

# TRICE CONSTRUCTION COMPANY

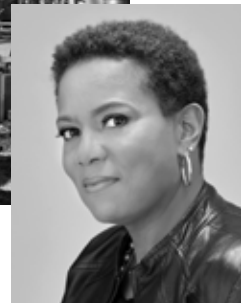
Since ICCG **91%** revenue growth

After the death of her family, Stephanie Hickman took over Trice Cement Construction in 2007 to preserve the legacy of her family. Hickman transformed the company into Trice Construction Company as it expanded operations and acquired new clients. Hickman has a professional background with utilities and had grown up in her family construction business. Hickman was well equipped to jump right into a competitive industry with few minority women-owned firms. She was always open to visiting work sites and didn't feel intimidated about learning and expanding her knowledge about construction. Hickman targeted small projects with a nimble team. She attained numerous contracts fixing roads and potholes across the city of Chicago and Trice Construction began to attain incremental growth as a result.

In 2011 Hickman participated in ICCG after three years leading Trice Construction. The executive education energized Hickman and helped her secure a sizeable loan. ICCG negotiation, strategy, finance and coaching sessions helped Hickman position Trice Construction for capital and growth as Hickman now feels confident talking to capital providers. At each growth cycle of Trice Construction, Hickman returns to ICCG and has found that she takes away new and valuable information each time. On her most recent participation, Hickman knew she had evolved with her business and had developed a deeper understanding of the numbers and financials discussed at ICCG.

*“It gave me a different framework to think about the business and how to position it for funding.”*

Hickman attributes a large portion of her success in achieving access to capital and growth to the finance lessons revealed to her through ICCG. Hickman found that ICCG provides valuable tools for managing new growth and she is now taking on a wider variety of contracts, but also being more selective in terms of the projects that she accepts, noting the importance of understanding both the top-line and bottom-line of her financial sheets. ICCG has also helped her manage her human capital—she credits an ICCG professor for opening her eyes to understanding that the employees who helped grow the business at the outset might not be best suited for managing the long-term growth. Now she is confident that she has placed the right people on her team to manage Trice Construction's growth. With the tools she has gained from 3 years of ICCG, and her thorough business experiences, Hickman continues to evolve and lead Trice Construction as it grows.



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