# Our Guest Business Leaders

* ***Mike Stephano, Managing Partner, StephanoSlack.*** *In 2004 I resigned from a local accounting firm and started Stephano & Associates. Using all of the knowledge and expertise gained in previous positions we successfully created a unique and energetic accounting firm­­­­­­­­­.  Since then, we have continued to grow while remaining committed to that vision. Now with a staff of some 60 strong in two locations, I still experience a sense of satisfaction, from helping my colleagues and staff attain their professional goals while providing our clients with the personalized services they need to achieve their financial goals. At Stephano Slack LLC we look forward to serving you and ultimately acting as your partner on the road to success. You can reach Mike at*[***MStephano@StephanoSlack.com***](mailto:MStephano@StephanoSlack.com)
* ***Rod Martin, President Martin Stone Quarries, Inc.*** *and Chairman of the Board of the Pennsylvania Aggregates and Concrete Association. Since 1953 Martin Stone Quarries has been providing quality aggregate and infield mix material to S.E Pa and surrounding states, exceeding customer expectations with quality products and personalized service. We are committed to being responsible corporate members of our surrounding communities.* ***You can reach Rod at Rod@martinstone.com***
* ***“Russell “Kip” Kaller, Owner & President of Russell Roofing & Exteriors*** *has been serving the Delaware Valley since 1992 and has over 20,0000 satisfied customers.  Kip’s dad started in the roofing trade in 1939 and taught Kip that a man’s reputation is what matters the most. Because of the focus on having the best reputation, Russell Roofing and Exteriors has won national and regional awards for outstanding workmanship and service to the community,  as well as building pinnacle relationships with major manufacturers allowing Russell to offer their customers the best warranties in the industry covering the full project, labor and material.  All employees complete background checks, drug screening, safety training and are properly insured.  It is our mission to be the roofing, exterior, commercial, and home improvement contractor of choice by delivering a superior customer experience and the highest quality of workmanship in everything we do.“If it’s Russell, it’s Right guaranteed”!*

Key Points of discussion in the podcast were:

1. How will client engagement and new business development be affected and what changes must we make to adapt to the “new normal”?
2. How will we as Companies adjust our attitudes, marketing activities, and behaviors to this new business environment and how do we grow relationships and protect our reputation?
3. With all the new “requirements and guidelines”, can we effectively integrate “personal protection equipment/social distancing etc.,” into how we recruit, train, and develop new employees? If so, how?
4. How can we collaborate as business leaders to meet the demands of the post pandemic economy?