



THIS WEEK'S PROGRAM

March 12, 2024

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Programs Andy Dinkin



Marcus Rabun, CEO/President, Myers & Chapman

by **Elly Clary**

With seven decades of operation and structures prominent throughout Charlotte, perhaps it's not surprising Myers & Chapman, Inc. knows about financial staying power.

Marcus Rabun, president & CEO of the Charlotte-based construction company, shared its success lessons with Rotarians.

"Our mission is very simple," Rabun said of the firm founded in 1953. "Deliver a better construction experience. Everybody in our company understands what it means. Always do your best for our clients. At the end of the day, do what's right."

Rabun is a 24-year construction industry veteran who joined Myers & Chapman in 2007, recommended by Rotarian and company director **Rick Handford**, who introduced him Tuesday. Rabun rose through the ranks, taking the company reins in 2017.

Learnings Rabun listed include nurturing relationships, aiming for continuous improvement, and keeping an adaptive mindset.

"Relationships are huge," Rabun said. "Our company was built on relationships, and not only external. People need to focus on internal, too." Collaboration and teamwork produce impressive success, he added.

“We expect our people to show up for work with a great mindset to do their best,” Rabun said. “Life gets in the way sometimes, but you’ve got teammates to fall back on because of (internal) relationships.”

Besides Charlotte, the company is active in North Carolina, South Carolina, Virginia, Tennessee, and Georgia. It builds in the industrial, office, healthcare, community, retail, and hospitality realms.

Adaptability is essential, he said, adding that Myers & Chapman avoids being stuck in a single sector.

“We keep building our leadership team as we continue to grow,” Rabun said. “One of the cultural things we’ve been able to focus on is bringing folks up to get the skills they need to be good leaders and good managers versus just being employees.”

The Charlotte Business Journal has recognized Myers & Chapman in its best places to work listings. Rabun attributes that to creating a fun environment and empowering employees. “We want people to be able to make decisions without having to go to the top of the chain.”

The company intentionally builds diversity into its workforce, Rabun said, particularly in adding women workers. “Quite frankly,” he said, “the women do a little bit better than the men in some roles.”

Monthly PTO for employees encourages community service. “It’s been beneficial for the company as well as for them,” said Rabun, who serves on the Habitat for Humanity of the Charlotte Region board and is involved with the Charlotte Rescue Mission.

Signing on with Myers & Chapman is “one of the best things that ever happened in my life,” Rabun said. He shared success tenets that have set the firm apart because he feels “it may help you in your companies keep your longevity going.”

A recording of the meeting can be found here: <https://vimeo.com/923015535>
The program introduction begins at approximately 30 minutes and 25 seconds.