



Volume 19, Issue 1 January, 2022

# The Tool Box

*Serving the Electrical, HVAC & Plumbing Industries Since 1912*

The Law of Building a Winning Team (Part II)  
Building Motivation and Momentum:  
Nothing Can Stop an Train!

“In the end, a great leader is only known by the impact he or she has on others.”  
Jim Stovall

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**The Law of The Winning Team:** Great leaders know how to find people who possess the skills they don’t and have the ability to position, empower and send them out. A team of skilled people can never succeed beyond the abilities of the leader to allow them to do so. We raise the team by raising the expectations of each player, equipping them and setting them free to succeed on their own.

**Modeling Trains**  
My favorite hobby is model trains. I belong to a model train club that has the largest N scale layout in the area. I have made many friends in the group. We take the layouts to shows and have an operations night once a month at our clubhouse, where we run our trains like the actual (prototype) railroads with conductors, engineers and dispatchers.

Also, part of the fun aside from the friends I’ve made is modeling scenery and trying to get everything looking like real trains and locations. We study the prototypes and do our best to make everything look authentic. I’ve learned a lot about railroads just doing the hobby.

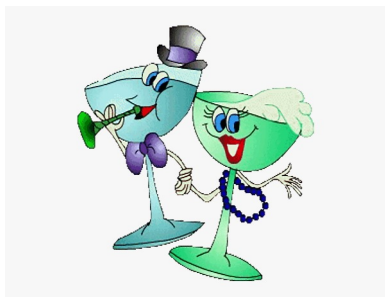
Did you know that a fully loaded freight train going 50 miles an hour can plow through a 5-foot steel reinforced concrete wall? It has momentum and can move through the obstacle as if it weren’t there. However, that same train sitting still can be stopped by placing a one-inch block directly in front of the drive wheel. With that block in place, the locomotive won’t budge. Why? It has no momentum.

**The Mighty MO**  
Momentum will motivate a winning team like nothing else. In fact, momentum will make us look like better leaders than we may be. It exaggerates the talents of everyone on the team. It makes our problems seem like speedbumps and will often solve more problems than wasting time worrying about them does.

A leader with momentum can get more out of his/her team than a leader who has a track record of success. The team with momentum is always the one that wins championships in any sport. Often it isn’t the team with the best record going in; it’s the team who peaks and gets “hot” in the divisional and conference playoffs.

The Florida (Miami) Marlins have only won two World Series championships, but both times they weren’t the best teams with winning records. Both times they were the Wild Card team whose record couldn’t match the divisional leaders, but they got “hot” and generated momentum in the playoffs... and won more than all the other teams they went up against.

You’ll notice that often championship teams rarely repeat the next year. Have you ever wondered why? They celebrate, go on a victory tour, eat at grand buffets, demand more money and often lose some of their key players who feel they are now worth more. They have lost the momentum they had in the championship and can’t repeat in the next season.



A well-coached team can win season after season if the leader knows how to generate and retain momentum in the off-season. Ask Nick Saban of the University of Alabama, or any repetitive winning coach. These leaders are motivated and create momentum keeping attitudes and morale high.

John Maxwell says in *The 15 Indisputable Laws of Teamwork*, "Talent is not enough to win, it takes a bunch of players with both talent and good attitudes to achieve something great. Good attitudes guarantee a team's success, but bad attitudes guarantee its failure." Here are three truths about Attitudes that Maxwell identifies and how they affect teamwork:

**1. Attitudes have the power to lift up or tear down a team.**

No winning team has a bad attitude. At the same time no losing team has a good attitude. If you have momentum going in your favor, it can make a team of average players look and feel like they are champions.

**2. An attitude compounds (multiplies) when exposed to others.** People's attitudes are infectious – just like a virus. If you allow a bad attitude to fester, it will kill morale and even the best team members will stop giving you their best efforts and work.

**3. Bad attitudes compound faster than good ones.** A bad attitude will kill momentum even when things are going great. As the leader, your attitude is on display and people will always pick up on the leader's spirit.

**People do what they see.**

The attitude of the leader will very fast become the attitude of the team. You are always on show for your organization and your spirit will be caught just like catching a cold.

**Fight for Your Team**

Nothing is more disheartening to a team member than being excited about an idea or program, only to have the leader kill it by not standing up for them when opposition arises from others. I have personally worked on teams that were "hung out to dry" by a leader who seemed unconcerned with supporting them and only concerned for himself. The team in one instance offered to send their own representative to speak with the opposing parties, but the leader refused, not wanting to show his lack of authority to others.

Trust is hard to build but easy to lose in one or two actions. People who can't trust a leader will soon lose their desire to put forth their best effort and give their best dedication. A leader who doesn't support the team when opposition arises, or a member quits contributing, will kill the morale of the best people.

We lose the respect of the best when we don't deal properly with the worst. Why try to excel when what you do will only fall apart due to lack of support from the top? The greatest compliment you can receive as a leader is being counted on by your best players.

**If you fight for your team, they will fight for you.**

Stanley C. Gault said, "We don't work for each other, we work with each other." This is the essence of countability, the desire for teammates to work together toward common goals. Team members who can depend on their leadership and each other only during easy times have not developed countability. Your people know if you support them, but more importantly, they pick up easily on the times you don't have their backs when it counts. If you want your team to count and fight for you, then you must fight for them

**In the Trenches** One of the greatest generals in World War II on the American side was Omar Bradley. He was nicknamed "the Soldier's general," because he dressed and carried himself like the average enlisted man in the Army. Bradley was an affable person and didn't act on pretense. His soldiers respected him and would fight for him.

After the war, the Veteran's Administration was in a mess. So many soldiers, marines, airmen and sailors had served in the war that taking care of their needs was monumental. The service branches were at odds with each other about how to best work together... each trying to move to the front of the line. Omar Bradley was tapped to lead the VA and straighten the confusion and competition out. He did and later was named Chairman of the Joint Chiefs of Staff for the United States armed forces.

Bradley's reputation for someone that would get in the trenches with the troops that they trusted his leadership. It's hard to lead a team if they don't think you are going or will go on the journey with them. John Maxwell likens it to the difference between a travel agent and a tour guide

A travel agent sends people to places they have never been themselves and probably won't be going on the journey. A tour guide takes people places they are going. Have you traveled and seen the tour guides leading their groups using a long pole with a colored banner or flag so they can see the way to go? Leaders who go the way and can show the way, instill confidence in their team that makes people want to follow them.

Where do you want your team to go? Can you generate the momentum to get them there? Are you willing to model your attitude and motivate your people to excel? Most important, are you showing them the way and going with them on the journey? Leadership is a verb. Successful leaders know this and make it an action in their everyday lives.

Permission is granted to reprint this article provided the following paragraph is included in full:

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## Mechanical Member



Total Comfort Solutions is honored to be a member of the Mechanical Contractors Association of South Carolina. Total Comfort Solutions has been in the HVAC solutions business in South Carolina since 1976. Over the years, we have worked hard to expand our offering from one state, to now three. Without the partnerships and connections we have established through the association, we wouldn't have had the same opportunities over the last few years that lead us to grow. Today, we have seven locations spanning from Georgia through South Carolina, and now, North Carolina. Our mission has evolved from focusing on just HVAC system performance, to optimizing building performance as a whole.

As an award-winning Linc contractor, our number one focus is on minimizing interruptions to our clients' comfort and quality processes. We specialize in creating solutions for commercial, industrial, and healthcare environments by using four key centers of value: HVAC Critical Response Solutions, HVAC Energy Solutions, Innovative Project Solutions, and HVAC Maintenance Solutions. As we continue to grow and expand our capabilities, we will rely even more on the good people affiliated with the Mechanical Contractors Association. We consider it an honor and a privilege to work with you and look forward to future opportunities in our great state!

## Associate Member



## CAROLINA INSULATION AND FIRESTOP CONTRACTORS

Caroline Insulation Contractors was founded in 1995. Our mission to be the ethical, profitable, market growth leader of our industry is woven into every aspect of our business. The ingenuity and integrity of our employees enables us to remain true to that mission while meeting the diverse and ever changing needs of our customers. Our Management team has a combined 200 years of experience in our specialty fields. We offer full service industrial insulation, system scaffolding, and UL qualified firestop/fireproofing solutions. Carolina Insulation specializes in removable sewn custom fit pads for both insulation and fire protection. We offer same day service for Savannah, Charleston, Myrtle Beach, Wilmington, Columbia, Greenville, Charlotte and Asheville.

## “Tool Box Talks” - Safety Tip

TOOLBOXTOPICS.COM

### Handwashing Tips to Avoid Disease-Causing Germs

[Reference: Paragraph (5)(a)(1) of OSHA Act of 1970 / Centers for Disease Control & Prevention (CDC) Guidelines]

Many germs that cause intestinal diseases, such as salmonella and e-coli, are spread by contact when contaminated matter gets on a person’s hands, which then gets transferred to their own, or someone else’s, eyes, nose, or mouth. Similarly, germs that cause many respiratory diseases can be passed along the same way when a person touches an object or surface harboring contaminated matter after someone else who is infected coughed or sneezed on it. Therefore, thoroughly washing your hands is one of the most important steps you can take to help prevent contracting infectious bacteria and viruses, as well as to avoid spreading them to others.

While washing hands is not rocket science, there are several important steps that can help us better remove potential disease-causing contaminants from our hands, as outlined below:

- Wet your hands with clean, running water, either warm or cold, and then apply soap. Using soap to wash hands is more effective than using water alone, because the cleaning agents in soap lift soil and microbes from skin. Plus, most people tend to scrub their hands more thoroughly when using soap versus water alone, which removes more germs.
- Lather your hands by rubbing them together with the soap. Microbes are present on all areas of the hand, especially underneath the fingernails, so the entire hand should be scrubbed. Lathering and scrubbing your hands together creates friction, which helps lift dirt, grease, and microbes from the skin. Be sure to scrub the front and back of each hand, in-between your fingers and around your thumbs, and underneath your fingernails.
- Scrub your hands for at least 20 seconds. That is the minimum length of time recommended for handwashing, as evidence suggests that washing hands for 20 or more seconds removes more germs from hands than when washing for shorter periods of time.
- Rinse your hands well under clean, running water to rinse off the contaminated matter. Hands could become re-contaminated if rinsed in a basin of standing water that has been contaminated through previous use, So, always rinse hands under clean, running water. Rinsing the soap away also helps to minimize skin irritation.
- Dry your hands using a clean disposable towel, or air dry them. This is necessary because any remaining germs can be transferred more easily to and from wet hands.

## New Baby Announcements



Grandparents—Tim and Leslie Whitehurst  
Crawford Lee Whitehurst on December 20, 2021

Parents— Kelly & John Curry  
Grandparents — Mike & Kim Richardson  
Jack Curry on December 21, 2021 7 lbs 10 oz



## Happy Birthday Members!

Alice Gatch	1/03	Gatch Electrical Contractors	Wife of Jimmy
Rudy Cullum	1/05	Cullum Services, Inc.	
Steve Brewer	1/07	Easley Mechanical Services, Inc.	
Sharon Bailey	1/13	C. R. Hipp Construction Co., Inc.	Wife of Pete
Manuel Hendrix	1/13	Honorary Life Member	
Paul Prevatte	1/17	Honorary Life Member	
Bob Jacques	1/21	Hajoca Corp.	
Roger Griggs	1/21	Roger's Computer Service, Inc.	
Terri Harley	1/23	Wife of Honorary Life Member Randy	
Susie Heyward	1/25	W. B. Guimarin & Co., Inc.	Wife of Carroll, Sr.
Charlie Smith	1/25	Cregger Company, Inc.	
Scott Arledge	1/28	Smith & Stevenson, Inc.	
Bill Self	1/30	Honorary Life Member	
Dan Brailsford	1/30	Honorary Life Member	

*We would like to announce your Birthday too! If you would like to be listed, please call 803-772-7834.*

## Condolences

Susi Gregg & Family  
 For the loss of her Husband  
 C. R. Hipp Construction Co. (1977-2016)  
 David Charles Gregg  
 December 5, 2021

## Anniversaries

Mr. & Mrs. Frank Hill	1/14	Hill Plumbing & Electric Co., Inc.	Debbie
Mr & Mrs. Henry Poplin	1/25	B & L Electric Co.	Brenda
Mr. & Mrs. Joe Strickland	1/29	Adams Insurance	Crystal

## Thinking of You

Mrs. Phyllis Epting

SAMCO



## **Minimum Wage Increase Will Benefit Hundreds of Thousands of Federal Contractors and Their Families**

A new rule will increase the minimum wage for federal contractors to \$15 per hour starting **January 30, 2022**. More than 300,000 federal contract workers will get a raise, roughly one-third of whom work in service occupations, which have been hard hit by the pandemic.

**“New Year - New Chapter, New Verse, or Just the Same Old Story?”**

**Ultimately We Write It. The Choice is Ours.”**

**Alex Morritt**

**“You Can Get Excited About the Future. The Past Won’t Mind.”**

**Hillary DePiano**

# ***Bring On The New Year***

**Happy New Year!**

**MCASC Would Like To Wish**

**Everyone A Happy, Healthy and Prosperous**

**New Year!**

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- ✓ **Teladoc® and Vitality®** wellness programs are included for being a member.



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\* Savings example is for an employer group in Alabama with 3 eligible employees.

The Allstate Benefits Self-Funded Program provides tools for employers owning small to mid-sized businesses to establish a self-funded health benefit plan for their employees. The benefit plan is established by the employer and is not an insurance product. For employers in the Allstate Benefits Self-Funded Program, stop-loss insurance is underwritten by: Integon National Insurance Company in CT, NY and VT; Integon Indemnity Corporation in FL; and National Health Insurance Company in all other states where offered. National Health Insurance Company, Integon National Insurance Company, and Integon Indemnity Corporation are rated "A+" (Superior) by A.M. Best.

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Phone: 803-310-4843



# MARK YOUR CALENDARS

## Area Meetings & Up Coming Events

### Piedmont Area

**Tuesday, January 18, 2022**

**Hosted By: Yandle-Witherspoon Supply, 45 Brookfield Oaks Drive, Greenville, SC**  
**Program: "Cybersecurity - Phishing Attacks & The Dangers They Pose To Your Business"**  
**Speaker: John Loy, Director of Engineering, Gregory Technologies**

15<sup>th</sup> Annual Piedmont Clays for Education Tournament  
Friday, April 29, 2022  
The Clinton House, Clinton, SC



### Midlands Area

**Thursday, January 6, 2022**

**Hosted By: Gateway Supply Co., 1312 Hamrick Street, Columbia, SC**  
**Program: "MCASC Health Insurance Program"**  
**Speaker: Thomas H. Peacock, Palmetto Insurance Group**

11<sup>th</sup> Annual Midlands Nine At Night Golf Tournament  
Date: TBD  
Location: TBD



### Pee Dee Area

**Thursday, January 13, 2022**

**Hosted By: City Plumbing Co. At Roger's Barbeque, 2004 W. 2nd Loop Road, Florence, SC**  
**Program: "Vaccine Guidance For Contractors & 'Large' Employers"**  
**Speaker: Leigh M. Nason, Esquire, Ogletree, Deakins, Nash, Smoak & Stewart, P.C.**

Pick a Winner for Education-Winner of Drawing was Paul J. Trembath

15<sup>th</sup> Annual Pee Dee Blast Sporting Clays Event  
Friday, September 16, 2022  
Back Woods Quail Club, Georgetown, SC



### Coastal Area

**Tuesday, January 25, 2022**

**Hosted By: C. R. Hipp Construction Co., 121 Carolina Avenue, Goose Creek, SC**  
**Program: "Energy Savings & Incentives For Both Electrical & Mechanical Items"**  
**Speaker: Mary Freibert, Commercial Acct. Mgr., Dominion Energy SC Energy Wise Program**

13<sup>th</sup> Annual Coastal Inshore Fishing Tournament  
Friday & Saturday, May 13-14, 2022  
Location: TBD



**MCASC requires that all attendees follow the CDC and OSHA Guidelines when attending.**





## ***2021-2022 RECRUITMENT CHALLENGE!!***

*Effective NOW through May 31<sup>st</sup>, 2022!*

**ALL MEMBERS ARE ELIGIBLE TO COMPETE FOR A CHANCE TO WIN:**



# **TWO COMPLIMENTARY**



## **Registrations to the 2022 Summer Convention!**

**We are counting on you to break out your networking boots and inform prospective members about the benefits of being part of the**

## **Mechanical Contractors Association of South Carolina!**

We look forward to welcoming our new members and as a reminder; here are some of the benefits we continue to provide:

- an ongoing effort to offer free training opportunities for both professional & craft personnel  
(Participation in our training program means "WE pay YOU to be a member!")
- a proactive political/legislative agenda
- current business/technical information & support
- a joint industry collaboration to improve relative business practices
- development of industry related career opportunities & work force development
- networking opportunities
- Group Health Insurance Program

## **Help us to continue to enhance the future of the construction industry in South Carolina!**



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Fax: (803) 731-0390

E-mail: [mflowers@mcasc.com](mailto:mflowers@mcasc.com)

[www.mcasc.com](http://www.mcasc.com)

*Serving mechanical contractors  
in South Carolina since 1912.*

### Executive Board & Staff

Randall Owens  
President

Jim Hearn  
Vice-President

Karen Linden  
Treasurer

Mike Richardson  
Secretary

Mac Doyle  
Associate President

Mona Flowers  
Managing Director

Congratulations to our Associate &  
Mechanical Members who will be  
highlighted in the February issue of

## "The Tool Box"

Associate Member



Mechanical Member



### Update Your Outlook

Let us know if we need to  
update your Outlook or if  
you know someone  
who does!

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## 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 Associations objective for this mission is to enhance the future of the Construction Industry in South Carolina.