



CONVERSATIONS WITH THE COUNCIL

featuring Dale Hedrick

A BLUEPRINT FOR BUILDING PERSONAL AND PROFESSIONAL SUCCESS

"We are Builders." Those bold words emblazon the Hedrick Brothers Construction website. I can assure you that CEO Dale Hedrick is more than just a builder of quality commercial and world-class residential structures. He is a builder of character, empowering over 200 employees to be their best. "I am committed to cultivating an organizational culture characterized by mutual respect, where everyone is treated with the dignity they desire. This culture is anchored in trust, welcoming robust discussions free from the fear of conflict and instilling systems that enhance accountability."

As a humble servant leader, Dale believes every team member must grasp the underlying 'why' behind their actions. "This understanding is crucial for fostering a collaborative environment where every voice is valued, and a consensus is sought to identify and implement the most effective solutions."

A 10-year member of the Economic Council of Palm Beach County, Dale thinks the business community is thriving but faces various challenges. "Paramount among them is the issue of safety, as a sense of security is a critical factor in attracting and retaining residents. Palm Beach County's robust law enforcement reputation is a significant draw. It is essential to understand that effective law enforcement is only part of the equation. To ensure long-term safety and security, there must be a strong partnership with the State Attorney's office. Thorough justice processes must be ensured to complement our security efforts while maintaining an inviting atmosphere for businesses, visitors, and residents."

Where those vital first responders and other essential workers live is crucial. "It's necessary to formulate comprehensive zoning and building strategies with robust incentive initiatives to pave the way for housing solutions catering to our workforce. Such dedicated programs are fundamental in ensuring that those who are the backbone of our local economy have access to affordable and suitable living options close to their places of employment. Not only will the workers be supported, but it will also bolster the overall economic health and sustainability of Palm Beach County. Addressing the housing issue encourages recent college graduates to return to Palm Beach County and apply their talents here, creating a vibrant and progressive economy."



Education is another challenge. "The demand for quality education is evident in the long waitlists at our private schools. There is a clear need to increase the number of private institutions and elevate the academic standards in our public schools to ensure all children have access to excellent educational opportunities. Educating our children on how to think analytically and engage in open discourse is crucial. Fostering an environment where ideas are rigorously debated and the best solutions are encouraged will ultimately cultivate a workforce of insightful citizens prepared to meet the challenges of tomorrow. We must also broaden our perspective on post-secondary education to include opportunities for everyone. The narrative that college is the sole path to success must be updated. Vocational and trade schools are essential in strengthening our workforce and community. They are often a gateway to high-earning careers and deserve equal recognition. We should celebrate the sense of fulfillment that comes from a day of skilled, hands-on work, and going home every day "good tired" should be encouraged as a noble profession."

Dale is optimistic about the future. "In envisioning the trajectory of Palm Beach County's business community over the next decade, the role of leadership becomes increasingly critical. The future demands leaders in both the corporate and public sectors with solid ethical foundations. These individuals should clearly grasp complex issues to generate long-lasting benefits. Dale believes the ability to discern and prioritize collective needs over narrow special interests is imperative. This level of discernment enables our leaders to steer decisions that are beneficial for the long-term prosperity and cohesion of Palm Beach County, the state of Florida, and the nation."

Beyond his role as CEO of Hedrick Brothers Construction, he also serves as CEO of Hedrick Brothers Development, which develops, owns, and manages institutional-grade multifamily, commercial, and industrial properties, and Hedrick Brothers Environmental, which focuses on shoreline hardening and water quality.

Dale has 45 years of professional success; however, his guidance to his younger self would center on cultivating a team where each member is capable and driven to achieve excellence. Dale says it's essential to recognize and harness people's innate strengths rather than push them into roles unsuited to their abilities. He'd also emphasize being open to seeking and receiving assistance. He says, "Your starting point is less important than your commitment to progress from wherever you are, trusting that positive outcomes will unfold in due course."

Guided by a solid moral compass grounded in integrity and his faith, Dale takes pride in being a good steward of others and finds inspiration alone in reflection. "In pursuit of wisdom for leadership, I constantly turn to prayer, understanding that some of the best ideas can seem unconventional or against mainstream thought."

A fourth-generation general contractor, Dale was born and raised in West Palm Beach, attended Palm Beach State (Junior) College, and earned a Bachelor of Science in Building Construction from the M. E. Rinker, Sr. School of Building Construction at the University of Florida. Along the way, he has been fortunate to gain insights from diverse individuals who served as mentors. "Many have shaped my perspective without realizing their impact on me. I practice noting or remembering pearls of wisdom, evaluating their truth, and then integrating them into my life where they fit." Age or experience has not limited Dale's learning. Instead, lessons from diverse teachers, ranging from the young to the elderly, have enriched it, including valuable insights from his three sons. "Mentorship is a two-way street. While guiding others, I often find that I am the one learning." The most profound lessons often come from understanding others' mistakes, which has given him the foresight to navigate his path more wisely. This open-minded approach to learning and mentorship has been instrumental in his development as a trusted leader within the business community.

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