

# The Tool Box

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

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## Six Proven Methods for Creating Powerful Ideas

### 1. Pay attention to ideas. Capture ideas when they occur.

Silicon Valley marketing guru Regis McKenna once shared with me his unique process for capturing ideas. Whether attending a board meeting, talking shop with colleagues, or relaxing in his home office, he kept a moleskin idea notebook handy and jots down ideas as they occur. "You're sitting there in that meeting, and something is said that relates to something else you're thinking in some other area, and then your mind starts thinking about that. I'm always in this mode of looking for a new idea; or a better way of doing things." Innovators the world over operate like this. They pounce on ideas the moment they occur. *Action step:* Develop the habit of writing down ideas in real time no matter where you are. Catch yourself thinking the thought: I'll write that idea down later. You won't.

### 2. Analyze your "things to do" list for insights into your current direction.

Your "things to do" list is really an "idea list," if you stop to think about it. With all the distractions of modern life, such lists are essential first steps on the road to coming up – and implementing -- bigger and more game-changing ideas. Start by analyzing your current list and what it reveals about the types of ideas you're preoccupied with just now.

All of us go thru periods where execution is the overwhelming order of the day. But if all the ideas on your list are tactical– prep for the zoom call, pick up the dry cleaning, pay the bills, do your taxes, etc., -- they are not enough to catapult you into achieving outsize personal and professional results. *Action step:* review your priorities, and how they fit with respect to your larger goals and objectives. Are you on track? Where do you need additional ideas?

For years, I've been studying the winning habits and personal best practices of leading innovators seeking the secrets of their success. I have had the good fortune to interview some of the greats. Inventors like Dean Kamen; entrepreneurs like Gore-Tex founder Bill Gore; possibility thinkers like Robert Schuller; master teachers like Marva Collins; astronauts like Edgar Mitchell; polio vaccine discoverer Jonas Salk, and many more.

I never tire of discovering their methods, how they solve problems. Where do their ideas come from? What do they do to rejuvenate? How do they encourage the ideas of others? And how do they handle resistance to their ideas?

Neal Gabler's masterful biography, *Walt Disney: The Triumph of the American Imagination*, contains many such insights. It reveals the methods that made the man. In one chapter, he catches Walt wandering around the construction site of what would become Disneyland with a notepad in his hand. Walt is busily observing, rubbing his chin. He's questioning, imagining, comparing his vision with what is becoming reality, walking in the future guest's shoes to imagine ideas that would maximize that moment. Do this, try that, move this pepper tree over in front of Frontierland, it blocks the guest's view as they round the corner and a thousand other details. This is how Disney approached everything he did, and how he inspired others to go beyond what they thought was their best.

Whether we're designing an amusement park, writing a speech, redoing the landscape, or simply trying to make things more convenient, it's important to realize that ideas fuel our futures and families, and careers, and we can get better at creating them. Consider these six methods to help you excel:



### **3. Identify the BHAGs in your personal and professional life.**

BHAGs – big, hairy, audacious goals – are like destinations, driving you forward and helping inspire you to think big. If you haven't started a BHAG list yet, there may never be a better time than now to tune in to your larger goals, your "bucket list," to where you want to be one year, three years, and at the end of your natural life. *Action step:* start paying closer attention to all your ideas, regardless of size or category. Carve out time regularly to inspect, prioritize, sort, eliminate and retool your idea productivity.

### **4. Identify when and where your best time for working with your ideas.**

I once asked leadership expert Dr. Peter Chee, with whom I toured seven Asian capitals leading Driving Growth Through Innovation all-day seminars, where he got most of his ideas. He did not have to think for long. "When I'm in a plane at 35,000 feet," he gushed excitedly. Chee never tires of looking out at cloud formations, he's convinced that, for him, they ignite his idea factory

I once informally surveyed almost everybody I came in contact with over a 12-month period about their personal best time to work with and prioritize their ideas. The survey revealed that fifteen to twenty percent of executives and managers hatch ideas in the middle of the night. Taking a shower or driving was another frequent idea-popper.

*Action step:* Identify when and where you get ideas. Plan for it. If there's a particular spot in your home or office that gets your creative juices flowing —be it the kitchen table or the bathtub or an obscure conference room— set aside time to sit quietly in that space, alone and free of noise and distraction, to work thru your ideas.

### **5. Work with your ideas. Sift and sort and experiment and kill your ideas.**

Wayne Silby, founder of The Calvert Group, and originator of the financial services industry's first social investment fund, once told me: "I spend a lot of my time making sure people recognize that I come up with a lot of ideas, that some of them are good. And most of them are bad. What we have to do together as a management team is to sort out the good ones from the bad."

Creative CEOs like Silby know that to have a good idea, you need lots of them. In helping companies set up "idea management" systems, we find that it takes 80 to 100 ideas to discover a good one – that is, one that you want to pursue. And even then, running the idea thru an organized process of "go/no-go" decision stage-gates is essential. *Action step:* Work with your ideas the way a potter works with clay. Shape them, think through them, invite more of them. And experiment constantly.

### **6. Use the "plussing" method to find a better way.**

Walt Disney coined the term "plussing" to describe the mental process of making an idea even better. By encouraging his team of imagineers to use his technique, Disney set new standards on quality and innovation in everything he undertook.

Materials science company W.L. Gore and Associates is consistently rated one of the most innovative companies in the world. Founder Bill Gore once described to me his favorite method of plussing.

"I walk through one of our plants and I see a piece of equipment that's being built," Gore explained. "I inquire about how it's designed. And I scratch my head and say, 'You know, it would be so much easier, so much better if it could be done this way instead of that way. Why don't we do it that way?'" Gore's manner of "managing by walking around" and disrupting with questions might seem a bit heavy-handed. But his people respected him because he got right to the point: there's usually a better way if we stop and think about it. Ego has no place in the process.

*Action summary.* The mind is a great place for hatching ideas. But it's a lousy place for trying to store them. The moment you get serious about recording and working with your ideas is the moment you'll start achieving great things in your life. Everybody has ideas. But only a few know how to keep their idea factories fortified to churn out ideas abundantly on a consistent basis, when and where needed to move things forward.

Jim Mathis, is The Reinvention PRO™, an International Platform Certified Speaker (IPCS), Certified Speaking Professional (CSP), Certified John Maxwell Team Speaker & Trainer (CSJMT), and best-selling author of Reinvention Made Easy: Change Your Strategy, Change Your Results. To subscribe to his free professional development newsletter, please send an email to: [subscribe@jimmathis.com](mailto:subscribe@jimmathis.com) with the word SUBSCRIBE in the subject. An electronic copy will be sent out to you every month. For more information on how Jim and his programs can benefit your organization or group, please call 404-922-8199, or visit our web site at: [www.jimmathis.com](http://www.jimmathis.com).

# Mechanical Member



Bill Kirkland Heating & Air Conditioning, Inc. was established in 1995. Bill Kirkland, the owner was brought up in the tradition of mechanical contracting. Bill is the son of Gary Kirkland, a lifelong Honorary Member of the Mechanical Contractors Association of South Carolina (MCASC). In 2015, the 20th anniversary of Bill Kirkland Heating & Air Conditioning, Inc. we were able to obtain our Unlimited Mechanical Contractor's License in SC, NC and GA.

Our goal is to perform all work in a reasonable and professional manner and conform to all applicable laws, codes, rules and regulations of federal, state and local government authority as required. We install HVAC equipment according to manufacture's guidelines by our qualified staff of installers and abide by applicable industry codes and standards. In addition to service and installation, we specialize in design-build services for our general contractors, commercial and industrial customers. We also offer preventative maintenance programs. Our goal is to provide optimal performing HVAC equipment, installation and service to all of our customers including commercial and residential, bringing comfort to their business or residence. In 2020, we implemented a new service management program to streamline our service process and to ensure our customers were getting the regular maintenance needed.

We are thankful for the growth we have experienced through the years and the business relationships we have established not only in our community but our neighboring counties. We work with many non-profit agencies and look forward to continuing that community involvement in the future.

We would like to thank the MCASC for their efforts in the mechanical contracting industry. We support the effort and cause of this organization in all aspects and will strive to establish a better presence and support in the years to come.

# Associate Member



Since 1919, Victaulic's pipe joining and flow control solutions have optimized construction productivity and reduced risk, ensuring projects are completed safely, on time and within budget. Driven by a spirit of continuous bold innovation, Victaulic's portfolio of 100,000+ patented technologies and products promote freedom of design, as well as simplified inspection and maintenance for the life of any system.

With more than 3,500 employees and 40 international facilities, Victaulic helps customers in over 120 countries succeed in the global construction industry. From the tallest buildings to the deepest mines, customers trust our products to increase overall system durability in the most demanding construction projects and operating conditions. Learn more about how our innovative piping products and design services can engineer confidence into your build at [www.victaulic.com](http://www.victaulic.com).

### NEW FALL PROTECTION REQUIREMENTS

If today follows the usual pattern for a typical day in the construction industry, three workers will be absent today because they are dead, and 16,000 others will not show up because they have been injured on the job, according to Secretary of Labor Robert Reich when he announced revised standards for fall protection. Although construction workers make up only about 5 percent of the U. S. workforce, the industry accounts for 17 percent of all job related fatalities with about 21 percent of those fatalities a result of falls. In 1991, there were at least 158 fatalities and 115,000 injuries to construction workers due to falls according to OSHA. Other studies indicate the actual injury and fatality rates could be as much as two times higher due to differences in the way injuries are recorded. Recognizing the magnitude of this tragedy, OSHA published new requirements for fall protection in August of 1994. These new requirements will become effective on February 6, 1995 and full compliance with these rules are expected to save 79 lives each year and prevent 56,000 other injuries. The requirements of this revised standard apply to all employers in the construction industry including general building, heavy construction, and specialty trade contractors. It should be noted that some states already have enacted stringent fall arrest/fall restraint standards for the construction industry. Other employers are covered by similar requirements included in the General Industry Safety Orders. Some of the highlights of this recently revised OSHA construction standard are:

- \* Sets a uniform threshold height of six feet for providing consistent fall protection. The only permitted exceptions are for employees making an inspection, investigation, or assessment prior to the start of actual construction work, or after all of the construction work has been completed. Protection can generally be provided through the use of guardrails, safety nets, or fall arrest systems. If none of these protection systems is feasible, employers must develop and implement written alternative fall protection plans

- \* Phases out, then prohibits the use of body belts as part of the fall arrest system in favor of a body harness system after December 31, 1997. This is based on studies indicating persons suspended in body belts often suffer severe internal injuries and cannot tolerate suspension long enough to allow for rescue. The use of non-locking type snap hooks in personal fall arrest systems and positioning systems will be phased out by the same date.

- \* In some cases the establishment of a warning line six feet back from the unprotected edge continues to be permitted if other measures are infeasible or create a greater hazard. However, any work outside of this area is defined as a controlled access zone which requires the presence of a competent safety monitor with no other responsibilities than to warn employees of impending fall hazards, or other unsafe conditions, if fall arrest systems are not employed in the controlled access zone.

- \* Requires a training program for every employee that might be exposed to fall hazards. Required training includes the nature of the fall hazards in the work area, and the correct procedures for inspecting, maintaining, and disassembling the fall protection systems used. Training is also required on the use and operation of guardrail systems, fall arrest systems, the role of safety monitors (if used), the handling and storing of equipment, and a number of other requirements. Written certification of all required training must be maintained by each employer. Retraining is required if any changes occur in the workplace, or if it appears that the employee has not retained the knowledge and skill necessary to properly use fall protection equipment.

## Happy Birthday Members!

Joe Strickland	5/3	Adams Insurance	Husband of Crystal
John Minor	5/5	Paste State President	
Todd Sonderlund	5/6	Elliott Davis, LLC	
Tom Johnson	5/7	Honorary Life Member	
Lee Van Liere	5/8	Feyen Zelstra	
Robbin Cullum	5/14	Cullum Services, Inc.	Wife of Rudy
Sally Paul	5/15	Sanitary Plumbing Contractors, Inc.	
Bob Leake	5/16	Honorary Life Member	
Steve Hinds	5/25	Smith, Kesler & Company	
Sally Wolf	5/28	Cullum Constructors	Wife of Jim
John Babson	5/28	Propel Insurance Agency, LLC	

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

## Anniversaries

Mr. & Mrs. Chris MacQueen	5/4		Angie
Mr. & Mrs. Jim Wolf	5/14		Sally
Mr. & Mrs. John Whatley	5/23		Donna

## Births



Phillip and Erica O'Quinn  
On the birth of their daughter,  
Mattie Leigh O'Quinn  
6 lbs 10 oz, 20 inches long  
April 15, 2022

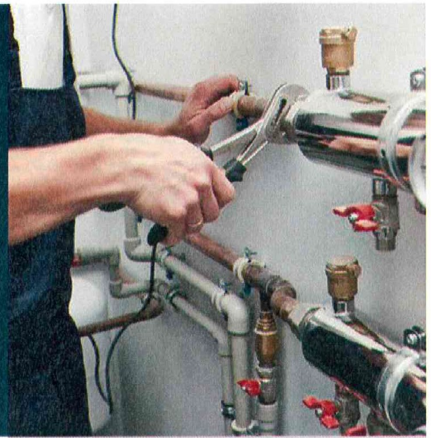


## Condolences

June Lowe & Family  
For the loss of her husband, Forney Lowe  
April 3, 2022  
Honorary Life Member

Jim Hearn & Family  
For the loss of his mother-in-law, Virginia Poncar  
4/21/2022

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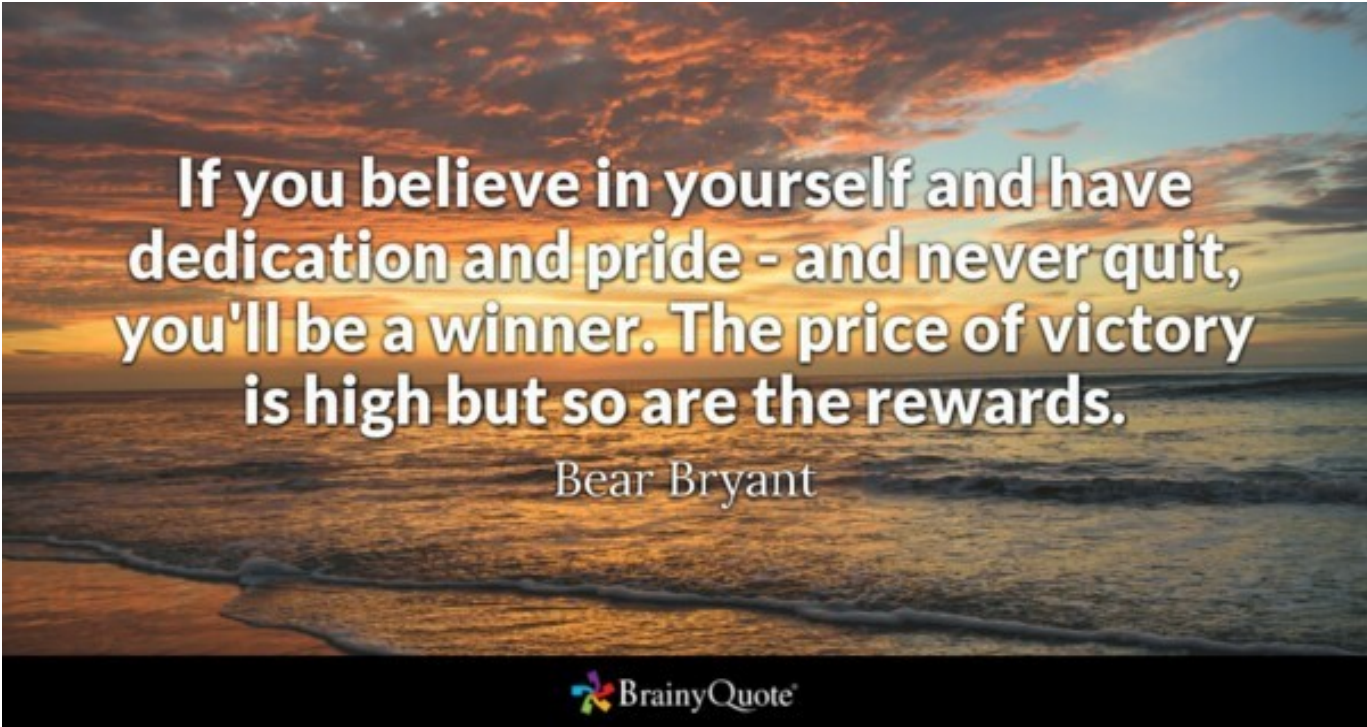
\* Savings example is for an employer group in Alabama with 3 eligible employees. The Allstate Benefits Self-Funded Program provides tools for employers owning small to mid-sized businesses to establish a self-funded health benefit plan for their employees. The benefit plan is established by the employer 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. ABGH\_1191 (Rev. 08/2021) © 2021 Allstate Insurance Company. [www.allstate.com](http://www.allstate.com) or [allstatebenefits.com](http://allstatebenefits.com)



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**If you believe in yourself and have dedication and pride - and never quit, you'll be a winner. The price of victory is high but so are the rewards.**


Bear Bryant

 BrainyQuote



**It is never too late to be what you might have been.**

George Eliot

 BrainyQuote

Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do. If you have not found it yet, keep looking. Don't settle. As with all matters of the heart, you'll know when you find it.

[Steve Jobs](#)

# MCASC Word Scramble

- |                      |                      |
|----------------------|----------------------|
| 1. TREUCRN _____     | 11. EBMA _____       |
| 2. ICONTIBAAFR _____ | 12. EHASC _____      |
| 3. TEERC _____       | 13. GSLIHFNA _____   |
| 4. NAMAUTFCREU _____ | 14. LIOTWKTA _____   |
| 5. GSIEDN _____      | 15. MLUPB _____      |
| 6. OCRDPTUNOI _____  | 16. RREIRNGTAE _____ |
| 7. GTCANSI _____     | 17. RSTOEMHTTA _____ |
| 8. SETTCRURU _____   | 18. NFIMELAT _____   |
| 9. HEARGC _____      | 19. TIWHSC _____     |
| 10. LATVOGE _____    | 20. TEUNIRW _____    |

Answers will be provided in May's issue of the Tool Box

## Answers to April's MCASC Word Scramble:

- |               |                 |
|---------------|-----------------|
| 1. Generator  | 11. Condenser   |
| 2. Trap       | 12. Sheet Metal |
| 3. Waste      | 13. Handle      |
| 4. Filters    | 14. Arc Flash   |
| 5. Manhole    | 15. Harness     |
| 6. Grounding  | 16. Rigging     |
| 7. Recepticle | 17. Trenching   |
| 8. Valve      | 18. Forklift    |
| 9. Flush      | 19. Excavation  |
| 10. Fixture   | 20. Boomlift    |



# Association Snapshots

Pee Dee Area Meeting April 14, 2022



Coastal Area Meeting April 26, 2022



# MARK YOUR CALENDARS

## Area Meetings & Up Coming Events

### Piedmont Area

Tuesday, May 17, 2022

Hosted by: Hahn Mason Air Systems

Location: Century 3 Building, 112 South Main Street, Greer, SC

Speaker: Sandy Nivens, National Sales Manager for Synergi Partners,

Program: "Employee Retention Tax Credit"



Pick a Winner for Education - Winner of Drawing was Hayes & Lunsford

### Midlands Area

Thursday, May 5, 2022 at 6:00 pm

Joint Meeting with Pee Dee Area

Hosted by: Hill Plumbing & Electric, 438 North Main Street, Sumter, SC 29150

Program: Industry Outlook by Hal Turner, Vice President, Thompson Turner Construction



Pick a Winner for Education - Winner of Drawing was Gerald Edwards

### Pee Dee Area

Thursday, May 5 2022 at 6:00 pm

Joint Meeting with Midlands Area

Hosted by: Hill Plumbing & Electric, 438 North Main Street, Sumter, SC 29150

Program: Industry Outlook by Hal Turner, Vice President, Thompson Turner Construction



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

### Save The Date

15<sup>th</sup> Annual Pee Dee Blast Sporting Clays Event

Friday, September 16, 2022

Back Woods Quail Club, Georgetown, SC

### Coastal Area

13<sup>th</sup> Annual Coastal Inshore Fishing Tournament

Captains Meeting/Dinner Friday, May 13 at 6:30 pm

Sponsored by: Cregger Company, Inc., 4790 Goer Drive, N. Charleston, SC

843-697-0385



Weigh In: Saturday, May 14, 2022 from 4:00-5:00 pm

Location: W. O. Thomas, Jr. Boat Landing, 4354 Bridgeview Drive, North Charleston, SC 29405

Pick a Winner for Education - Winner of Drawing was Bill Poole

**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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1504 Morninghill Drive  
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Phone: (803) 772-7834  
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

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Mike Richardson  
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Mac Doyle  
Associate President  
Mona Flowers  
Managing Director

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

## "The Tool Box"

Associate Member



**NATIONAL  
POWER**

Mechanical Member



Update Your

Outlook

Let us know if we need  
to update your Outlook  
or if you know some-  
one who does!

## 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.