



The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

Volume 12, Issue 175 February 1, 2015

Speak Up

By Wally Adamchik, FireStarter Speaking & Consulting

You need to communicate more. The people you work with and the ones who work for you want information, they want feedback. They don't want to be left in the dark. No news is not good news, it is an opportunity for rumor and second-guessing. Over time a lack of communication and feedback can lead to indifference, apathy, and animosity. None of which are very sound motivational strategies! The solution to this lack of communication is to, well, communicate. Too bad that is a lot harder than it sounds. A lot harder!

First of all the construction world is not one of relationships. It is one of tasks. Getting things done is what creates value, not having conversations. But how else will you build capacity in your organization for the future if you are not having developmental conversations with people. I am working with a client and we have identified this as being an important issue. Nine months ago we identified the importance of giving feedback and having developmental conversations. We trained the senior leaders on how to do it. Nothing happened. I then did one on one coaching conversations with each of them to help them learn how to do it. They still delayed. We all agreed that it was still important. No action. More one on ones and finally these leaders are starting to have the conversations. Why so long to do such a simple thing?

We already identified the task nature of the industry as one reason. Another is lack of practice leads to lack of proficiency and that leads to inaction. Who wants to do something they are not good at? The remedy to this is to follow the mandate of Nike and Just Do It. No, you may not be perfect but the only way you can begin to get better at communication is to do it. One of the best books on the subject is *Crucial Conversations*. We teach a multi-day workshop based on the book but you don't need to attend that to read a book. Another fine book is the *The Lost Art of Listening*. If you want to be a better communicator you can start by reading those books. Short of reading a book you can tell yourself to listen. Put away the technology, focus on the person. Listen for content and for meaning. Pause, paraphrase, and repeat back what you heard. These are all simple and highly effective techniques to enhance communication.

Today in a planning session with a leadership team the subject came up again. The leadership team told the President of the firm they wanted feedback. I then asked how much feedback they gave to their people. Silence. How ironic that these people were saying they wanted feedback but weren't giving it. So, we start from scratch and outline the expectation that communication is an important part of employee development, then we train and follow-up that the developmental conversations are happening.

Our human ability to communicate is a blessing and a curse. A blessing when employed well. A curse when we get it wrong. Any effort you make to be a better communicator is one of the best investments you can make in yourself.

Wally Adamchik is President of FireStarter Speaking and Consulting. Visit the website at www.beaFireStarter.com. He can be reached at 919-673-9499 or wally@beaFireStarter.com.

INSIDE THIS ISSUE:

<i>Whaley Foodservice</i>	
<i>Mechanical Member Article</i>	2
<i>February Birthdays</i>	2
<i>Safety Tip</i>	3
<i>Welcome New Members</i>	3
<i>Birth Announcement</i>	3
<i>Anniversaries</i>	3
<i>Condolences</i>	3
<i>Upcoming Events</i>	3
<i>The Main Thing Leaders</i>	
<i>Should Know About Focus</i>	
<i>By Ann Elliott</i>	4
<i>Called Open Business Mtg.</i>	4
<i>Statewide Meeting</i>	
<i>Registration Form</i>	5
<i>MCASC Summer Convention</i>	
<i>Hotel Reservation Form</i>	6
<i>Ram Tool & Supply Company</i>	
<i>Associate Member Article</i>	7
<i>Area Meeting Calendar</i>	7
<i>Vision/Mission Statement</i>	8



11th ANNUAL MCASC STATEWIDE MEETING

PHILLIPS MARKET
CENTER
STATE FARMER'S
MARKET
WEST COLUMBIA

APRIL 1, 2015

REGISTRATION
FORM
SEE PAGE 5



“Tool Box Talks” - Safety Tip
Protecting Workers from Cold Stress

Cold temperatures and increased wind speed (wind chill) cause heat to leave the body more quickly, putting workers at risk of cold stress. Anyone working in the cold may be at risk, e.g., workers in freezers, outdoor agriculture and construction.

Common Types of Cold Stress

Hypothermia

- Normal body temperature (98.6°F) drops to 95°F or less.
- **Mild Symptoms:** alert but shivering.
- **Moderate to Severe Symptoms:** shivering stops; confusion; slurred speech; heart rate/breathing slow; loss of consciousness; death.

Frostbite

- Body tissues freeze, e.g., hands and feet. Can occur at temperatures above freezing, due to wind chill. May result in amputation.
- **Symptoms:** numbness, reddened skin develops gray/white patches, feels firm/hard, and may blister.

Trench Foot (also known as Immersion Foot)

- Non-freezing injury to the foot, caused by lengthy exposure to wet and cold environment. Can occur at air temperature as high as 60°F, if feet are constantly wet.
- **Symptoms:** redness, swelling, numbness, and blisters.

Risk Factors

- Dressing improperly, wet clothing/skin, and exhaustion.

For Prevention, Your Employer Should:

- Train you on cold stress hazards and prevention.
- Provide engineering controls, e.g., radiant heaters.
- Gradually introduce workers to the cold; monitor workers; schedule breaks in warm areas.

PinPoint Safety, LLC - Mel Rosas
12216 Pinegate Court, Pineville, NC 28134-9139
Telephone (704) 277-5673 Fax (704) 900-8241

Upcoming Events

11th Annual MCASC
Winter Conference & Statewide Meeting
Wednesday, April 1, 2015

The Phillips Market Center, State Farmers Market
W. Columbia, SC

6th Annual Midlands Area Nine at Night
Thursday, April 2, 2015

Charwood Country Club, W. Columbia, SC

9th Annual Piedmont Area Clays for College
Friday, April 24, 2015

Harris Springs Sportsman's Preserve, Waterloo, SC

The Charleston Slam
7th Annual Inshore Fishing Tournament
Captain's Meeting - May 15, 2015
Tournament - May 16, 2015

168th Annual MCASC Summer Convention
August 6-9, 2015

Hammock Beach Resort, Palm Coast, FL

8th Annual Pee Dee Blast Sporting Clays Event
Friday, September 18, 2015
Back Woods Quail Club, Georgetown

Welcome New Members

Piedmont Area: Tony Jones
Reclim - Graniteville, SC

Birth Announcement - Twins!!

Amelia Ruth Garick
December 23, 2014, 5:57 PM, 4 lbs. 10 oz.
Helen Catherine Garick
December 23, 2014, 5:59 PM, 5 lbs. 3 oz.
Proud Parents: Tigue & Jennifer Garick
James M. Pleasants Co., Inc., Greenville

Anniversaries

Mr. & Mrs. John Babson - 2/09
Mr. & Mrs. Jerry Tuck - 2/09
Mr. & Mrs. Steve Brewer - 2/10
Mr. & Mrs. Furman Cullum - 2/14

Condolences

Mr. & Mrs. Stan Harbourt & Family
H. R. Allen, Inc., Charleston
On the loss of his mother
Hilda C. Harbourt

The Main Thing Leaders Should Know About Focus By Ann Elliott, The Berkana Company

Businesses limit success by losing focus on what is most important. Businesses suffer from ADD (Attention Deficit Disorder), too.

For example, this week at a member recruitment reception at a business club, a new member introduced himself. He is an entrepreneur with nine start-up businesses. He is interested in meeting investors with capital for start-ups. That is not a place where I would invest my money – too many irons in the fire to make success look promising.

The cost of spreading your resources so thin is that everything suffers. With so many objectives, nothing is done well. In addition, people are confused about what is important. People find it difficult to make good choices about the action to take. It also sets up a fight for precious, limited resources.

It is easy to understand why ADD is prevalent in businesses:

1. Seems risky to have a short list
2. Requires discipline to say “no” to the newest idea
3. Believes the myth that everything is important
4. Unaware of what is working
5. Bored with business as usual

The solution is simple. Be very clear about the business you are in. Know how you create success.

1. Say “yes” to the main thing
2. Keep score
3. Change course wisely
4. Communicate throughout and at all levels so everyone knows
5. Use the grapevine to spread “true rumors”

The focus of my Toastmasters club is building our membership. We currently have 17 members. At our executive committee meeting, we discussed various ways to recruit new members. We meet weekly in a 25 story office building. The focus of our recruitment efforts is the people who work here. We have a plan. We know who does what. We have a way to measure our results. We also recognize new members want value or they will not stay. We are intentional about having new members experience a well led, organized meeting. Stay tuned.....

Once you are clear about the purpose of your business and how you achieve it, you can focus on key initiatives. Keep your list short. Measure your results. Communicate at all levels your progress. Invest your energy in what is working.

Leaders know that focus keeps the main thing the main thing.

©2014 Ann Elliott All Rights Reserved

Ann Elliott is a leadership strategist and founder of The Berkana Company LLC. Successful companies hire her to improve efficiencies, save money and keep happy customers. An experienced facilitator, speaker, and business coach, she speaks professionally at corporate retreats, conferences and workshops. To schedule her for your event, Contact Ann at <http://www.BerkanaCompany.com>

NOTICE:

CALLED OPEN BUSINESS MEETING

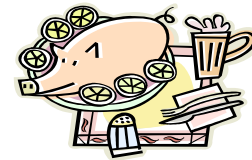


As voted by the Board, the called open business meeting will take place at 5:30 PM on
**Wednesday, April 1, 2015 at the 11th Annual MCASC Statewide Meeting at
 The Phillips Market Center, at the State Farmers Market,
 Off 3483 Charleston Highway, West Columbia, SC.**

MCASC 11th Annual Statewide Meeting



Registration Form



April 1, 2015

The Phillips Market Center

Located At The State Farmers Market,

Off 3483 Charleston Highway, West Columbia 29172

I. REGISTRATION FORM:

FAX OR MAIL TO THE MCASC STATE OFFICE – (803) 731-0390 or P.O. Box 384, Columbia, SC 29202

Name: _____ Name: _____

Name: _____ Name: _____

Name: _____ Name: _____

Company: _____

Address: _____

City/State/Zip: _____ Phone No.: (____) _____

Number Attending Meeting/Dinner _____

II. MEETING FEE:

MEMBERS: Same As Monthly Area Meeting \$25.00

AGENDA

4:00 – 5:30 PM Workshop “Breaking Communication Barriers” By: Chuck Gallagher

Sign-In For Members & Guests

5:30 – 6:00 PM MCASC Called Open Business Meeting

6:00 – 6:30 PM Cocktail Reception

6:30 PM Until Welcome, Invocation, Dinner & Safe Travels Home

III. BILLING INFORMATION:

Member Companies Will Be Invoiced By Your Local Area Treasurer

IV. DEADLINE TO REGISTER: MARCH 23, 2015



**HAMMOCK BEACH
RESORT**

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 6-9, 2015 CUT-OFF DATE: JULY 10, 2015

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 Main Resort	_____	\$189.00 plus resort nightly service fee and tax
3/Bedroom Ocean View Suite Main Resort	_____	\$329.00 plus resort nightly service fee and tax
4/Bedroom Ocean View Suite Main Resort	_____	\$425.00 plus resort nightly service fee and tax
3/Bedroom Ocean View Suite Ocean Tower	_____	\$395.00 plus resort nightly service fee and tax
2/Bedroom Resort View Villa Main Resort Complex	_____	\$230.00 plus resort nightly service fee and tax
3/Bedroom Resort View Villa Main Resort Complex	_____	\$271.00 plus resort nightly service fee and tax

The Resort Service Fee Is 9.75% & Includes: 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.

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. 20TORJ, Or Fax This Form To 1-407-396-3270

**Associate Member:
RAM TOOL & SUPPLY COMPANY**

At RAM Tool Construction Supply Company, we help to enable you, the commercial contractor, to maximize your productivity by providing you with timely jobsite products and solutions through the entire lifecycle of the project.

Since 1967, Ram Tool has worked to continually provide our customers with service that is unparalleled in our industry. Within hours of calling one of our highly trained team members, your order will be delivered to the jobsite on one of our trucks. With over 30,000 stocked items, over 3,000 vendors, over 700,000 square feet of warehouse space and over 17 acres of yard space in the Mid Atlantic, Southeast and Texas, Ram Tool is a one-stop shop for your construction supply needs.

From nuts and bolts to heavy duty roller hangers, Ram Tool is your jobsite partner until the job is done!

At Ram Tool, our core values lay the foundation of our Company.

***Ram Tool & Supply Company
3537 Dorchester Road
N. Charleston, SC 29405-7635
Phone: (843) 747-5358 Fax: (843) 747-5464***

**Congratulations to our next Associate & Mechanical Members who will be highlighted in the upcoming issue of "The Tool Box":
Reclim, Graniteville - Associate Member
Stover Mechanical, Inc., Greenville - Mechanical Member**

FEBRUARY 2015 MONTHLY AREA MEETINGS

MIDLANDS AREA

Thursday, February 5, 2015 @ 6:00 PM
Location: 9221 Farrow Road, Columbia, SC
Sponsored By: Ferguson Enterprises, Inc.

**Topic: "OSHA Updates & Future Changes"
Presented By: Harvey Jessup
Program Manager, Division of Labor
Office of OSHA, Voluntary Programs, SC Dept LLR**

PIEDMONT AREA

Tuesday, February 10, 2015 @ 6:00 PM
Location: 430-J Roper Mountain Road, Greenville
Sponsored By: Johnson Controls, Inc.

**Topic: "OSHA Updates & Future Changes"
Presented By: Harvey Jessup
Program Manager, Division of Labor
Office of OSHA, Voluntary Programs, SC Dept LLR**

PEE DEE AREA

Thursday, February 19, 2015 @ 6:30 PM
Location: 1550 Highway #501, Myrtle Beach
Sponsored By: Longley Supply Company

**Topic: "Contracting Industry Outlook - 2015:
Old Problems & New Issues"
Presented By: Christopher H. Pearce, Esquire
The Pearce Law Group, P.C.**

COASTAL AREA

Thursday, February 26, 2015 @ 6:30 PM
Location: James Island Yacht Club
734 Wampler Dr., James Island
Event Sponsored By: Sunbelt Rentals, Inc.
Bar Sponsored By: Sunbelt Rentals, Inc.

COASTAL AREA OYSTER ROAST

**Please Bring A Door Prize For
The "BIG" Raffle!!!**



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

Mike Kirkland., President
Allen Goff, Vice-President
Stan Harbourt, Treasurer
Richard Miller, Jr., Secretary
Derek Eager, Associate President
Mona Flowers, Managing Director

Mechanicals make it happen -
Be part of the best!

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.