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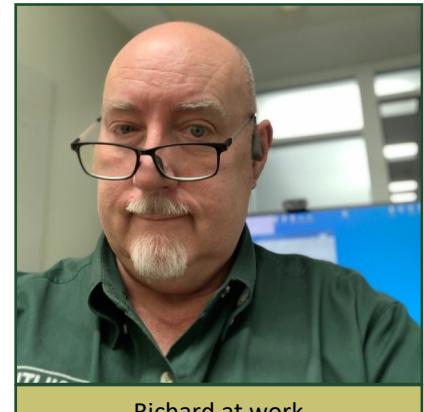
Issue 150

Good morning, FM Team.

I'm happy to announce that last week Rich Adzgowski stepped into his new position as the Custodial Services Program Coordinator, previously a position held by Jyenna Baeza. Congratulations to Rich for taking on this leadership role within the Building Services Group (BSG). Rich has worked for CSU Facilities Management for the past seven years, and is moving into this program assistant classification after holding a Custodial III supervisor position for six years.

Primarily Rich will be managing training and onboarding for Custodial Services, as well as supporting other custodial needs including carpet quotes, bids from vendors to clean windows, purchasing items for BSG that aren't stocked by the warehouse, and more. He describes his new work as mentally engaging, very fluid (for example, doing one thing and then something else comes up that needs to be attended to), and requiring a different level of responsibility because now he is working with people across campus.

His favorite part about working for BSG is the people he's encountered. He says there are so many people within FM who are friendly, outgoing, recognize folks for their efforts through the SPARK program, and want to help others succeed and advance in their career goals. Rich is most excited about setting up a dynamic training system for Custodial Services that relies strongly on communications between all custodial employees. He believes strongly that "No one at any time should be afraid to ask questions, to ask to be shown how to do a task again, or to ask for what is needed—whatever makes the job less stressful, a happier place to be."



Richard at work



Richard at a 10-day Tai chi intensive with Daoist Master Wu Dang Chen in Golden, Colorado

His vision for this role and its impact is to help folks feel more included and understand exactly what is happening. He points out that people learn in different ways and training needs to be available in different formats. For instance, he's eager to incorporate videos into Custodial Services training materials, including active participation in the videos from FM Custodial leaders. The intent is to ensure there is a system that gives everyone the same onboarding experience and having these available in English and Spanish. He believes the videos will help if anyone needs a refresher course – for example, more training on the machines – because employees can come back to the video at any time to review what is needed.

Rich studied philosophy at CSU, and he says this set him up for life, including learning about different cultures. In the fall, he joined the FM JEDI Team. He is inspired by eastern philosophy—specifically, the idea of not being competitive but bringing everything into balance. In the work context, he describes finding this delicate balance by encouraging people's strengths and focusing on what is being done well. Rich also teaches tai chi to retirees on the weekends at Mackenzie Place.

Please congratulate him on his new position.

Tom

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