



ONE PERCENT PLUS HIGHLIGHTS

Together As One – We Can Be The Difference.

July 30, 2024

In this edition of Highlights, we are excited to feature Luis Spinola, CEO of Azteca-Omega Group, who shared his perspective in The View from the Top Discussion with Minority Business Owners at the ACCESS 2024 Luncheon back in May. Luis shares more lived wisdom as a successful business owner for over 40 years, where his celebratory tagline is "performing beyond expectations." You don't want to miss his invaluable advice!



“I began the business in 1983, and we started from ground zero. Two or three years later, I was able to find a large contractor who gave us an opportunity to grow. Over the years, I have been blessed to have large companies who believed in what we were doing. We always did what we said we were going to do. We always delivered. Then I began to see what happens when you give others a hand. I was able to work with other minority professionals and see the benefits of joint ventures to me and them. I believe we need to go the extra mile to develop companies to grow capacity. You need to be willing to help to grow capacity among other minority companies. You must increase the volume of work among minority business. You shouldn't do it because of goals - it needs to be a

part of your business model.”

What advice would you give other MBEs in order to increase their spend with fellow MBEs as part of the One Percent Plus initiative?

Throughout my career, I have gained valuable insights into what leads to success. One important point to note is that being a minority contractor should not be a determining factor in our capabilities. We can present superior proposals and demonstrate that we offer the best value to the owners or Buying Entities. Our primary goal is to find ways to secure a "YES" from them, regardless of any preconceived notions they may have about minority companies. We are just as

competent, if not better, than our counterparts, and we approach every job with utmost passion and seriousness. As you strive to grow your business, consider the following suggestions:

1. Be mindful of your capacity and ability to deliver when pursuing growth opportunities. It is too common for us to overload ourselves with work, hindering our potential for success and growth.
2. Hire individuals who possess knowledge and expertise beyond your own in various positions. This helps fill gaps in your own skill set and drive overall growth and success.
3. Attend networking events and connect with other minority companies and trade partners. This will provide you with a valuable opportunity to learn about their capabilities and explore potential opportunities for partnering or subcontracting.
4. Invest time in building strong relationships. Trust takes time to develop, but it can be lost in a single unfavorable situation. Therefore, commit to open and transparent communication to foster trust with your clients, partners, and stakeholders.
5. Pay close attention to the contract terms, particularly when it comes to payment. Ensure that you can agree with the payment terms to support your business's financial health and cash flow and also keep your profits in your company to grow your working capital.
6. Prioritize your preparedness to execute the job successfully. From the outset, make sure that crucial aspects such as supervision, quality control, and safety requirements are well-covered.

What is success and how do you define it?

I believe success is:

1. Thinking bigger and seeking opportunities to intentionally expand the capacity of your business, enabling you to hire new employees to support this growth.
2. Nurturing and developing your current staff, allowing them to gain valuable experience and contribute to the overall success of your business.
3. Ensuring profitability is achieved. It is not sufficient to merely complete projects on time; the focus should be on generating profits and increasing working capital to foster business growth.
4. Establishing lines of credit to support your vision for growth and enhance your ability to access resources necessary for expansion.

By following these guidelines, you can navigate the path to business growth and overcome any obstacles that may arise. Remember, our capabilities are not defined by our minority status, but rather by our dedication, skills, and ability to consistently deliver exceptional results.

Azteca Omega Group provides comprehensive construction services to local, state, and federal government agencies and private clients throughout the region. Services include Pre-construction, Construction Management, Program Management, Design-Build, General Contracting, and Specialty Contracting. Market sectors include aviation, civil, commercial, corrections, education, entertainment, healthcare, historic renovations, hospitality/casinos, sports facilities, military, municipal, and transportation.

To learn more about Azteca-Omega, go to: <https://www.azteca-omega.com/>

One Percent Plus substantiates the broader rationale of the need for thriving diverse communities and workplaces. Together as one – we can be the difference. Share your voice and experience to inspire others, drive change, and advocate for inclusion! To learn more about the One Percent Plus Initiative, go to <https://dfwmsdc.com/onepercentplus/>.