

# CONSTRUCTION BREAK

PROST BUILDERS  
Winter 2026

Architect's rendering of the  
Kirksville High School Performing  
Arts Center



## Prost Builders Selected to Construct Kirksville High School's New Performing Arts Center

**K**irksville's High School R-III School District recently chose Prost Builders to construct their new Performing Arts and Education Center for students in the communities of Kirksville, Millard, and parts of Greentop. The project will be led by Project Manager Cristina Saylor and Superintendent Troy Wieberg.

The 33,858-square-foot facility includes a 7,000-square-foot FEMA Shelter with seating capacity for up to 740 people. The striking, modern structural steel building will be finished with exterior brick masonry and metal paneling and will be a great asset for the high school. Prost Builders is very proud to be the general contractor of this new facility that will benefit the students and faculty in Adair County.



The groundbreaking was a well-received event with many participants.



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What is the world's most spoken language by number of native speakers?

## Trivial Pursuits

1. What is the world's most spoken language by number of native speakers?

- a) English
- b) Spanish
- c) Mandarin Chinese
- d) Hindi

2. Which planet has the most moons?

- a) Jupiter
- b) Saturn
- c) Uranus
- d) Neptune

3. What is the smallest unit of life?

- a) Atom
- b) Cell
- c) Molecule
- d) Organelle

4. Which element is liquid at room temperature?

- a) Mercury
- b) Bromine
- c) Both a and b
- d) Gallium

5. How many bones are in the adult human body?

- a) 206
- b) 196
- c) 216
- d) 226

Answers: 1) c; 2) b; 3) b; 4) c; 5) a

## The Future of Leadership

# From Management to Mentorship

Gone are the days when leadership was synonymous with top-down decision-making and rigid hierarchies. The leaders who will thrive in the coming decade are those who embrace a new paradigm: shifting from managers to mentors, from directors to developers of people.

Mentorship matters now more than ever. The rise of remote and hybrid work, generational shifts in the workforce, and the increasing pace of technological change have created an environment where employees seek more than just a paycheck—they seek purpose, growth, and connection. A 2024 Gallup Poll revealed that employees who feel their leader is invested in their development are 3.5 times more likely to be engaged at work. Furthermore, companies with strong mentorship cultures report 20% lower turnover rates and 30% higher innovation output. This form of leadership is not about being soft; it's about being strategic. It's about unlocking the latent potential within your team, fostering resilience, and building a pipeline of future leaders from within. How do you cultivate a mentorship mindset?

- Practice active coaching. Replace the annual review with ongoing, forward-looking conversations. Use a framework like GROW (Goal, Reality, Options, Will) to structure discussions that empower employees to find their own solutions.
- Embrace vulnerability. Share your own failures and learning moments. This psychological safety is the bedrock of trust and encourages risk-taking and honest dialogue.
- Delegate for development. Instead of delegating only simple tasks, delegate challenging projects that stretch capabilities. Provide the “why” behind the work and act as a safety net, not a micromanager.
- Invest in structured programs. Pair junior and senior employees in formal mentorship programs, but leave room for organic, peer-to-peer mentoring relationships to flourish. Provide training for mentors to ensure effectiveness.

The ultimate return on investment in mentorship leadership is a self-sustaining, adaptable, and deeply loyal organization. By focusing on developing people, you're not just building a stronger team for today—you're future-proofing your entire business.

“The power of positive thinking is the ability to generate a feeling of certainty in yourself when nothing in the environment supports you.”

—Tony Robbins

## Feel The Breeze?

Wind chill is the “feels like” temperature we get when wind speed is factored in with the actual air temperature. The modern formula—adopted by the U.S. and Canada in 2001—is based on a model of how quickly a human face loses heat in the wind. Essentially, as wind speed increases, it accelerates the rate of heat loss, making the effective temperature feel colder than the thermometer reads. Wind chill only applies to living things. Inanimate objects like car engines or water pipes cannot be cooled below the actual air temperature.

# Impressive Feats

The Empire State Building was built in just 410 days—one of the most impressive feats in construction history. From the start of construction on March 17, 1930, to its completion on April 11, 1931, the 102-story skyscraper rose at an average rate of 4.5 floors per week. At its peak, workers installed 14 floors in just 10 days. The building’s steel frame was so precisely pre-fabricated that workers often bolted pieces together without needing to drill new holes.

The project also had an exceptional safety record for its time, with only five fatalities.

The world’s tallest building, the Burj Khalifa, left, uses a unique Y-shaped floor plan and a “buttressed core” structural system inspired by the geometry of

the Hymenocallis (spider lily) desert flower. This design helps stabilize the building against wind forces and distributes weight efficiently, allowing it to reach 2,722 feet. During construction, workers poured concrete only at night and added ice to the mix to prevent it from curing too quickly in Dubai’s extreme heat.



## SPEED BUMP

Dave Coverly



# The Soft Skills Renaissance

As AI and automation rapidly advance, handling routine analytical and operational tasks, a profound rebalancing of workplace value is occurring. Technical skills have a shorter half-life, while the enduringly human capabilities—empathy, creativity, collaboration, and adaptability—are surging in demand. We are witnessing a full-blown renaissance for soft skills, or more accurately, essential human skills. LinkedIn’s 2024 Workplace Learning Report identified communication, leadership, and problem-solving as the most in-demand skills across all industries. A World Economic Forum report stated that 50% of all employees need reskilling by 2025, with critical thinking and creativity topping the list. These skills are precisely what AI cannot replicate; they are the complement to technology, not a competitor.

For businesses to thrive, they must systematically develop these competencies in their workforce:

- **Empathetic Communication:** This is about active listening, reading non-verbal cues, and navigating difficult conversations with compassion. Training should focus on communication frameworks and conducting feedback conversations that build people up rather than shut them down.
- **Collaborative Problem-Solving:** The complex problems businesses face cannot be solved in silos. Foster skills in facilitation, conflict resolution, and consensus-building. Use cross-functional projects as live training grounds, rewarding teams for process and unity as much as for the end result.
- **Adaptive Agility:** The ability to pivot, learn quickly, and manage ambiguity is key. Develop this by creating “safe-to-fail” environments where employees can experiment with new processes or pilot projects. Encourage job rotations that push people outside their comfort zones.

Investing in the soft skills renaissance is not a “nice-to-have” HR initiative. It is a strategic imperative for innovation, employee retention, and customer satisfaction. Organizations that will lead are those that recognize their greatest asset is not their tech stack, but the uniquely human potential of their people.

## Now You Know...

- Octopuses have three hearts. Two of them stop beating when they swim.
- A single teaspoon of soil contains more microorganisms than there are people on Earth.
- If you removed all the empty space from the atoms in every human on Earth, the entire population would fit into the volume of a sugar cube.
- The pistol shrimp can snap its claw so fast it creates a bubble that, when it collapses, produces a flash of light hotter than the Sun’s surface.
- Humans share about 60% of their DNA with bananas.

## Business Spotlight

# Prost Builders Earns Ethics In Business Award

The Central Missouri Better Business Bureau's Ethics in Business Award was presented to Prost Builders for 2025! The award was earned through our commitment to bringing our clients a standard of quality, dependability, and integrity unparalleled in our industry. We're proud to continue to do so for the next 77 years as we keep building projects for our clients throughout Missouri.

*Pictured at right: Vaughn Prost, President  
Far right: Virginia Steiger, Public Outreach VP*



# PROST

  

## BUILDERS

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## The Prost Builders Employee Appreciation Party & Awards

Prost Builders presented Years of Service Awards to acknowledge employees of Prost Builders, as well as the companies that we partner with: Missouri Solar Applications and Pro Construction Services. Their dedication to the "Valuable Fine Product" of our company has contributed to the success of Prost Builders.

**Best Employee of the Year Award:** Ashley Rudd  
**Work Anniversary Awards:** Prost Builders & Missouri Solar Applications: Doug Carr-10 Years, Randy Eubank-11 Years; Prost Builders: Jason Bias-5 Years, Drew Wilde-8 Years, Richie Townlaine-10 Years; Prost Builders & Pro Construction Services: Pam Windsor-20 Years, Steve Jurgensmeyer-22 Years, Richard Northeimer-25 Years; Pro Construction Services: Jason Hurley-6 Years, Jason Reesers-7 Years, Lonnie Paulson-9 Years, Chase Taggart-9 Years, Cody Case-10 Years, Mike Glasson-10 Years, Cory Hoelscher-12 Years, John J Schulte-12 Years, Matthew Schaffer-12 Years, Troy Wieberg-25 Years, and Ben Rademan-28 Years. Their dedication to Prost Builders' goal to build very fine facilities for satisfied clients is greatly appreciated by all in the company!

75<sup>+</sup>  
YEARS  
STRONG

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