

THE DISPERSER

"Dispersing ideas among friends"

No. 94 Volume 115 July 2025



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FPCA President Letter

I hope you're all enjoying a wonderful summer.

After a slow start to the year, we're finally seeing business momentum pick up—and I'm optimistic that this positive trend will continue. Be sure to check out the excellent articles included in this issue, which highlight the strength of Florida's economy despite broader uncertainties.

Our **Longboat Key Meeting** is just around the corner, and **registration is now open!** The event will take place **September 26–28 at The Resort at Longboat Key**. Visit our website to register and access the hotel booking link.

We have a dynamic program lined up this year, featuring **Dan Murad from ChemQuest**, who will share insights on the state of the coatings industry in Florida, as well as discuss topics like tariffs and the growing impact of AI in the paint sector. A finalized speaker schedule will be sent out soon.

The weekend will kick off with the **FPCA Welcome Reception** on Friday evening, an excellent opportunity to network and reconnect. On Saturday, following our morning meeting and speaker sessions, we'll head to **The Links at the Islandside Golf Course** for some friendly competition (and prizes!). We'll close the weekend with **cocktails and a banquet dinner**. **(We kindly and respectfully ask that you schedule your Friday dinner after the Welcome reception and grace us with your presence at the dinner banquet on Saturday.)*

We're also offering **sponsorship opportunities**, which are a great way to showcase your company during the event. You can find more information in the registration form or you can contact Mary Bogan if you have any questions.

Scholarship season is here! We are now accepting applications for our scholarship program, with awards to be presented at the Longboat Key meeting. Please share the application with eligible individuals in your company. Our scholarship fund is made possible through business card ad sales—contact **Mary Bogan** to support this meaningful initiative and help make a difference in someone's life.

Board Update:

After careful consideration, we've decided not to print a membership directory this year. Instead, we're exploring a secure, **members-only online directory**. Stay tuned for more on that.

We're also working on a refresh of **The Disperser**, and we'd love your input. What would you like to see? Send your ideas to info@fpca.club.

Warm Regards,
Gabriela Blanco
FPCA President



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UPCOMING MEETINGS

Disney

When: February 27-Mary 1, 2026

Where:

Hilton Orlando Buena Vista Palace

1900 E. Buena Vista Drive

Lake Buena Vista, FL 32830

(855) 757-4984

Long Boat

When: September 26-28, 2025

Where:

Longboat Key Club

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LONGBOAT KEY, FL 34228

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2025 Business Cards



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Articles of interest

<https://www.cnn.com/2025/07/12/10-strongest-us-economies-recession-top-states-for-business-rankings.html>

<https://floridianpress.com/2025/07/desantis-celebrates-as-floridas-economy-ranks-1-for-third-consecutive-year/>

<https://www.abc.org/News-Media/News-Releases/abc-contractor-optimism-grows-as-abcs-backlog-indicator-rebounds-in-june>



Managing Upwards: How to Lead from Below

In the world of professional growth, much attention is paid to managing teams, projects, and clients. But there's one key relationship that can profoundly shape your career trajectory—your relationship with your boss.

Managing upwards is not manipulation, flattery, or being a “yes person.” It's a strategic, respectful approach to collaborating with your manager, aligning on goals, and getting things done while building trust and respect.

Whether you're climbing the career ladder or just want to thrive in your current role, here's how managing upwards can elevate your impact and effectiveness.

1. Understand Their Goals, Pressures, and Style

Managing upwards starts with empathy and insight.

- What keeps your boss up at night? Is it hitting quarterly numbers, innovating ahead of competitors, or managing board expectations?
- What metrics are they evaluated on? What success looks like to them might not be immediately obvious.
- How do they like to communicate—brief bullet points or deep dives? Scheduled meetings or hallway conversations?

When you align your efforts with their objectives and preferences, you become not just a good employee—but an indispensable ally.

2. Build Trust Through Reliability

Your credibility is your currency.

- Deliver what you promise, when you promise it.
- Flag problems early—don't wait until a crisis erupts. Proactive communication builds trust.
- Take ownership: bosses love when someone sees an issue and says, “I've got this.”

Over time, consistency and follow-through create a solid foundation for upward trust. It shows that you're thinking beyond your role, and that they don't have to second-guess your work.

3. Manage the Information Flow

A boss who's always in the dark won't be your best advocate.

- Share relevant updates regularly: brief, structured, and solution-oriented.
- Anticipate their questions—don't just present a problem; come with options, solutions or potential fixes.
- Don't overload. More information isn't better—better information is better.

If your manager has to constantly chase you for updates, something's broken. But when you curate their view effectively, you help them make better decisions—and shine a little brighter, yourself.

4. Adapt to Their Working Style

This doesn't mean suppressing your personality or values. It means being agile in how you collaborate.

- If they're a big-picture thinker, start with the “why.”
- If they're a detail person, lead with data.
- If they hate surprises, preempt them.

This kind of adaptability isn't sycophantic—it's strategic. You reduce friction, boost efficiency, and make collaboration smoother for both of you.

5. Speak Up

Managing upwards isn't about blind agreement. It's about contributing value—respectfully.

- Ask thoughtful questions that sharpen thinking.
- Offer alternative ideas, but frame them as “building on” rather than “tearing down.”
- Pick your moments: is it the right time to challenge or raise concerns?

When you speak up with insight and care, you shift from follower to thought partner. That's the sweet spot.

6. Don't Expect Mind-Reading

A common misstep? Assuming your manager knows exactly what you're doing—and how well you're doing it.

- Advocate for your work without bragging. Use phrases like “I wanted to loop you in on something that's going really well.”
- Share wins, lessons learned, and what's next. This builds visibility and shows growth.

Your success isn't just about performance—it's about perception. Managing upwards helps make sure your hard work doesn't go unnoticed.

7. Make Them Look Good (Without Losing Yourself)

Here's a paradox: the more you help your boss succeed, the more you do too.

- Know their priorities. Align your work so it supports them directly.
- Anticipate what they need before they ask.
- When they succeed, give credit and celebrate—even if you were the engine behind the scenes.

It's not about ego; it's about partnership. Done with integrity, making your boss look good builds a reputation for leadership and loyalty.

8. Know Your Limits

Not all bosses are dream managers. Some are overwhelmed, others micromanage, and a few... well, aren't great leaders.

That's why upward management also includes:

- Setting boundaries respectfully
- Navigating tough personalities diplomatically
- Knowing when to escalate issues

Sometimes, managing upwards is about protecting your time, energy, and mental health, too.

What's The Takeaway?

Managing upwards is a career superpower. It blends emotional intelligence, strategic thinking, and professional maturity. It's not about kissing up—it's about stepping up.

When you manage that relationship well, you're not just making your boss's life easier. You're paving the way for your own growth, influence, and fulfillment.

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The Editor's of the Disperser are looking for your comments on events happening in the Industry.

We are also looking for company ad's to display in the next edition.

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If you are interested please contact, Mary Bogan.



Laurie Barfield

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