

Engineering a New Environment

PRESIDENT OF TIGHE & BOND DISCUSSES ECOLOGICAL CONSULTING

COMPANY TIMELINE

1911: James L. Tighe establishes private practice, focusing on the engineering of dams and water supplies

1926: Tighe is joined by Philip E. Bond, former Holyoke, Massachusetts, city engineer

1954: Oversees construction of the Manhan Dam in Southamptton, Massachusetts, creating the third-largest reservoir in the state, as planned by Jim Tighe in 1896

1998: Worcester, Massachusetts, office opens to improve client service in Massachusetts and Rhode Island

2000: Allan Davis Associates of Norwalk, Connecticut, joins Tighe & Bond

2001: Establishes fifth office in Middletown, Connecticut

2002: Opens sixth office on Cape Cod in Massachusetts

2009: Complete Phase 1 of Chicopee, Massachusetts' 20-year Long-Term CSO Control Plan

by Christopher Cussat

Next year, Tighe & Bond will reach an impressive milestone that is not very common amongst companies in any field—its 100-year anniversary. Originally founded in 1911, Tighe & Bond is one of the most experienced engineering firms in New England, with a proud history of involvement in innovative projects throughout the region. Tighe & Bond provides engineering and environmental services to public and private clients in government, industry, healthcare, education, energy, power-utility, and real-estate markets. The company offers a diverse array of services, including civil engineering, water resources, wastewater management, regulatory compliance, environmental consulting, and wetlands and ecological services, and much of the firm's work involves public and private infrastructure projects. These services are provided during all phases of projects, including planning and permitting, study, design, and construction. *Profile* recently sat down with David Pinsky, Tighe & Bond's president, to talk about his interesting past and the company's bright future.

Profile: What makes your company unique?

David Pinsky: Our people and our commitment to clients. We have some of the most talented and committed professionals you will come across in our business, and we differentiate ourselves through the personal attention and service we extend to our clients.

P: How do you stand out among your competitors?

DP: As a regional leader, we bring unique insights to projects in New England. We also have the comprehensive capabilities that our clients require, yet we are small enough to provide them with the high level of service and attention they deserve.

P: How has your experience helped make your business successful?

DP: I have worked with many of the firm's largest clients and on some very complex and challenging projects. That provides me with a good background

to relate to most of our staff. Over the years, I have learned the financial side of the business from great mentors and through on-the-job training. This business is a people business, and relationships and the ability to relate to different types of people are very important.

P: Please share some of your best-business practices.

DP: Treat everyone with respect and emphasize teamwork. Also, treat all employees fairly, share the profits, and provide opportunities for career growth. For the past four years, we have conducted annual strategic planning. This has been a key to our success. It's important to develop and communicate a vision for the firm and also to develop strategies that support that vision. This helps to create alignment within the organization so that everyone can be on the same page.

P: What's the most valuable piece of advice you received in helping to grow your business?

DP: Never ask anyone to do anything that you

INNOVATIVE LEADERSHIP:
David E. Pinsky, president and CEO
of Tighe & Bond, Inc.

Bond

manage

engineer

al ser

man

g



BY THE NUMBERS

\$35 million: average annual sales • **203:** employees • **6:** office locations throughout MA and CT
500: Tighe & Bond was recently ranked among the top 500 design firms in the nation by *Engineering News-Record*



ENVIRONMENTAL IMPACT: The recently constructed \$14.3 million Jones Ferry CSO Treatment Facility in Chicopee, MA, designed by Tighe & Bond, is an important milestone in the city's effort to clean up the Connecticut River.

**A
STRATEGY
TO
SHARE**

THINK AHEAD

"For the past four years, we have conducted annual strategic planning. This has been a key to our success. It's important to develop and communicate a vision for the firm and also to develop strategies that support that vision. This helps to create alignment within the organization so that everyone can be on the same page."

wouldn't do yourself. Also, "A good plan executed now is better than a perfect plan executed next week" (General George Patton).

P: How would you describe your leadership style?

DP: Collaborative—I empower others, distribute responsibilities to them, and hold them accountable for results. We've worked hard over the last few years to identify the respective responsibilities of those in management, while at the same time maintaining our strong sense of teamwork, which has served this firm so well throughout the years.

P: Can you offer some words of wisdom to other business owners?

DP: Develop a vision and a plan—and then execute it well. Also, don't let bumps along the road alter your vision for your business. Most importantly, take

great care of the people within your organization.

P: What else should our readers know about you?

DP: My grandfather was one of three second-generation partners who owned and managed Tighe & Bond in the 1950s through the mid-1980s. My inspiration to become an engineer came from him, and there was no better mentor. He did have a tendency to let me learn things the hard way, and that philosophy has stayed with me through my experience in both parenthood and business management.

I feel privileged to be leading Tighe & Bond—a firm with such a long and storied history; a firm with so many talented people. Our philosophy at Tighe & Bond is: Work hard and play hard. Although it's a business, I believe it's important to remember to have some fun along the way. [P]