

Can You Call Yourself A Leader?

By Ed Rigsbee, CSP

During any era, especially these tumultuous economic times, some leaders fail to lead; and elsewhere, leaders emerge. Leading in good times is so much easier than leading in difficult times where the leaders' mettle is tried. In leading others, rather than being about authority, it should be more about inspiration. Every leader in these times must ask him or herself, "Do I inspire those around me?"

Leadership, at the forefront is about trust; getting others to trust and believe in you, your abilities, and vision. Below are some steps you can take to better help you to emerge as a true leader in these times:

1. Convince others that you have a **vision**. Your vision must be crystal clear to yourself and others, and must ring true so those you lead feel safe in following you.
2. Convince others that you have the knowledge, skills, and tools at your ready that will enable you to deliver. Just having a clear and purposeful vision is not enough. Having the **tools** necessary to deliver the implementation of your vision is just as crucial. Your people must believe to the depths of their souls that you have what it takes to make things happen.
3. Convince others to let you take hold of the steering wheel for the time necessary to move your vision into **action**. Without someone steering, nobody gets anywhere. For too many, the decision of indecision is their preferred strategy. That does not work in leading an organization through the land mines of today's globally volatile economy but rather definitive action is needed. And if you are going to call yourself a leader, take definitive actions.
4. Help others to imagine how your vision will result in helping to **make their lives better**. Nobody wants to make their life worse. However, it is your job as a leader to help those you lead to see the light, the glimmering light of hope through ultimate actions. As you inspire your organization to be better, to do better, through your own personal actions. They are "listening" to what you "do" more than listening to what you say. Be the example of what's right, rather than embody the problem.
5. **Celebrate** every milestone on the way. As you steer your organization toward your vision, have milestone markers set up along the way and be sure to celebrate every marker reached. This helps those in your organization to viscerally realize that the organization is moving toward the intended vision.

Leading others is about building a trusting relationship with them; they have to trust
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Have
A
Merry
Christmas
And
A
Happy
New Year!!



Claude Cole	12/3	AAA Supply, Inc.	
Jim Rabon	12/9	Honorary Life Member	
Fae Sox	12/10	Honorary Life Member	Wife of Wyman
Chris Kirkland	12/10	W. N. Kirkland, Inc.	
Harvey Kirkland	12/12	Honorary Life Member	
Tiffney Cullum	12/13	Cullum Mechanical Construction, Inc.	Wife of Chris
Michelle Smith	12/13	Eck Supply Company	Wife of Charlie
Nancy Reed	12/16	Cullum Mechanical Construction, Inc..	
Steve Barwick	12/18	Barwick Plumbing Company	
Furman Cullum	12/19	Cullum Mechanical Construction, Inc.	
C. J. Compton	12/21	C. J. Compton Plumbing	
Carol Forsberg	12/24	Metro Electric Company, Inc.	Wife of Ned
Sandra Merritt	12/27	Honorary Life Member	Wife of Ray
Johnny Richards	12/27	Gatch Electrical Contractors, Inc.	
Chris Cullum	12/29	Cullum Mechanical Construction, Inc.	
Merry Hendricks	12/30	Critical Components, Inc.	Wife of Jim Hendricks
David Paul	12/31	Sanitary Plumbing Contractors, Inc.	

“Tool Box Talks” - Safety Tip

MINOR INJURIES

When we talk of someone being injured, we usually think of serious injuries, such as those involving broken bones or where a lot of blood is lost. We don't think much about the little incidents, such as scratches, splinters, dust in the eye, and blisters. These things don't give us much pain nor lay us up. And if properly treated, minor injuries shouldn't give us serious concern.

EVEN MINOR INJURIES CAN BECOME SERIOUS

When we neglect a minor injury, however, we could end up in the hospital or even six feet under. Do you think that I'm exaggerating? Consider what can happen if you let a minor cut on your arm go untreated. Germs can enter and cause infection. If the infection, in turn, isn't treated, it can cause blood poisoning, which can be fatal.

TWO KINDS OF INJURIES OFTEN NEGLECTED

A hard blow on the head. This can make you dizzy or unconscious for a few seconds. It's easy to overlook this injury because afterwards you may feel OK, except for a headache. What many of us don't realize is that a blow on the head can cause a slight concussion or fracture, which can't be detected except by a doctor. As a result we later may go to sleep and not wake up. So if you have a head injury, see a doctor for a checkup.

A blow to the stomach. This can occur when you run into something or are struck by something. The blow may knock you down and take the wind out of you, but a few minutes later you may feel OK. Just because there may be no visible injury, however, is no reason for not reporting to first aid. It doesn't take much of a blow to rupture an intestine or start internal bleeding. And these unseen injuries can kill you.

REPORT ALL INJURIES

The important thing to remember is to report all injuries, even though they are minor and no physical damage is apparent. Get proper first aid and see a doctor if necessary.

PinPoint Safety, LLC - Mel Rosas, formerly, RSS Safety, LLC
1122 Industrial Drive, Suite 113, Matthews, NC 28105
Telephone (704) 277-5673 Fax (704) 900-8241

Happy Anniversaries

Mr. & Mrs. Lewis Caswell - 12/20
 Mr. & Mrs. Randy Harley - 12/21

Concerns

Richard Miller, Sr., City Plumbing Co., Florence

Condolences

To Mrs. Carolyn Cunningham & Family
 To Mr. Jimmy Shealy & Staff
 Shealy & Sons Electric Co., Inc., Columbia
 On the loss of husband and former employee
 & subcontractor
 Robert E. Cunningham, Sr.
 To Mr. & Mrs. Jack Dill & Family
 Jennings-Dill, Inc., Greenville
 On the loss of his daughter
 Donna Dill

Welcome New Member

Ahern Rentals - Columbia
 Mike Swindall

Keep Recruiting!!!!

Birth Announcements

Alden Davant Gregg
 Born October 4, 2010 7:00 PM, 6 lbs 11 oz
 Proud Parents: Kevan & Andrea Gregg
 Proud Grandparents: David & Susi Gregg
 C. R. Hipp Construction, Inc., N. Charleston

James Edward “Ward” Chocklett
 Born November 5, 2010, 9 lbs, 20.4 ins.
 Proud Grandparents: Phil & Beth Wilson
 Control Management, Inc., Columbia

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your direction, strategy, and implementation tactics. Trust is the most powerful relationship glue on earth. You earn trust; trust is not bestowed upon you based on title, position, or any other outward trappings. Nor is trust instant but rather an accumulation of all that you say and do. You must keep your word in all aspects; actions, rewards, and penalties - otherwise your word is only partially valid which actually translates to: no trust. Say what you are going to do, do what you say, and say what you did - therein are found your successful leadership strategy. Copyright © 2010 Ed Rigsbee

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As an internationally recognized keynote speaker on partnering, alliance, and relationship ROI, Ed Rigsbee helps corporate and non-profit audiences to end the anxiety of lost opportunities and unfulfilled promises and get what they say done. Ed Rigsbee, *Certified Speaking Professional*, has been fumbling, bumbling, and stumbling his way through the organizational mazes of for-profits and non-profits for over four decades. For the last two decades, Ed has been an observer, researcher, and teacher; helping organizations of all sizes to build successful internal and external collaborative relationships. In addition to serving corporate and non-profit clients in their partnering, alliance and relationship ROI needs, Ed also serves as the executive director of a (501 c 3) public non-profit charity. Ed has authored three books and over 1,500 articles helping organizations to take full advantage of their potential. Contact Ed, through www.Rigsbee.com for assistance and to access a number of his complementary resources for doing better.

Save These Dates For Upcoming Events!!!

**2nd Annual Midlands Area
Nine at Night Scholarship Benefit**

Thursday, March 10, 2011
Charwood Country Club
222 Clubhouse Drive, W. Columbia, SC

**5th Annual Piedmont Area
Clays for College**

April, 2011
Harris Springs Sportsman's Preserve
Waterloo, SC

**7th Annual MCASC
Statewide Meeting & Barbeque**

March 2011
TBA

**3rd Annual Coastal Area
Scholarship Fishing Tournament**

May 2011
TBA

MCASC Summer Convention

August 4-7, 2011
Hammock Beach Resort
Palm Coast, Florida

Thank You From Terry Tilley

I would like to thank all the members of the Mechanical Contractors Association of South Carolina for the cards and prayers that were sent throughout my recent illness. Your support meant so much during this difficult time. I have returned to work and look forward to seeing all of you. Again, I thank you.

Terry Tilley, Guy M. Beaty Co., Inc.

Thoughts To Ponder

Nothing so conclusively proves a man's ability to lead others as what he does from day to day to lead himself.

Thomas J. Watson

One of the tests of leadership is the ability to recognize a problem before it becomes an emergency.

Arnold H. Glasow

Economic depression cannot be cured by legislative action or executive pronouncement. Economic wounds must be healed by the action of the cells of the economic body - the producers and consumers themselves.

Herbert Hoover

6th Annual Piedmont Area MCASC Scholarship Golf Tournament Sponsors & Winners

The Piedmont Area MCASC would like to take this opportunity
to thank the sponsors & players for their generous support.

GOLD

Hajoca Corporation
Johnson Controls, Inc.

SILVER

38th Annual Plumbers Open
Eastern Industrial Supplies
Greenville Mechanical
Heat Transfer Sales
Imaging Technologies
Milwaukee Valve
Thermal Resource Sales
Trane Company
Waldrop, Inc.

BRONZE

Ahern Rentals
Carsons Nut & Bolt
Condustral
Control Management, Inc.
Cotton & Welsh
Evergreen Medical Services
Ferguson Enterprises
Hahn Mason
Hoffman & Hoffman
Kenny Pipe & Supply
Kudzu Staffing
L. R. Gorrell
Midlands Area MCASC
Pro Marketing
Stover Mechanical, Inc.
Victaulic

1st PLACE TEAM

Jeremy Davis
Dennis Gibson
Neal Gibson
Jerry Sisk

2nd PLACE TEAM

Chris Dumas
Lee Dumas
Justin Hill
Leonard Hill

3rd PLACE TEAM

Brian Hardin
Paul Jensen
Doug Peterson
Chris Sipe

CLOSEST TO THE PIN

HOLE 4 Bucky Cole
HOLE 6 Lee Dumas

HOLE 13 Chris Dumas
HOLE 17 Brad Hawkins

LONG DRIVE #18

Michael King



Season's Greetings!
MCASC would like to extend
our appreciation to all of our members
for their support during the past year.
We wish everyone
A Happy and Prosperous New Year!!



PALM COAST FLORIDA

200 Ocean Crest Drive • Palm Coast, FL 32137

(386) 246-5500

www.hammockbeach.com

GROUP: MCASC SUMMER CONVENTION RESERVATION FORM**DATES: AUGUST 4-7, 2011 CUT-OFF DATE: JULY 13, 2011****GROUP RATES ARE AVAILABLE 3 DAYS PRE AND POST CONVENTION DATES**

Name: _____

Address: _____

Home Tele. # _____

Work Tele. # _____

Fax # _____

Room Request: 1/Bedroom Ocean View Suite	_____	\$175.00 plus resort nightly service fee and tax
2/Bedroom Resort/Golf Course View Villa	_____	\$209.00 plus resort nightly service fee and tax
3/Bedroom Ocean View Suite	_____	\$299.00 plus resort nightly service fee and tax

The Resort Service Fee Is 9.75% & Includes: daily newspaper, complimentary local and 1-800 calls, pool access with floats, beach chairs, towels and umbrellas, fitness center and health spa access, valet parking, high speed internet access, in-room coffee, plus all gratuities for bellmen, valet, concierge service, pool/beach/locker room attendants and housekeepers.

Arrival Date: _____ Departure Date: _____ # Of Adults / Children: ____/____

CREDIT CARD INFORMATION

Type of Card _____ Name on Card _____

Card # _____ Exp. Date _____

Additional Info: _____

- 1 night deposit will be taken at time reservation is made. Balance will be due upon check out.
- Reservations are subject to a 7 day cancellation policy. Please cancel reservations 7 days prior to arrival to avoid forfeiture of deposit.

For Your Convenience, You May Book Your Reservations By Calling 1-877-834-8862 And
Be Sure To Mention MCASC Group No. 20E1AX, Or Fax This Form To 1-407-390-3855

**Associate Member:
AAA SUPPLY, INC.**

AAA Supply Inc. will celebrate its 48th year in business on March 15, 2011.

Our home office and showroom is located at 203 Haywood Road, Greenville, SC 29607. We also have a branch office and showroom at 1708 Poplar Drive Ext., Greer, SC and warehouse at 811 Church Street, Laurens, SC.

It is with great pleasure as a distributor that we can offer nationally advertised brands, such as American Standard Brands, Delta, Moen, T&S Brass, Elkay, Just and Rheem water heaters including commercial, residential, tankless and the new electric heat pump water heater.

We are extremely proud of our total workforce of 30 dedicated and loyal employees.

Corporate officers are Claude Cole Jr., CEO; Lewis B. Cole, President; Jeff Beck, Vice President; Jonathan Cole, Secretary and Claude Cole IV, Treasurer.

We are profoundly fortunate and grateful that we have been allowed to serve our industry for these many years and for the loyalty of our many friends and customers.

**AAA Supply, Inc.
P. O. Box 17769, 203 Haywood Road
Greenville, SC 29606-8769
Telephone (864) 288-1742 Fax (864) 234-5361**

**Congratulations to our next Associate & Mechanical Members who will be
highlighted in the upcoming issue of "The Tool Box":
White Crane Company, West Columbia - Associate Member
Hill Plumbing & Electric Company, Inc., Sumter - Mechanical Member**

DECEMBER 2010 MONTHLY AREA MEETINGS

MIDLANDS AREA

Thursday, January 6, 2011 @ 6:00
Location: MCASC State Office, 1504 Morninghill Dr., Columbia
Sponsored By: Central Controls, Inc.

**No Meeting or Event Planned
For December**

PIEDMONT AREA

Wednesday, December 15, 2010 @ 5:30 PM to 7:30 PM
Location: Wild Wing Café, 15 W. Washington St., Greenville
Sponsored By: Dixon Hughes, PLLC
Joint With ABCC, CFMA, MCASC, NAWIC, & PCEA

**Upstate Holiday Collaborative
Bring An Unwrapped Toy For
Toys For Tots**

PEE DEE AREA

Thursday, January 20, 2011 @ 6:30 PM
Location: 933 Santiago Drive, Florence
Sponsored By: City Plumbing Company of Florence

**No Meeting or Event Planned
For December**

COASTAL AREA

Friday, December 10, 2010 @ 7:00 PM to 11:00 PM
Location: 517 King Street, Unit 14, Charleston
Home of Lee and Susan Richardson
Sponsored By: The Coastal Area MCASC

**Christmas Party Drop-In
Bring An Unwrapped Toy For
Toys For Tots**



P.O. Box 384, 29202
1504 Morninghill Drive
Columbia, SC 29210
Phone: (803) 772-7834
Fax: (803) 731-0390
E-mail: mflowers@mcasc.com
www.mcasc.com

***Serving mechanical contractors in
South Carolina since 1912.***

MCASC Executive Board & Staff

Jim Brewer, President
Dennis Brunink, Vice-President
Lee Richardson, Treasurer
Richard Miller, Jr., Secretary
Jim Maguire, Associate President
Mona Flowers, Managing Director

Mechanicals make it happen -
Be part of the best!

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PERMIT NO 750

MCASC Vision Statement

The Mechanical Contractors Association of South Carolina (MCASC) will be the leading construction association in South Carolina for specialty contractors and suppliers in the electrical, mechanical (HVAC), and plumbing fields by serving its membership, the industry, and the Community in a vibrant and harmonious fashion.

MCASC Mission Statement

The Mechanical Contractors Association of South Carolina (MCASC) will provide its membership with:

- current business/technical information and support
- a proactive political/legislative agenda
- a joint industry collaboration to improve relative business practices
- an ongoing effort to offer training opportunities for both professional and craft personnel
- educational scholarships for deserving students
- the development of industry related career opportunities

The Association's objective for this mission is to enhance the future of the Construction Industry in South Carolina.