

Exclusive Interview with Marty Glaze President of Commercial Construction



1. Please tell us how you prepared oneself for this awesome assignment as President of Commercial Construction?

From my early days in college and throughout my career, I have always strived to be the best by being persistent, preparing, enduring, and hardworking. I have also surrounded myself with like-minded associates. Each career opportunity has contributed to the ability to lead as President successfully. From Superintendent, Project Manager to Project Executive – these roles have helped shape who I am today.

2. What type of projects will Commercial Construction pursue?

Commercial Construction has a very diverse portfolio of projects. From the \$200K fit-out to the \$200M casino, I feel very strongly that a general contractor must maintain a diverse offering of services. Currently, our focus is to become the best Multi-family contractor in the Greater Baltimore area.

3. How does Commercial Construction interface within the world of Commercial Group of Companies?

Commercial Construction is one of four distinct business units within the Commercial Group of companies. We all operate within a unified corporate culture and business structure, enabling us to leverage resources while functioning independently. Our companies collaborate on initiatives involving community outreach, human resources, internal and external matters, and on projects when feasible.

4. Geographically, how far from your base in Maryland will you consider pursuing new work?

We have completed projects as far north as Cockeysville, as far east as Salisbury, as far south as Waldorf, and as far west as Frederick. That said, our general rule of thumb is to stick to pursuits no more than two hours from the main office unless there is a compelling reason.

5. Since the origin of Commercial Interiors as a minority owned firm to Commercial Group, what's your take on the state of minority owned construction contracting firms, especially African American owned firms?

While there are a good number of strong African American contractors, I would like to see more growth opportunities for smaller and women-owned contractors. I am hopeful there will be more minority-owned General Contractors managing large-scale projects who can help these smaller subcontractors grow.

Exclusive Interview with Marty Glaze President of Commercial Construction

- 6. For the contracting firms that cannot afford inhouse bookkeeping, estimating, scheduling, comptroller, marketing, or business development etc. professionals. What can they do to compensate for those lack thereof to ultimately grow?**

Maryland is one of the best states in America for minority entrepreneurs. My advice is to take advantage of the resources offered at Maryland Business Express, Baltimore City Office of Small and Women-owned Business, Capital Region Minority Supplier Development Council, and of course MWMCA. It is important to join trade associations for networking opportunities. Also, pack your patience because Rome wasn't built in a day. They must be prepared to wear multiple hats until they can afford to hire staff; and utilize independent contractors for professional services such as accounting, marketing, etc.

- 7. How have you handled any setbacks in your career?**

I have always understood that the objective is to WIN, so when faced with obstacles and hurdles, you figure out how to get over, under, around, or through them. You must understand the rules of engagement and develop a strategy to WIN.

- 8. How you deal with the stress of the job?**

First and foremost, I try to minimize stress and maintain a very calculated approach to how we do business. You must understand risk, how it manifests itself, and how to eliminate it or at least minimize it. I believe that there are no problems, just opportunities to excel. It is also important to take time out to enjoy life and to focus on what is important.

