



Cody Cope

Filling a sudden
and unexpected
void

When a branch manager at Mammen Glass & Mirror left suddenly last year, Cody Cope saw an opportunity to demonstrate leadership. The installer—less than two years in the glass business—stepped up to manage the Austin, TX, branch.

“Cody rose to the occasion,” says Chris Mammen, president. “He did a good job of managing his peers and people older than himself.

He quickly earned everyone’s respect.” Mammen praises Cody for “holding people accountable. He wouldn’t let quality slip or deadlines slide. He was very good at management.”

“It was overwhelming at first,” Cody, 26, admits. “But eventually, everything fell into place.” Cody took over day-to-day operations, cut expenses and improved efficiency.

Despite having no sales experience, Cody energetically sought new business. “I tried just about everything,” he says. “If I passed a construction site, I’d stop in and introduce myself. Even if they already had a contractor, I’d leave our name for next time. I

called old customers who had lost touch and invited them to come back. I even did some cold calling, using the phone book to find places that use glass, such as frame shops.”

Founded in 1955 by J.J. and Lorene Mammen, Mammen Glass & Mirror Inc. has a home office and production facility in Irving; the Austin branch office opened in 1996. The company employs 47, producing glass tables, shower doors, framed mirrors, mirror walls, vinyl and aluminum windows, and other residential and commercial products.

“Everything gets easier with practice,” Cody reflects. “Besides, I had a lot of help.”

Education: 1996-97, attended the University of Texas at Arlington.

Career: 2003-present, service and inside sales manager, 2002-03, temporary branch manager, 2001-02, service and inside sales manager, 2001, shop manager and glazier, Mammen Glass & Mirror Inc., Austin, TX; 2000-01, fabrication operator, Motorola Inc., Austin; 1997-2000, assistant operations manager and trainer, feed and equipment manager, dairy hand, Cope Dairies, Coleman, TX.

Personal: Age 26. Born, Eden, TX. Single, one daughter.

Diversions: Staying fit, restoring a 1971 GMC Jimmy, raising his daughter.

Connections: 2407 W. Howard Lane, Austin, TX 78728, 512/341-2420, cody@mammen.com.