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From Professional Golfer
To Professional Home Builder

Dialogue with a Designer:
Karen Black

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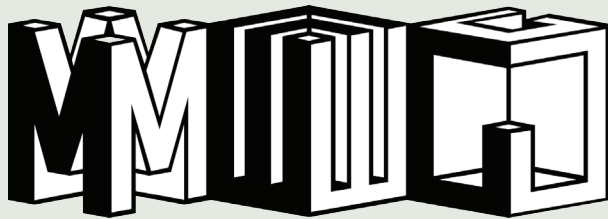


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For Local Information Contact:
themetropolitanbuilder@yahoo.com
832-317-4505
www.themetropolitanbuilder.com

2206 Paso Rello Drive
Houston, Texas 77077
832-317-4505

Owner/Publisher
Giselle Bernard

Editor
Mary Lynn Mabray, ASID

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Pamela Larson

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In a competitive job market, employee retention is everything. Hiring and retaining the right employees can be attributed to a company's long-term success. Because hiring and training the right employee is costly, a company should prioritize employee retention. In doing so fosters a winning office culture. Companies that focus on recognizing their employees' efforts and contributions toward the organization's goals attain a higher rate of employee retention than those

that don't. Sheles Wallace, owner of Billionaire Thoughts, expounds on building trust within your team. Definitely another important element in employee retention.



3 Ways to Build Trust Within Your Team

by Sheles Wallace, Billionaire Thoughts

1. Adopt a Human Voice – Deal with your team personally and directly. Avoid jargon, lectures and, quoting policies, instead, actively listen and communicate in a natural, yet, professional way. Every conversation doesn't need to be formal or impassionate.
2. Stop Shaming – Mistakes happen! Embrace failure as a positive. Use mistakes to help you shape a new course of action. Innovation is often sparked by failure. Those who are working outside of the box and outside of their comfort zones to find solutions tend to thrive.
3. Check-in – Conduct check-ins by regularly taking a 'temperature' check with your team. Ask them how

they are doing and how you can make the environment more positive. Give your team a chance to be heard without judgment or retribution.

Reinforcing a 'trust' culture is so important.

Remember that the transparent culture that is popular today will be transferred to your clients and customers if that is what you show them. Be kind, honest, and openly communicate to your clients and customers to keep them happy and keep their trust in and with you.

If you need help to implement trust and communication within your team, schedule a free discovery call with me here: <https://buff.ly/3wj9xFq>.



Photography by Kerry Kirk

Renaudin, A Boutique Visionary Builder

By Mary Lynn Mabray, ASID

Tyler Renaudin is the 38-year-old force behind a somewhat exclusive residential construction firm. He believes that it takes a solid team to deliver a quality product and experience in this line of work. His philosophy of construction is “individually coordinated but collectively built.” His understanding of the term luxury and what it means to people who have the means to build both an expensive house in the city and also enjoy a ranch house in the country is somewhat unique.

Luxury means many things to different people. In interior design and custom building, it is the state of creating a comfortable life for oneself and or family. It is the essence of style and the ability to communicate that style in a tangible fashion.

True luxury is mainly a French and Italian business model. It is a careful balance of authentic quality and a sense of abundance, a sumptuous environment, tailored, elegant, modern, classic, and exclusive.

Renaudin Builders understands those adjectives and delivers in a way that gives their clients confidence in the process and faith in the final product. They are a trusted guide, a leader, a creator of all things practical yet architecturally stunning. They focus on craftsmanship and thoughtful execution of traditional and contemporary design. Their work is timeless, tasteful, and functional.

Renaudin has recently begun to service clients along the 290 corridors from Chapel Hill, Brenham, and down to Round



Top. Their knowledge and expertise of high-end custom homes in the city is an asset to utilizing project management local to those areas, and they are able to service customers building farms and ranches at a very high level. Renaudin Builders Farm and Ranch is a division of Renaudin Builders that specializes in ranch development, the construction of high-end architectural homes, and infrastructure such as water wells, barns, lakes, utilities, bridges, and roads.

There are literally thousands of decisions made in the build-out of a client's home, pre-construction such as architectural plans, selecting an architect and interior designer, product research, schedules, assigning project managers who assist



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Photography by Kerry Kirk

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the client through every step of construction, selection of the site and or land, material selection, set a schedule for the build, and the procurement of products, to name a few.

Tyler mentioned that Renaudin cares for the client's home even after construction is complete. There are numerous systems, especially in new homes. It is important that the homeowner understand all of them. Renaudin hosts an owner orientation meeting and walk through of all systems. They perform inspections and customize tune-ups of HVAC, kitchen appliances, alarm systems; etc. They also maintain a dedicated commitment to warranty service. Essentially, they are available to help the homeowner throughout the life of the home.

Valuing strong construction backgrounds for his team, Tyler believes character leads to wisdom. He focuses on those who are capable, but more importantly, men and women of character and sound judgement. The day begins with a "huddle" for project managers and site superintendents. Each project is discussed, ideas are shared and decisions with real-world solutions are made.

Tyler is a native Houstonian who began Renaudin Builders with his talented wife, Catherine. He is a family man, a father of four beautiful and very active children, twin girls and two boys. He received his BBA from Texas A&M University and an MBA from Rice. He possesses not only the technical know-how, but the natural curiosity to understand how and why things work and to find a solution to any issue that might arise during construction.

As Houston and the surrounding areas evolve, Renaudin Builders is definitely a name not to be soon forgotten within the close-knit building industry. This family-owned company is the epitome of 21 century residential and ranch construction, a company and employees who live to build and build to live. They are in a category all by themselves.



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From Professional Golfer To Professional Home Builder

By Mary Lynn Mabray, ASID

Juan Salcedo is quite an interesting and enterprising young man, dedicated, creative, determined, industrious and personally approachable. He came to the United States, in his teens and has made quite a career for himself.

As a professional golfer, Juan developed the professional mind-set that would certainly play a part later in life to helping him find his true passion and calling, homebuilding. Juan was invited into the family real estate business, ASIN Realty which began in Cuernavaca, Mexico forty years ago. He quickly worked his way up the ladder to become the companies' number 1 salesman.

That led Juan on a path to develop his own residential and construction firm, R&C, Texas. Prior to opening the construction company, he had client after client ask for renovation tips on well-loved homes that they had just purchased; but did not meet with the family's needs.

Since he knew that part of the business backward and forward, it was not a big jump to start those kinds of renovations, and eventually parlay them into custom and spec homes.

Juan does his best to follow the design rules of the masters like Frank Lloyd Wright, as evidenced by his expansive and beautiful patio design that brings outdoor living inside to be enjoyed. Robert Stern, an east coast architect, whose love of innovation and practical, well- designed kitchen and closets, changed the way builders thought about kitchens, ensuite baths and closets.

The kitchens in Juan's homes are outfitted with the prestigious Fulgor-Milano brand, ovens, stoves, micro-waves, dishwashers and interesting accessories. Every aspect of Fulgor-Milano appliances is designed to reflect the elegance and uniqueness of the Italian style. Fulger-



Milano personifies a passion for quality, contemporary design and innovation.

This brand is quickly becoming a preference among chefs who prefer attention to detail that allows the elements of design to not only flourish but to enhance their cooking skills. Their performance is second to none, with extremely powerful burners and ovens that heat evenly.

Fulgor-Milano offers a signature of ranges, refrigerators, dishwashers, cooktops, ovens, vent hoods, coffee systems, warming drawers, microwaves and accessories that are not normally offered with other brands.

The smallest home R&C has ever built is 1800 square feet, the largest to date is 4200 square feet, all packed with new ideas and beautiful materials. He prefers to build with brick and Hardy plank siding because it stands the test of time.

Juan is a practical thinker, a man who uses both his knowledge and curiosity to create simple solutions for homeowners. Such as the use of tile throughout for flooring, unless there is a special request for wood because these two products keep allergens to a minimum, and if the family has pets, they make for easy clean-up. Tile, in itself



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New Luxury Products Emerge From The Dpha Show!

Exciting Trends From The 21st Conference + Product Showcase In New Orleans

By Linda Jennings

New Orleans was a fitting backdrop for the 21st annual Decorative Plumbing & Hardware Association conference. Held October 27-30, the event was hosted in the historic French Quarter, with nearby Bourbon Street providing networking opportunities to view and experience emerging trends in product design. We are delighted to share highlights of some product launches

that caught our attention, as well as a few of our favorite award winners. The 2022 conference reflected the premise that every object in a home should have a story and mirror one's individual style, these new products provide ample opportunity to make personal style statements in the kitchen and bath.



Gessi's Venti20

Product of the Year – Water Delivery

Gessi partnered with renowned Spanish designer Lázaro Rosa Violán to create the eclectic Venti20 collection of bath hardware. With elegant detailing and simple lines, the award-winning series brings the infectious spirit and joy of the Roaring 20s into modern times. Venti20 has a definite industrial vibe – notice the detailed handles, fluted bodies and reflective cuts – and adds interest with soft curves and inviting textures. Each piece is carefully considered and balanced to look beautiful from every angle. Gessi has expanded the collection to include all manner of mixers for basins, baths and showers, as well as freestanding tubs, washbasin and bidets, and even towel rails and soap holders. Venti20 designs are offered in an amazing selection of fine finishes, from traditional favorites like aged bronze and antique brass to modern options such as chrome and brushed black metal.

Product of the Year – Bathroom Fixture

Claybrook Interiors caught the judges' attention with their colorful rainbow of MarbleForm wall hung basins. Six new



Claybrook Interiors' MarbleForm basins

color options -- including Forest Green, Brick, Midnight Blue, Leather, Nude and Olive Green – are joined by four new basin styles to really ramp up the number of design possibilities. Wall-hung basins are increasingly popular for their space-saving benefits and chic modern style. MarbleForm is a sustainable up-cycled product produced from reclaimed marble dust left over from the production of mosaic tiles. Using patented technology, the dust bits are combined with high-performance resins and color pigments to create a non-porous finished product that is extremely durable, stain resistant, heat retentive and easy to maintain.

Honorable Mention – Bathroom Fixture

The unique pleated design of the Bowie pedestal sink by MTI Baths received special notice at the show. The intricate detailing was developed in collaboration with Source, a leading design firm based in Atlanta. It's a great way to add texture and a bit of unexpected style to the bathroom. The sink is crafted from MTI's SculptureStone material, a mostly organic mixture of ground natural minerals and high-performance resins that give the look and feel of real stone. The sink is available in a soft matte finish or a hand-polished deep gloss with eight different exterior color



The Bowie Pedestal Sink from MTI Baths

options. MTI also offers a coordinating Bowie tub to create a beautifully cohesive finished space.

It was great to see many of our favorite kitchen and bath brands at the DPHA conference. HamatUSA was there with their fabulous fireclay sinks. Each sink is made by hand at their Israeli facility using a proprietary blend of fireclay and advanced injection molding. The sinks are fired in a kiln for more than 20 hours at 2200° to form a glossy finish that is remarkably durable. In addition to their fireclay collection, HamatUSA manufactures sinks from stainless steel, porcelain enameled steel, granite composite and hand-hammered copper, as well as complimentary lines of traditional and contemporary faucets.



HamatUSA's Fireclay sink

We also spotted The Sterlingham Company Ltd with their beautiful display of brass towel warmers. Made in Britain using time-honored techniques, these warmers are a luxurious yet practical addition to the bathroom. They gently warm towels using floor- or wall-mounted warmers in both classic and contemporary designs. We



Sterlingham Company Ltd's Cascade Marble towel warmers

particularly love their cascade collection which stacks horizontal rails along the wall in custom configurations. They also offer robe warmers and washstands, all made by hand with the greatest care and attention to detail.

The 2022 DPHA trade show was a great venue to discover new products and trends. To find out more about the hardware and fixture products mentioned here, visit their websites:

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Dialogue with a Designer

Karen Black

BATHS OF AMERICA opened its doors in January 2005 when brothers Ali and Zeeshan Sultanali decided to start selling plumbing and tiles to the Houston market. Baths of America focuses on customer service and partners only with brands offering quality products and customer service. In addition to plumbing, Baths of America now offers door and cabinet hardware, major appliances, cabinetry, and countertops. It has turned into a one-stop shop for designers, builders, and architects, offering the latest designs and trends in the market.

This month BATHS OF AMERICA speaks with Karen Black, RID, ASID, a registered Interior Designer, licensed in the state of Texas and specializing in new construction and remodels. Her strong technical background and project management skills, combined with her design education and experience, allow her to assist her clients throughout every phase of the design process, from the early planning phase through the entire build process, to applying the finishing touches with furnishings and accessories.

BATHS OF AMERICA: *What motivated you to go into the interior design field?*

Karen Black: I have always had a passion for decorating and design. I inherited that from my mother who, while

not a designer herself, instilled in me an appreciation for beautiful spaces.

BATHS OF AMERICA: *How has the field of interior design changed since you graduated?*

Karen Black: Social Media now plays a huge roll in interior design, which was not the case a decade ago. It is often where clients and designers alike turn for inspiration and updates on the latest trends. It is also one of the ways we stay connected with others in our field and market our services.

BATHS OF AMERICA: *How can an experienced interior designer help a custom home builder or a remodeling contractor with their building or remodeling projects?*

Karen Black: In my experience, builders and contractors often need help keeping the clients on track when it comes to making selections in a timely manner. I understand the sequence of events in a construction project and stay in close communication with the builder to help ensure selections are made on time and on budget to keep the projects moving forward.

BATHS OF AMERICA: *What sets you apart from other designers?*

Karen Black: The biggest thing that sets me apart



from other designers is the fact that I have an MBA and understand both the project management and business aspects of design projects. It's not just about creating a pretty space. Interior design requires you to approach the project as a whole, taking everything into consideration, including budget, timeline, and aesthetics.

BATHS OF AMERICA: *What has been your most challenging project and why? This is a hard one... I think that all design projects have their challenges.*

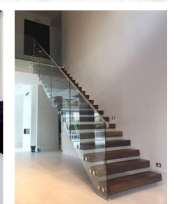
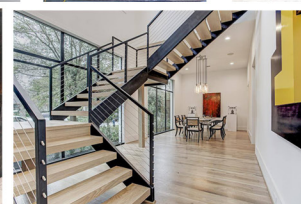
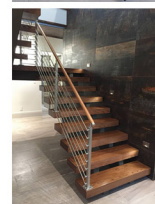
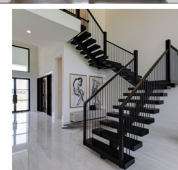
Karen Black: The most challenging project I ever worked on was a new construction home for a family from Mexico. The builder referred me because he knew I spoke Spanish. While my Spanish was definitely an asset, communication was still a challenge. That, combined with the fact that the homeowners were living in Mexico during construction, made the project more difficult for the builder and myself. In the end, it was a rewarding and successful project and I learned a great deal.

BATHS OF AMERICA: *How do you begin the materials selection process when working with builders' and remodelers' clients?*

Karen Black: I understand the phases of construction and I work with my clients to make selections in the order that they will be needed. It is always my goal to have selections made ahead of the builder's deadline so that we do not delay the project.



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BATHS OF AMERICA: *What are some common mistakes made by builders and homeowners?*

Karen Black: The biggest mistake made by builders and homeowners is not hiring a designer early enough! The ideal time for a designer to get involved in a project is during the planning stage with the architect. Having a strong team in place from the beginning is key to a project's success.

BATHS OF AMERICA: *Speaking about staying current, how to you keep yourself up to date with all the design trends happening in the industry today?*

Karen Black: Networking with and attending CEU's offered by industry partners is one of the best ways to learn about new products and design trends.

BATHS OF AMERICA: *What is your favorite design style?*

Karen Black: I love them all, from modern to traditional to eclectic. I can't pick just one!

BATHS OF AMERICA: *What fascinates you and how have you incorporated that into your designs.*

Karen Black: My very first degree was in Math and Computer Science and I am a problem solver at heart. I love to find solutions to problems and one of the most rewarding areas to do this for me has been with aging in place spaces. It is easy to prioritize function over form, but then you end up with a utilitarian looking space that no one enjoys. I love to create functional spaces that are also beautiful. I recently completed a beautiful aging in place bathroom with Baths of America that I am very proud of.

BATHS OF AMERICA: *How would you characterize your personal style?*

Karen Black: While I appreciate all design styles, I would have to classify my personal style as transitional with a leaning toward the traditional.

BATHS OF AMERICA: *What would be your recommendation for "what to do first" in a decorating project when working with the builders and/or homeowners?*

Karen Black: Hire a designer!

For more information, please contact:

Karen Black, RID, ASID

Karen Black Interiors

Email: karen@karenblackinteriors.com

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could also be considered timeless as it has been used for centuries in French courts, English main rooms, Greek and Roman historical buildings.

Juan personally oversees each project, and is there for the client throughout their process be it a renovation or build-out. Each room makes the best use of the space be it family rooms, kitchens, or bedrooms. Another area of the home that is often overlooked is the garage. Each garage in Juan's homes are large enough for trucks and is built out completely and outfitted with storage.

If you are looking for high quality wrapped up in an outstanding, well-built home, look to R&C. You will find them currently building in the Lake Conroe and Lake Livingstone area as well as Crystal Beach near Galveston.

To contact R&C or Juan Salcedo you may call 832-642-2892 or email him at JuanSalcedo@ASINRealty.com.



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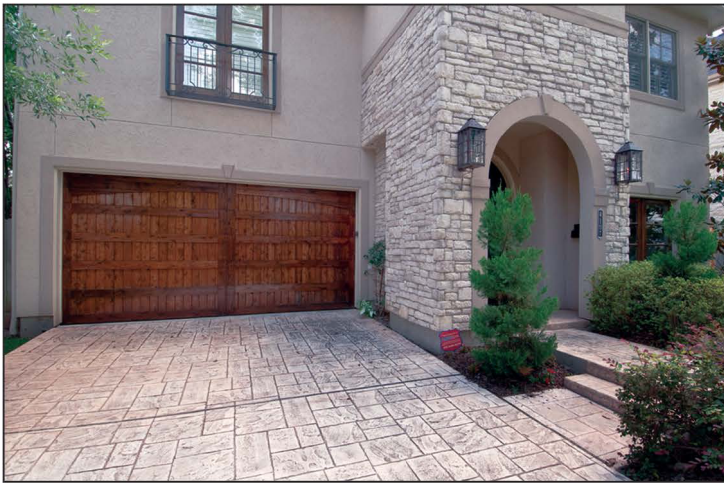
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