I could physically do. I hired several marketers to help advertise and attract more business. Through door hangers, lawn signs, word of mouth, and door to door marketing my marketers and I were able to generate \$60,000 and that number is still growing. I had to learn how to train people. I have been trained myself in previous jobs but it was totally different learning to teach, train, and manage my own workers. As we generated more work I had to hire and train painters to produce the work I had booked. This was a difficult task as well. It is hard to train painters and develop them as people and workers when it is very hot outside and the work they are asked to do is very demanding.

These two types of workers were my primary learning experience as far as managing other people. I could tell a big difference between the difficulty of managing people in May as compared to July when I had learned so much over two months. As my company continues to do work into the school year I have found that when I hire new workers it is becoming easier to train and develop them as employees. I have learned how to hold meetings, set expectations for work ethic and quality, and deal with complaints, bad attitudes, and multiple situations with customers as well. I think that College Works has been a great learning experience over this summer and I hope it is a continued learning experience as I continue to produce work into the school year.

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