

WEBVTT

00:00:00.000 --> 00:00:22.359

Hello, and welcome to the Podcast, a podcast produced by the College of Applied Science and Technology at Lmi State University. I'm. Your host, Kara Snyder, and I serve as the assistant dean of marketing communications and constituent relations for the college.

00:00:22.370 --> 00:00:36.489

Kara Snyder: Each episode we're sitting down with an alum of the college, and today we have a chance to talk to Keith Cambeck. Keith is a criminal justice. Sciences alum, and currently serves as the senior director of Security at Willis Tower. Welcome and thanks for being here,

00:00:36.500 --> 00:00:44.519

KKambic: and thank you very much for having me here. I appreciate it. I'm so excited. So let's start at the beginning. Tell me, why did you choose? Is you

00:00:45.640 --> 00:01:02.280

KKambic: Mit. Ctl. And I chose I. So my my original associate's degree was not in criminal justice. It was in nuclear medical technology. Oh, my gosh, that's a mouthful it is, and I quickly realized that you know what I was more of a people person rather than a lab person one hundred and fifty,

00:01:02.290 --> 00:01:10.890

and during a time off that I took uh between uh my junior college and going to my state, I took a couple of police tests,

00:01:11.150 --> 00:01:17.479

KKambic: really found that I liked it. And then that's what really kind of drove me to criminal justice to pursue that avenue.

00:01:17.520 --> 00:01:30.210

Kara Snyder: Oh, that's interesting. That's very interesting. Um! So tell me then you found criminal justice kind of found your passion here on campus what stands out to you about that time you've spent on campus. What do you miss the most

00:01:30.550 --> 00:01:31.740

KKambic: the quad?

00:01:31.750 --> 00:02:00.980

KKambic: Yeah, I mean, if I'm going to be honest, I love the quad especially because the criminal Justice Building was uh directly next on the quad. Love, I love going in and out of there. Um! And I also really enjoyed um, and I forget Factor Ralph's name. I believe in his name. Oh, yeah, Ralph. Why, Sheite, Exactly. Uh, you know, I got a number of years ago uh to come down and do a mentorship with some of the students, and I was very surprised to see that Dr. Ralph was still teaching at the University.

00:02:01.120 --> 00:02:12.490

KKambic: Uh, and it was a he is amazing. And later on, throughout the day, as we we got talking, I found that he uh that was his first year teaching at ill my state when I was there

00:02:12.500 --> 00:02:27.989

KKambic: mit Ctl: and oh, wow, okay, I didn't realize that. Yeah. So you know that that was very interesting to, I think really kind of seem at the beginning of his career, and really almost at the end of his career, because I think that was probably about thirty-three years later, that when I went down to the University or thirty two years later, one hundred and fifty.

00:02:28.010 --> 00:02:34.190

Kara Snyder: Wow! Oh, that's cool, and I guess the only other thing that stood out. Um

00:02:34.280 --> 00:02:38.929

KKambic: for the beer riots.

00:02:39.210 --> 00:02:59.900

KKambic: You are on campus at a very interesting time, I think, too. Yeah, I was in in, you know. There was no Internet at that point in time, and I remember my parents frantically call me because they had seen it down the the Chicago News. And all this going on and where I was. I part of it. Was I okay? But it was. It was Yes, it was an interesting time, and it was

00:02:59.910 --> 00:03:11.070

Kara Snyder: a lot of fun to watch. As an observer,

00:03:11.310 --> 00:03:22.380

KKambic: I I really went out uh to become a police officer. Um! During my time at ill my state I had done my internship with a probation office

00:03:22.440 --> 00:03:40.230

KKambic: and kind of found. Okay, I really wasn't interested in probation, and I really wasn't interested in. Let's say um. The prison system, which is kind of really where it was going, and and then law enforcement, right? So I started on the path of law enforcement, and I started to take a number of tests again,

00:03:40.450 --> 00:03:44.250

KKambic: and at the same time I was still um,

00:03:44.330 --> 00:04:01.389

KKambic: I guess, pursuing other job leads, and I applied to a number of private agencies. At the same time I had actually gotten accepted by both. I had gotten a uh. I had a guide. Mine will list for the police agency in the town that I grew up in. But the same time I had getting a private offer. Um,

00:04:01.400 --> 00:04:08.389

KKambic: After consulting with actually a cousin of mine who had been to the law enforcement arena for his entire life.

00:04:08.960 --> 00:04:11.690

KKambic: I chose to go into the private sector,

00:04:11.750 --> 00:04:19.019

KKambic: and really that's kind of where it started, and it just kept on going. And you know, I think the great thing about that is that

00:04:20.540 --> 00:04:24.400

KKambic: the private sector really was in its infancy back then

00:04:24.700 --> 00:04:28.730

KKambic: and then throughout the years it's gained a lot of maturity.

00:04:28.750 --> 00:04:39.800

KKambic: Um! And I was able to grow with that, and I think that was really interesting, and I think it speaks to where the industry is going

00:04:40.900 --> 00:04:51.820

KKambic: and the opportunities that criminal justice majors may have outside of the traditional law enforcement that arena. They can now go to a different arena,

00:04:51.950 --> 00:05:00.640

Kara Snyder: Right? Oh, that's fascinating. Okay, So kind of walk me through how you you made the decision to go into the private sector,

00:05:00.720 --> 00:05:14.429

Kara Snyder: kind of give us the cliffs notes of what your career path was like along the way. How you got to your current position. Sure, you know what I started off really in retail in warehousing. So it was kind of a

00:05:14.440 --> 00:05:24.149

KKambic: I don't want to say uh part time, Cop, because you got to get involved in investigations. You got to get involved in all that activity the employees got,

00:05:24.280 --> 00:05:41.100

KKambic: and really I found that I had a really interest in it. Um! And I solded at it, and especially when it came to interview in the interrogation uh suspects um. The company I worked for which is now a defunct. It's a company called Montgomery Board as a retailer. For a long time

00:05:41.110 --> 00:05:45.909

KKambic: they had sent me to a school that had specialized in interviewing and interrogations,

00:05:46.040 --> 00:06:05.820

KKambic: so that kind of led me to move throughout the chain, eventually ending up. Uh, well, about middle way through, I ended up at the corporate office uh, which was extremely interesting, because I got to learn a lot all their different uh avenues of private security which would be executive protection,

00:06:05.830 --> 00:06:17.040

KKambic: celebrity, protection, white collar crime is that was start to come around Internet crime as that was starting to come around. Um, which really was fascinating. And I sell that it

00:06:17.130 --> 00:06:21.289

KKambic: did that for a number of years, and then they promoted me out to

00:06:21.770 --> 00:06:32.250

KKambic: the Chicago district, so I had about twenty different stores in a warehouse, and we were very, very active, obviously in the Metro area of Chicago.

00:06:32.680 --> 00:06:34.500

KKambic: But retail

00:06:34.720 --> 00:06:42.870

KKambic: the late ninetys really kind of started to take a turn. You know. You started to see Sears going down, and you start to see a lot of these companies going down, and

00:06:43.330 --> 00:06:59.150

KKambic: because around one thousand nine hundred and ninety-eight, one thousand nine hundred and ninety-nine. The job market was extremely hot, and I had decided that I probably needed to make the transition of retail into a different facet of security. And I think a lot of people you get pigeon hold that you think. Okay. This is the only thing that I can do

00:07:01.030 --> 00:07:03.600

KKambic: despite yourself. I want to say

00:07:03.670 --> 00:07:11.320

KKambic: you're actually able to do more than you think. So. I had applied as a security consultant for an international firm.

00:07:12.160 --> 00:07:26.119

KKambic: To be honest, I didn't have a lot of the qualifications they wanted to be. Speak a second language. They wanted me to have international experience. I I didn't have any of that. And again, despite myself, they actually hired me, and that really

00:07:26.250 --> 00:07:27.690

KKambic: changed my career,

00:07:27.830 --> 00:07:36.949

KKambic: because not only was I I focused where I was focused on retail before, and perhaps investigations in some physical security.

00:07:37.520 --> 00:07:45.159

KKambic: I was now working for firm that we did everything, and we worked for everyone. It was a big international firm,

00:07:45.520 --> 00:08:04.659

KKambic: Um, and that gave me a lot of exposure, and it kinda taught me that maybe there's different avenues to go, and that alone behold! Nine, eleven occurred, and previous to nine eleven I would head work for the agency, and generally Kara. We were, I guess, a a design,

00:08:04.960 --> 00:08:06.240

KKambic: build

00:08:06.380 --> 00:08:10.109

KKambic: type of agency that would go in and help out corporations.

00:08:10.290 --> 00:08:15.599

KKambic: But nine eleven kind of really changed that. As to the security



00:08:15.760 --> 00:08:34.289

KKambic: face the nation really to be more proactive rather than reactive. So our client, base quickly changed, and commercial real Estate Um became a big client of ours. The different buildings around the country due to nine eleven, especially in areas where

00:08:34.299 --> 00:08:43.630

KKambic: maybe necessarily they didn't necessarily think that they had these issues right. Chicago. We never really thought that that would be an issue in Chicago, at Atlanta,

00:08:43.980 --> 00:08:57.529

KKambic: so forth. So we started to branch out to all these different markets, and Um, one of my clients actually happened to be my current employer, which is a Blackstone uh Eq. Office,

00:08:57.570 --> 00:09:06.549

KKambic: and they at the time they had I was there, a consultant for the Am. Center here in downtown Chicago, which is the second tallest building in the city

00:09:06.970 --> 00:09:17.520

KKambic: and I and throughout the process uh, we had basically suggested that they needed to upgrade their level of director for security,

00:09:18.080 --> 00:09:22.860

KKambic: because the face of the nation was changing, and I guess traditionally what

00:09:23.050 --> 00:09:27.139

KKambic: you were needed before was not necessarily what you needed in the future.

00:09:27.440 --> 00:09:42.540

KKambic: And lo and behold, uh, the owners of the building said, Well, we'd like to hire you as a security director, and at that point in time I had been on the road for four years as a consultant, and pretty much out every week. My kids were young.

00:09:42.650 --> 00:09:58.980

KKambic: I found this a new avenue that would be very interesting. I could be home every night, learn a whole new area. So we went in there, and uh, we changed. I guess the face of security, because after nine eleven, everybody's knee jerk, reaction, Carol was to

00:09:58.990 --> 00:10:18.020

KKambic: put manpower on. I'm sure you saw this, you know, people doing searches, and really that was a short term fix. You need a long-term fix, and in commercial real estate We needed to walk a fine line between really taking care of our customers and great customer service, because that's ultimately what they're here for,

00:10:18.420 --> 00:10:22.449

KKambic: but also providing the a safe and secure environment.

00:10:22.840 --> 00:10:27.379

KKambic: So he completely changed the face at the A. And center

00:10:27.770 --> 00:10:30.730

KKambic: to where they became very successful.

00:10:31.140 --> 00:10:45.850

KKambic: Um, that got some attention here at the time. Sears Tower. Um, so I believe it was two thousand and three, and the owners then began a recruitment. Um campaign to bring me over here, because the previous Security director had left

00:10:45.910 --> 00:10:58.640

KKambic: uh that had taken them through nine eleven, but they hadn't done that transition from that hard security into the well defined Customer Service security that we ultimately needed to go to um

00:10:58.850 --> 00:11:06.039

KKambic: throughout that process. Ultimately they were. I was. I accepted the position here at the Sears Tower then,

00:11:06.560 --> 00:11:13.760

KKambic: and kind of help them re-face the building Um, And that was eighteen years ago.

00:11:14.340 --> 00:11:31.269

KKambic: Oh, wow, okay, And I have to tell you. Keith I had to coach myself. It's Willis Tower. It's Willis Tower, because I think you know there's still part of me that desperately wants to call it the Sears Tower. I'm. Sure there's a part of everybody That's

00:11:31.280 --> 00:11:46.650

Kara Snyder: well. Thank you for sharing that is so interesting. I love to hear about your progression, and what really stood up to me was your decision to apply for that international firm, despite not having all the qualifications, because I think that is something that can

00:11:46.660 --> 00:12:01.649

Kara Snyder: hold people back, whether they are students getting ready to graduate or people at maybe in their mid career as you were. So what made you take that leap? What made you say, hey? I can do most of this, and i'm ready and willing to learn the rest of it,

00:12:01.680 --> 00:12:05.160

Kara Snyder: I mean, because it seems like that was a real turning point for you.

00:12:06.100 --> 00:12:11.770

KKambic: That was a real turning point. Because, you know, to your point, Kara, you really kind of have to

00:12:11.870 --> 00:12:17.340

KKambic: not forget everything that you did before, and almost become an infant again.

00:12:17.520 --> 00:12:34.409

KKambic: Start over. Um, but I I I just didn't see myself staying in retail for my entire career, because I really saw you know. I really I mean it's I I wouldn't say It's funny. It's ironic Amazon, which is a male order company,

00:12:34.530 --> 00:12:51.209

KKambic: is the same as Sears, which was a mail order company um, and I kind of saw that that face was changing, and it it wasn't going to go back, so I needed to get out, and as difficult as as it was because I loved my career. Uh at uh in retail.

00:12:51.220 --> 00:13:09.790

Kara Snyder: Um. I felt it was necessary for both myself to grow, and also to take care of my family.

00:13:09.910 --> 00:13:28.750

KKambic: Exciting and scary. I would tell you, for probably the first six months that I did the job. I walked in every single day, going. Wow! Why did they hire me? But ultimately you know what you learn, and and that was that twenty five years ago you you learn that your older leaders

00:13:28.760 --> 00:13:43.129

KKambic: they actually know better. Um! And they've learned that in a lot of cases, if you got somebody that has the basics. It's almost better than having somebody that has such staunch knowledge,

00:13:43.140 --> 00:14:01.440

KKambic: because it's harder to mold them right. Much easier to you know to your point about new students, don't over, undervalue, or under estimate, your your worth to a company, because you're a new product, and they see that as a new product, and ultimately they can shape you. They way they want to shape you.

00:14:01.560 --> 00:14:03.629

KKambic: So I I think it was a good

00:14:03.990 --> 00:14:23.729

Kara Snyder: good risk, and I will tell you. I think it has paid off for me absolutely, absolutely. So. Share with us. We have listeners from across the college and university, not just criminal justice Students so kind of tell us what what is a day in the life like what happens when you show up to the Willis tower in the morning.

00:14:23.740 --> 00:14:40.270

KKambic: Well, it starts at four, thirty in the morning because I live really far away from here, so I can. You know what We are in a very exciting time right now, Kara, If you Haven't visited the Tower in the last couple of years uh we have transformed it.

00:14:40.280 --> 00:14:58.249

KKambic: So you know. The building was built in the early seventies. In back, then, office spaces were meant to be fortresses. They weren't. They were meant to be for office people, not tourists, now outside people, not people wandering through and and again just like retail. That's kind of changing, and I think it's

00:14:58.260 --> 00:15:08.440

KKambic: changing due to what the generations are requesting and wanting right there. There it's a more open feeling. So about.

00:15:08.520 --> 00:15:20.060

KKambic: Well, let me see. Five years ago we began a six hundred million dollar renovation on the building. Oh, my gosh, yeah. So um!

00:15:20.310 --> 00:15:29.740

KKambic: We're literally just finishing up at this point in time. Um, Covid did help us because we were able to continue with construction during that point in time,

00:15:29.750 --> 00:15:41.870

KKambic: but we ended up, adding about five hundred thousand a square feet of an entertainment complex. I'm hoping a lot of your listeners out there have been to my sky deck of one hundred and third floor world, top attraction, right? One hundred and fifty.

00:15:41.880 --> 00:15:55.820

KKambic: So, um! Our company recognized that we have two million capital captive people coming into the billion building just to go to the tour tourist uh attraction every year right? And then, in addition to all, the tenants are coming in.

00:15:56.400 --> 00:16:12.939

KKambic: So we wanted to build them an all-encompassing experience to come into the building. Um. So if you come into your into our building in the morning you can get breakfast. You can get lunch. You can get your cleaning uh you can go to the gym, you can go to the bar.

00:16:13.200 --> 00:16:30.400

KKambic: Um. So we really kind of transformed into what would be a traditional nine to five building to really more. I wouldn't say twenty-four hour building, but certainly a lot longer hours. So my day really kind of starts with um reviewing

00:16:30.960 --> 00:16:39.519

KKambic: the previous day's incidents. Um, if there are any um, you know, because we do deal with the public quite a bit.

00:16:39.740 --> 00:16:50.100

KKambic: There are a lot of interactivity with the security force, and also um the public. So i'll review those Um.

00:16:51.200 --> 00:16:54.059

KKambic: We are currently, and I

00:16:54.600 --> 00:17:12.749

KKambic: I think this has really been a huge accomplishment of mine is, you know, i'm almost six years old, and we are stepping into a lot of new technology. Uh. So my days are filled with a learning it, trying to figure out all the acronyms that they use.

00:17:13.740 --> 00:17:27.509

KKambic: But at the same time i'm gonna tell you. I mean, i'm really excited about the different things that is really going to happen in the future, not only from security, life, safety, but then also a customer service standpoint.

00:17:27.560 --> 00:17:45.839

KKambic: Uh so a a good example would be right now is i'm looking at ai artificial intelligence, and we're looking at it from non traditional security way. Um, yes, I do want to know whether or not they're standing packages, whether it slips and falls, and all these kind of things, but at same point in time,

00:17:45.850 --> 00:17:58.760

KKambic: and be able to really kind of show value to my boss to make these investments, so one particular example would be we we we We were experimenting with some Ai that did occupancy, counting one hundred



00:17:58.780 --> 00:18:08.029

KKambic: out on Jackson Street, which is one of the busiest streets in the city of Chicago, and we actually have an open retailer there right now that we're trying to release.

00:18:08.090 --> 00:18:14.749

KKambic: So I I put a line across the sidewalk to count people coming back and forth, and I did it for three months,

00:18:14.790 --> 00:18:31.940

KKambic: and and I went to my boss and I said, Do you know that in three months we had eight hundred and fifty thousand people crossed that line. Wow! And he, his eyes just like yours, lit up. Okay, and but he looked at it from business perspective. Because if you're a restaurant or

00:18:31.950 --> 00:18:36.890

KKambic: that's eight hundred and fifty thousand sets of eyes that you can sell your product to.

00:18:37.000 --> 00:18:42.690

KKambic: So I will tell you that right now a lot of my day is filled with

00:18:42.760 --> 00:18:45.330

KKambic: both the technology side,

00:18:45.380 --> 00:18:53.280

KKambic: but then also trying to provide value to the rest of the company through the technology that we've invested in in the last couple of years.

00:18:53.720 --> 00:18:57.260

Kara Snyder: Oh, that's very interesting.

00:18:57.640 --> 00:19:10.259

KKambic: Well, my my next question for you is, what is the favorite part of your job? Do you have one? Is it the technology? Is it something else?

00:19:10.650 --> 00:19:22.029

KKambic: Maybe if you're a scientist like I was going to be, you don't necessarily need to be that creative, the people person. But I would say almost in anything that you do. After you get out of college you gotta be a people person. And um,

00:19:22.120 --> 00:19:29.119

KKambic: I personally love people. Um, I, and particularly I. I love the staff that I have working for me.

00:19:29.140 --> 00:19:41.860

KKambic: They have over one hundred uh different security staff receptionist off duty. Police officers that work for me and being able to interact with them on a daily basis, is fantastic.

00:19:42.110 --> 00:19:48.679

KKambic: But then it even excites me even more, because just like I've done for your only state and the mentoring sessions

00:19:49.000 --> 00:19:56.999

KKambic: We're hiring all these new kids right, and they're starting fresh off, and maybe a lot of the kids. This is just a job for them.

00:19:57.880 --> 00:20:01.249

KKambic: I really enjoy getting them.

00:20:01.980 --> 00:20:17.700

KKambic: And what I like to say is taking that rough piece of call and polishing it into a diamond, because that really to me is the true success of any leader is that in order, they always say, when you get to the top of the series, you have to turn around and help the next person up.

00:20:17.790 --> 00:20:24.959

KKambic: That's where i'm at my point in career. So that's really what I have enjoyed the most in the last couple of years is getting

00:20:25.390 --> 00:20:27.329

KKambic: getting the young people ready

00:20:27.480 --> 00:20:29.870

KKambic: to be the future of security.

00:20:30.020 --> 00:20:37.980

Kara Snyder: Oh, I love that. I love that because my and actually my next question for you is, what is your leadership philosophy? When you have

00:20:37.990 --> 00:20:50.940

Kara Snyder: that many people reporting to you. Um, but I think what you said about turning around and helping the next person up. I think that's really wonderful. Tell me about the challenges of being in a leadership position like that,

00:20:52.540 --> 00:21:08.120

KKambic: I would say specifically, and I think most people know this right now. Um! The last couple of years have been extremely tough. Um, you know you have the quiet quitting going on. You have increased wages going on um and

00:21:08.240 --> 00:21:09.950

KKambic: hiring, and

00:21:10.690 --> 00:21:21.519

KKambic: has been a challenge. Uh, let us just say that. So I think that across the industries yes, across the industry, across everything, and has been a challenge. But again

00:21:21.540 --> 00:21:23.660

KKambic: i'm going to go back to my original point.

00:21:25.440 --> 00:21:34.940

KKambic: You know. How do I want to say this delicately? Too many of the older generations blame the younger generation that they don't know what they're doing.

00:21:35.690 --> 00:21:48.560

KKambic: I think the exact opposite. I was that younger generation coming to college. I didn't know what I was doing, but somebody took me in and guided me. Um! So it is a challenge,

00:21:48.960 --> 00:21:54.629

KKambic: but I think it's It's really It's a challenge that can be um.

00:21:54.680 --> 00:22:02.719

KKambic: It can be conquered. To tell you the truth. Um! It takes time. It takes effort. Um! It's certainly not

00:22:02.820 --> 00:22:20.770

KKambic: how it used to be. Let's say in two thousand and seven to two thousand and eight. We went through a recession, and we were able to hire really great people, and not that these are great people. It's just a different set in different needs that you have to go. But that's to me that's part of being a leader. You gotta be able to

00:22:20.790 --> 00:22:22.080

KKambic: mold

00:22:22.940 --> 00:22:31.599

KKambic: whatever. Whatever group you're dealing with to be those future leaders and recognize, I guess, their their shortcomings.

00:22:32.510 --> 00:22:34.210

KKambic: But at the same time

00:22:34.620 --> 00:22:39.659

KKambic: taking those positives that they do have, and if it's only even one or two right Kara

00:22:40.230 --> 00:22:45.340

KKambic: exploiting those one or two making them feel great about themselves.

00:22:45.950 --> 00:22:48.549

KKambic: My only part of my um my management style

00:22:48.850 --> 00:22:50.410

KKambic: don't micromanage

00:22:50.790 --> 00:22:59.900

KKambic: you will never you? You will never allow people to really fulfill their self-satisfaction where they're going to go in life

00:22:59.940 --> 00:23:03.400

KKambic: because you have your own goals, and you won't. Let them touch that.

00:23:03.590 --> 00:23:08.949

KKambic: You know we have a saying here. If you're not making mistakes, you're not trying.

00:23:09.950 --> 00:23:32.120

Kara Snyder: I love that. I love that, and I think you're so right, because if you have done your due diligence hiring, you have theoretically hired people that are experts in their field right, and you should be able to let them go and do their thing and do it well without needing to micromanage, which allows you to operate at a higher level, too. So really everybody wins

00:23:32.130 --> 00:23:37.410

KKambic: absolutely, and and I think it's just you're allowing them to grow, so that

00:23:37.560 --> 00:23:41.510

KKambic: when you you know, when I leave this position

00:23:41.910 --> 00:23:55.610

Kara Snyder: there will be many people that will be qualified to take my job. That to me is the biggest compliment as the leader.

00:23:55.850 --> 00:24:13.820

Kara Snyder: So one thing you mentioned um quiet quitting. I think that's such an interesting conversation these days. So tell me what that looks like in your industry, because I think we hear a lot about it. But we also hear that people are just desperately trying to preserve a little bit of work, life, balance.

00:24:13.830 --> 00:24:21.659

Kara Snyder: And so what does that look like, you know? And from your industry's perspective, what are you seeing the quiet quitting? Well, you know,

00:24:22.100 --> 00:24:26.079

KKambic: I think it's I previously here in the last two years.

00:24:26.650 --> 00:24:30.129

KKambic: It was a challenge, I mean you, would you? You would have

00:24:30.310 --> 00:24:38.100

KKambic: an example would be, and it even starts before quiet quitting, you might set up three interviews, and literally only one person shows up,

00:24:39.160 --> 00:24:53.939

KKambic: and then it would even go further that let's say you go ahead and hire that one person, and then they either come for a day. They don't come at all, or they come for three months and six months, and then ultimately, they find, because right now or there used to be a lot of job offers right?

00:24:54.010 --> 00:24:58.920



KKambic: Um! They were able to just jump ship and go somewhere else.

00:24:59.780 --> 00:25:01.400

KKambic: But I think again

00:25:01.910 --> 00:25:05.460

KKambic: that really comes back to the leadership of the team

00:25:05.670 --> 00:25:10.259

KKambic: in getting them to recognize that. Yes, okay, let's say I can

00:25:10.450 --> 00:25:15.480

KKambic: make more money at a different facility, right or a different place.

00:25:16.770 --> 00:25:29.509

KKambic: But eventually I guess there comes a point in time where money is not everything, and getting them to recognize that I guess the devil, you know, is better than the devil. You don't know right, and that that little bit of dump over there

00:25:29.520 --> 00:25:49.369

KKambic: may may not be the best uh thing for you personally, and certainly the best thing for you is in a career path also. So again, I think it's just You have to get out there and really show the value of working for your organization. Rather going to the next organization, and if somebody, you know it comes down to

00:25:49.380 --> 00:25:57.259

KKambic: recognizing is somebody stagnant? Is somebody bored? Is somebody unhappy And how do you address that?

00:25:57.400 --> 00:26:13.990

KKambic: I guess I I guess thirty-six years ago, when I graduated from Illinois State. Did I ever think that I would be a hr manager part time hr, manager, and all this other stuff not dealing with these issues. Um. Probably not. Okay. But it. It is just part of the job. And

00:26:14.060 --> 00:26:17.369

KKambic: in order for you to become successful, you have to do that.

00:26:17.610 --> 00:26:18.710

Kara Snyder: Mhm

00:26:19.300 --> 00:26:37.639

Kara Snyder: Yeah. And I think we are battling a little bit of that Is the grass always greener, you know, versus like you said, investing in your current company and and finding out if you're bored, can you change your situation? I think that's a great point,

00:26:37.650 --> 00:26:44.540

KKambic: My supervisory staff here, every single one of them has all started as security officers for me,

00:26:44.620 --> 00:26:46.410

KKambic: every single one of them,

00:26:47.370 --> 00:26:50.599

KKambic: and we're very proud of that, because we're showing

00:26:50.740 --> 00:27:03.819

KKambic: mobility from within the structure. Right? I'm not going. I don't need to go to the outside. There's plenty of people here on the inside. You have to give effort. We have to give effort, and you have to show them a path

00:27:04.040 --> 00:27:08.230

KKambic: in recognizing that they're bored. Maybe recognizing that they're

00:27:08.620 --> 00:27:23.030

KKambic: they're not happy at their current position. You got to recognize that you got to talk to your people, and then when you realize that then you gotta take some action. You may not be able to do everything. But I think, as a manager you try to get right. You walk that line and get fifty fifty.

00:27:23.570 --> 00:27:39.209

Kara Snyder: Well, congratulations because I think that speaks to the environment that you've created, too, that people are seeking out those opportunities. They want to stay with your company. I think that's that's commendable. So congratulations to you on that. Thank you very much. I appreciate.

00:27:39.270 --> 00:27:48.739

Kara Snyder: So my next set of questions for you is really just fun. We're going to finish with a lightning round, and I just want you to go with your first instinct on these questions.

00:27:48.760 --> 00:27:55.429

Kara Snyder: So the first one I have for you. I think I know the answer to given your wake up time. But are you a morning person or a night owl?

00:27:55.440 --> 00:28:17.079

KKambic: Well, i'm. I let me tell you this. I used to be a nine out, but i'm forced to be a morning person, and and really it it is a great time, because you if you get into the office early, there's nobody here. I get to see the sunrise over like Michigan. How many people get to see that Um! And you get so many things accomplished

00:28:17.090 --> 00:28:23.699

Kara Snyder: Absolutely absolutely. So texting or talking. What's your preference uh talking

00:28:24.350 --> 00:28:25.879

Kara Snyder: coffee or tea

00:28:28.670 --> 00:28:38.210

Kara Snyder: diet, Dr. Pepper? I was gonna say with a four, thirty. Wake up! Call! There has to be a beverage of choice. I just need

00:28:38.380 --> 00:28:40.670

Kara Snyder: favorite season.

00:28:40.740 --> 00:28:52.890

Kara Snyder: Oh, my God! Summer all day of all night. I'm very unhappy right now. I'm with you. Winter's coming.

00:28:52.950 --> 00:28:55.749

Kara Snyder: What's your favorite thing to cook for dinner,

00:28:56.260 --> 00:29:02.220

Kara Snyder: Pizza.

00:29:03.220 --> 00:29:22.669

KKambic: No, but it's not too crazy. I I I love making pizza uh my, my, my my sister, my brother in law owned actually, they still currently own a number of uh carry out pizza places I work from during college. Actually, my summers in college I spent working for them kind of kept that love up so. Pizza.

00:29:22.680 --> 00:29:30.989

Kara Snyder: Oh, very cool, very cool. So yeah, you know what it takes to make a good pizza. Then that's awesome. What's the best trip you've ever taken.

00:29:31.770 --> 00:29:33.120

KKambic: Um!

00:29:35.520 --> 00:29:38.259

KKambic: Well, I just took a wonderful trip

00:29:39.020 --> 00:29:55.450

KKambic: where it was a life goal to take my family, my kids, and their spouses to the Dominican Republic. It wasn't necessarily Dominican Republic. It was just to a vacation, but I was fortunate enough to take them all in a vacation as adults,

00:29:55.600 --> 00:29:58.919

KKambic: and there was nothing more satisfying than that.

00:29:59.110 --> 00:30:02.159

Kara Snyder: Oh, That sounds very special. That's awesome.

00:30:02.350 --> 00:30:17.549

Kara Snyder: And then I have to know Avanti's gondola, or pub to cheese balls. Oh, avantes! All day and all night. Actually, we uh when I was down there last weekend uh I noticed that they had moved their location

00:30:17.760 --> 00:30:38.280

Kara Snyder: away from the two locations. Oh, okay, Yup, Yup. So still the one on Main Street, and then they have one out by the airport now, too. So oh, yeah, yeah, that's where we are. We're out by the airport. Yeah, right? And if you were thrown in, what was the pizza place that they used to have? The gut busters? You probably weren't there. But there was a

00:30:38.440 --> 00:30:52.419

Kara Snyder: with that Garcia's. He has rules over everybody. Fair enough, all right. My last question for you. If you could give one piece of advice to a college student. What would you say,

00:30:54.150 --> 00:30:58.059

KKambic: Don't think you can't change the world,

00:30:58.560 --> 00:31:01.949

KKambic: because I will tell you quite honestly.

00:31:02.280 --> 00:31:06.410

KKambic: I was not a great student at the alumni state I graduated,

00:31:06.600 --> 00:31:08.800

KKambic: but from an academic standpoint

00:31:09.040 --> 00:31:11.519

KKambic: it Let's say it wasn't my first priority.

00:31:13.180 --> 00:31:15.460

KKambic: But when I got out

00:31:16.320 --> 00:31:19.430

KKambic: I didn't let that cloud my mind.

00:31:20.730 --> 00:31:24.000

KKambic: I felt that I could accomplish anything,

00:31:24.260 --> 00:31:27.909

and with that effort, and with people giving me the opportunity

00:31:28.250 --> 00:31:34.669

KKambic: quite honestly, Kara, I've achieved a level that I would have never thought when I graduated from the or State in one thousand nine hundred and eighty six.

00:31:35.480 --> 00:31:49.569

Kara Snyder: Well, you certainly make us very proud that You're a red bird, and it's been awesome to see everything you've accomplished, and I really enjoyed hearing your story today. Um! So thanks again for being here and taking time to talk with us.

00:31:49.600 --> 00:31:58.399

Kara Snyder: So that was Keith Cambeck, senior Director of Security at Willis Tower, Join us next time on the podcast for more stories from our cast alumni.