



# The Tool Box

Serving the Electrical, HVAC & Plumbing Industries Since 1912

Volume 12, Issue 181 August 1, 2015

## The Real Capital Currency

By Wally Adamchik, FireStarter Speaking & Consulting

The word *capital* has many meanings. A number of them relate to the world of finance. *Capital* and *currency*, although not the same, have been used interchangeably over time. The problem is we are totally focused on the wrong capital if we are to grow our businesses and our bottom-line.

The word *salary* stems from the Latin *salarium*, meaning “salt money.” The Romans paid soldiers, officers, and civil administrators an allowance of salt. (This gave rise to the phrase still in use today of someone being “worth their salt.”) *Salarium* continued to refer to military pay, even after coins came into use.

On the other side of the world on the Leeward Islands, from the mid-seventeenth century, sugar became the reigning monetary standard. Jamaica, being an important naval base as well as a favorite spot of buccaneers, was always furnished with a plentiful supply of coins. Nevertheless Jamaicans preferred the use of sugar money. Barbados and the Leeward Islands perennially wrestled with coin shortages, emphasizing the expedience of commodity money. In the West Indies, before sugar rose to the forefront, tobacco filled the need as a medium of exchange.

As recently as 1971, the United States operated on a gold standard in which currency was backed by gold bullion. In October 1976, the government officially changed the definition of the dollar; references to gold were removed from statutes. From this point, the international monetary system was made of pure *fiat money*, defined variously as any money declared by a government to be legal tender, or money without any intrinsic value. (The term derives from the Latin *fiat*, meaning “let it be done.”)

But we are not done. Today there is an increasing trade in bitcoins - digital currency that functions without a central intermediary, such as a national banking system. The concept was first introduced in 2008 and is working hard to gain acceptance. (In fact, spellcheck still doesn't recognize it.)

Now that we have completed our “history of money” class, I contend the focus is in the wrong place. While a means of exchanging units of value matters, we all know that the real value in the world today lies where it always has: in *people*. People are the real source of value and today that value is not found in the might of an army, but in the *brilliance of ideas* and the *energy of motivation*. Fortune Magazine correspondent Geoff Colvin writes of Mahindra Group and Unilever as two global firms that truly “get it” when it comes to people. Underneath the mushy talk of values, integrity, and empowerment lie two firms very focused on competing and winning in business. He states, “... [E]nergy and commitment. These are the most valuable currency in a world where human capital is really every company’s most valuable asset ... More than ever, the soft stuff is the hard stuff.”

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**Many Thanks  
To All  
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Of The  
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At  
Hammock Beach  
Resort  
Palm Coast, FL  
For A Listing  
See Page 5**

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**Mechanical Member:  
SIFCO MECHANICAL, INC.**

Sifco Mechanical, Incorporated, located in Sumter, is a family owned, full service, mechanical contracting firm specializing in commercial and industrial heating and air conditioning design and build projects in South Carolina and throughout the Southeast from Georgia through Virginia. In addition, Sifco provides commercial heating and air conditioning maintenance and service for customers throughout South Carolina.

Founded by E.H. Moses on August 4, 1890 as the Sumter Ice Manufacturing Company with a block ice production capacity of 5 tons per day, Sifco is publicly recognized as Sumter's oldest continuing business enterprise and proudly celebrates its 125<sup>th</sup> anniversary this month. In 1919, Sumter Ice and Fuel Company was formed and subsequently became Sifco Industries in 1973. In 1983, Sifco Mechanical was organized and sold by the Moses' family, to Robert A. Goff, P.E., who had been General Manager of the heating and air conditioning division since 1976. His vision and focus is to honor Sifco's rich history while advancing innovations and incorporating new technology in our industry. Operations are now managed by his oldest son R. Allen Goff, Jr. who has worked at Sifco since 1987.

Sifco Mechanical, Incorporated currently consists of 38 dedicated employees, all of whom share the common commitment of providing quality service and workmanship in mechanical construction. A strong family tradition is evident by recognizing the tenure of multiple generations of employees, some of which date back to the 1960's.

Sifco Mechanical, Incorporated is a proud member of Mechanical Contractors Association of South Carolina and eagerly looks forward to its third century of continued service in our industry.

**Sifco Mechanical, Inc.  
PO Box 399  
Sumter, SC 29151-0399  
Phone: (803) 778-1931 Fax: (803) 775-8900**

***AUGUST BIRTHDAYS***

<b>Richard G. "Jerry" Tuck</b>	<b>8/1</b>	<b>Tuck &amp; Howell</b>	
<b>Hank Garrison</b>	<b>8/2</b>	<b>Aero Service</b>	
<b>Guy Hancock</b>	<b>8/2</b>	<b>H. R. Allen, Inc.</b>	
<b>Tonja Ivey</b>	<b>8/2</b>	<b>Computer Design Consulting Ser.</b>	
<b>Joe Richardson</b>	<b>8/2</b>	<b>Atlantic Electric Company</b>	
<b>Greg Wheeler</b>	<b>8/9</b>	<b>Eastern Industrial Supplies, Inc.</b>	
<b>Cole Granger</b>	<b>8/10</b>	<b>Walkup Electrical Construction</b>	
<b>Bob Hill</b>	<b>8/13</b>	<b>Honorary Life Member</b>	
<b>Jim Maguire</b>	<b>8/13</b>	<b>Eck Supply</b>	
<b>Missy Hunter</b>	<b>8/17</b>	<b>Ferguson Enterprises</b>	<b>Wife of Michael</b>
<b>Buz Teas</b>	<b>8/18</b>	<b>Smith &amp; Stevenson, Inc.</b>	
<b>Allen Goff</b>	<b>8/21</b>	<b>Sifco Mechanical, Inc.</b>	
<b>Jim Haynes</b>	<b>8/21</b>	<b>Faulkner, Haynes &amp; Associates</b>	
<b>Miriam Allen</b>	<b>8/22</b>	<b>H. R. Allen, Inc.</b>	<b>Wife of Roddy</b>
<b>Raymond DeAntonio</b>	<b>8/22</b>	<b>Transworld, Inc.</b>	
<b>Edward Gibbs</b>	<b>8/22</b>	<b>Bear Mechanical Services, Inc.</b>	
<b>Jimmy Shealy</b>	<b>8/23</b>	<b>Shealy &amp; Sons Electric Co., Inc.</b>	
<b>Judy Minor</b>	<b>8/25</b>	<b>Honorary Life Member</b>	
<b>Bob Duke</b>	<b>8/27</b>	<b>Honorary Life Member</b>	
<b>Mike Ribbich</b>	<b>8/27</b>	<b>Johnson Controls, Inc.</b>	

*Happy Birthday Members!*

*We Would Like To Announce Yours. If you would like to be listed,  
please call the Birthday Hotline at 803-772-7834 or Email to [mflowers@mcasc.com](mailto:mflowers@mcasc.com)*

**“Tool Box Talks” - Safety Tip**

**BACKS**

Have you ever given much thought to your back? It's there when you need it, but only if you don't abuse it. The back is made up of four major parts. The spine, nerves, muscles, and the spinal cord. There are thirty-three bones in the spine and thirty-one pairs of nerves branching out from the spinal cord. All of them must work together. If they don't, you could end up with anything from a strain to a ruptured disk, fractured vertebrae, and/or a debilitating disease like arthritis.

To help prevent a back injury you should exercise, practice good posture, eat the right foods, and watch your weight. Check with your doctor for muscle strengthening exercises for the back.

Other things you can do to prevent back injuries include using work-saving devices - hand trucks, forklifts, wheelbarrows, and dollies can assist you. When you have an object to lift that is too heavy or bulky get help! Ask a co-worker for their assistance. Remember, two backs are stronger than one.

Now, what can you do when you have to do some lifting? Check out the object to be lifted. Think about how you are going to grasp the load and make sure there is a clear path of travel so you won't stumble. Before you lift, stand close to the object, bend down at the knees and straddle it, get a good grip, and lift with your legs while keeping your back straight. The secret is to let your legs do the work.

It doesn't have to be a heavy load - even a small, very light object lifted incorrectly can trigger a back injury.

Back injuries can be painful, disabling, paralyzing, and sometimes even fatal. Protect your back by following the guidelines above. You're here today - we want you BACK tomorrow.

AVOID THE MISERY OF A SORE BACK THINK BEFORE YOU LIFT - THEN DO IT CORRECTLY.

**PinPoint Safety, LLC - Mel Rosas**  
**12216 Pinegate Court, Pineville, NC 28134-9139**

**Condolences**

**Mr. & Mrs. Jimmy Haynes**  
**Faulkner Haynes & Associates, West Columbia**  
**On the loss of his father**  
**Donald Leo Haynes**

**Mrs. Karen Sides & Family**  
**On the loss of her husband**  
**David Larry Sides**  
**James M. Pleasants Co., Inc., Retired**

**Mr. & Mrs. James “Mudd” Bullington & Family**  
**Greenville Mechanical, LLC, Greenville**  
**On the loss of his father**  
**James Worth Bullington, Sr.**

**Mr. & Mrs Dennis Anonie**  
**Bear Mechanical Services, Columbia**  
**On the loss of his father**  
**Joseph Alfred Anonie**

**Welcome New Members**

**Midlands Area:** **Jennifer Bledsoe**  
**Enterprise Fleet Management**  
**Columbia, SC**  
**Mike Miller**  
**Cregger Company, Inc.**  
**Columbia, SC**  
**Pee Dee:** **Christopher Pearce, Esquire**  
**The Pearce Law Group, PC**  
**Myrtle Beach, SC**

**Anniversaries**

**Mr. & Mrs. Tom Brock - 8/04**  
**Mr. & Mrs. Jack Mitchell - 8/05**  
**Mr. & Mrs. Mark Condon - 8/15**  
**Mr. & Mrs. Jimmy Gatch - 8/21**  
**Mr. & Mrs. Chris Cullum - 8/22**  
**Mr. & Mrs. Calvin Meetze - 8/26**  
**Mr. & Mrs. Stan Harbourt - 8/28**

**Upcoming Events**

**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**

**Winter Conference &**  
**Statewide Meeting**  
**Wednesday, March 16, 2016**  
**The Phillips Market Center**  
**State Farmers Market**  
**W. Columbia**

*(Continued from page 1)*

When people ask me why I teach leadership, I say basically the same thing: Leadership isn't about making people feel good. It is about accomplishing an objective. How people feel is a means to an end. Most great leaders were/are masters at getting people to *want to go the distance*. I do this not to help create a place where people are treated nicely. I do this because a place where people are well-led is more often than not a place that wins.

Salt, sugar, bytes are all transient; the power of people transcends all. When you focus on the money, you lose focus on what really matters. When you focus on the people, the money comes into the picture quite nicely. Recently I reviewed the strategic plan for a contractor. They had a number of goals and then a number of objective metrics they wanted to reach. The problem is all the metrics were about safety, sales, and production. There were no metrics about people despite the fact they had a goal to reduce turnover and become the employer of choice. Clearly they are missing a key element in holding themselves accountable.

One client has retained me as their Human Capital Advisor. The scope of my involvement has increased too and with that the risk profile of what we do for them. What a great opportunity! The firm has set its sights on being recognized as a great place to work in their state. There is a metric for you!

What is your philosophy when it comes to people? I know you will say that people are your most important asset. Unfortunately when I look at your daily planner for what you are doing and who you are doing it with I don't see time being set aside for training, coaching, mentoring. I know you will say you do that all the time. Great, but it also needs to be intentional and scheduled as well as ad hoc and impromptu. The urgent demands of the day will displace the important needs of your people if you don't commit to it and measure it.

If human capital is the primary source of competitive advantage today what will you do differently this year to get more return from that capital?

*Wally Adamchik is President of FireStarter Speaking and Consulting. Visit the website at [www.beaFireStarter.com](http://www.beaFireStarter.com). He can be reached at 919-673-9499 or [wally@beaFireStarter.com](mailto:wally@beaFireStarter.com).*

## **10 Things to Consider When Conducting Exit Interviews**

By: Michelle Vera CCS Construction Staffing Writer

Exit interviews can teach you a lot about your company; what you're doing right and where you can improve. You'll get insight into the strengths and weaknesses of managers and the organization and can better understand how to satisfy and retain employees.

When conducting an Exit Interview, consider the following:

1. Take care of any housekeeping first. Provide the employee with information about continuation or termination of healthcare or other benefits, discuss any back pay due and collect any company property or equipment.
2. Make the employee feel comfortable in the interview so that he will be forthcoming and provide information that you can use.
3. Document the interview in detail so it can be referred back to in the case of any future legal action.
4. Employ a consistent process so that each employee is treated fairly and respectfully and you can interpret the results more accurately.
5. Conduct exit interviews with employees of all levels. The feedback you get will vary with their position all of it may be valuable.
6. Ask open-ended and follow up questions to be sure you clearly understand the employee's viewpoints.
7. Look for trends in what exiting employees report. One off criticism can be dismissed as the words of a disgruntled worker, but if you hear it from more than one person it may be worth looking into.
8. Look especially for input on safety issues or equipment. This kind of feedback can be helpful to your construction business.
9. Exit interviews are a waste of time if you don't put the information to use. Do more than just go through the motions with this valuable information.
10. Consider a follow up interview call or survey in two to three months. The employee may have additional insights after digesting his experience.

# Let's Live, Laugh & Learn ... C U @ Hammock Beach!

MCASC 168<sup>th</sup> Semi-Annual Convention – August 6-9, 2015

Hammock Beach Resort – Palm Coast, FL

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- White Crane Co.
- Zurn Industries



## Your Mental Operating System Is a Choice

### By Ann Elliott, The Berkana Company

**Your mental operating system may be the most important predictor of your results.** If *fear*, for example, directs your actions, your results will be different from your results if *respect* directs your actions ... in the same situation.

In your computer, the operating system is the interface between your hardware and software. Your operating system, which determines how your computer works, is essential. Without it, your computer is useless.

**Today many people operate from fear.** I encountered this situation. Robert, the director of a division in a large company, that has been repeatedly reducing its work force is pressuring Barbara, one of his supervisors, to complete an impossible number of projects in an unrealistically short time. Robert is afraid his division will lose money. Barbara is afraid she will lose her job. People throughout the company are on edge and uncertain about their future.

**The problem is that you are frequently unaware of your mental operating system.** You boot up every morning and jump into the activities of the day. It is business as usual without any thought to your operating system. Are Robert and Barbara aware of their mental operating system? (Not their real names.)

**Without even realizing it, you can be undermining the important goals in your life.** Your mental operating system feels normal and justifiable to you. You can explain why you are anxious or resentful. Who would not be under the same circumstances? In the case of Barbara, she is working six or seven days a week and staying up half the night to complete her assigned projects. You can understand why she is afraid to say "no," can't you?

**Here is the good news.** You have complete control of your mental operating system. Choosing your mental operating system is as easy as flipping a switch. The secret is knowing that you produce a different, more desirable outcome for you and those around you by simply flipping the switch from *fear* to *respect*, for example.

Consider this. How would your life, personally and professionally, be different if you changed your mental operating system? Would your relationship with colleagues, customers, family and friends improve?

#### **Just for today, make this commitment:**

“Whatever I do today, I choose to do it with \_\_\_\_\_, \_\_\_\_\_, and \_\_\_\_\_.”

Fill in the blank with one to three “instructions” for your unique operating system.

#### **If you want some help getting started, here are some suggestions:**

respect, joy, curiosity, gratitude, love, humor, ease, dignity, wisdom, cooperation, wonder

Imagine what could happen if Barbara commits to an operating system like this: “Whatever I choose to do today, I do with respect and honesty.” She respects herself and Robert, her boss. She is honest with herself and Robert about what she can realistically accomplish in a reasonable period.

**Have fun and experiment with different operating systems.** You can change your mental operating system at any time. Why not flip the switch, expect a “miracle” and be willing to be amazed at what shows up?

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*Ann Elliott is a leadership strategist and founder of The Berkana Company LLC. She is the author of "What Successful Women Know about Leadership." As an experienced facilitator, trainer, and business consultant, she helps entrepreneurs and business owners build a thriving business from the inside out. Ann speaks professionally at conferences, workshops and seminars. To schedule her for your event, visit: Contact Ann at [www.berkanacompany.com](http://www.berkanacompany.com)*

**Associate Member:  
ENTERPRISE FLEET MANAGEMENT**

Enterprise Fleet Management is a division of Enterprise Holdings. We are a privately held organization that has been providing our customers with full service fleet management for over 50 years. Our services include:

- Vehicle acquisition and funding options
- Licensing, registration, and tax
- Full Maintenance & Maintenance Management solutions
- Fuel Service - WEX
- Mobile Resource Manager/Telematics - Geotab
- Claims and repair management (Risk Management services)
- Remarketing/Vehicle Disposal

Our customers greatly value our local account management team because we assist them in more effectively running their fleet. We accomplish this through proactive fleet planning, lowering the total cost of operating vehicles, streamlining internal processes and logistics, and eliminating our customers' administrative burdens. Our Account Team will become your outsourced fleet manager and be your one call for everything fleet related. We truly partner with our customers as fleet consultants so they can get back to doing what they do best – running their business!

We are excited to be partnering with MCASC this year and look forward to meeting the members soon!

To learn more about Enterprise Fleet Management, please visit our website at [www.efleets.com](http://www.efleets.com) and contact:

***Jennifer Bledsoe - Account Manager***  
***101 Business Park Blvd***  
***Columbia, SC 29203***  
***Jennifer.C.Bledsoe@efleets.com***  
***803-477-6835 (mobile)***  
***803-210-2503***

**Congratulations to our next Associate & Mechanical Members who will be  
highlighted in the upcoming issue of "The Tool Box":  
The Pearce Law Group, PC, Myrtle Beach - Associate Member  
C. J. Compton Plumbing & Heating, Inc., Spartanburg - Mechanical Member**

**SEPTEMBER 2015 MONTHLY AREA MEETINGS**

**MIDLANDS AREA**

Friday, September 11, 2015 @ 7:00 PM  
 Location: Central Controls, Inc,  
 2210 Westmoreland Lane, W. Columbia

**CASINO NIGHT!!!  
Rescheduled**

**PIEDMONT AREA**

Tuesday, September 8, 2015 @ 6:00 PM  
 Location: 575 Woodruff Road, Greenville  
 Sponsored By: Ferguson Enterprises, Inc.

**Topic: TBA  
Presented By: TBA**

**PEE DEE AREA**

Friday, September 18, 2015 @ 9:30 AM to 5:30 PM  
 Location: Back Woods Quail Club, 647 Hemingway Lane,  
 Georgetown  
 Sponsored By: Pee Dee Area

**8th ANNUAL PEE DEE BLAST  
SPORTING CLAYS EVENT**

**COASTAL AREA**

Tuesday, September 22, 2015 @ 6:30 PM  
 Location: 4447 Dorchester Road, N. Charleston  
 Sponsored by: Eck Supply Company

**Topic: TBA  
Presented By: TBA**



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

*Serving mechanical contractors in  
South Carolina since 1912.*

**MCASC Executive Board & Staff**

Allen Goff, President  
Stan Harbourt, Vice-President  
Duwayne Jacobs, Treasurer  
Mike Kirkland, Secretary  
Michael Hunter, 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.