

# The Tool Box

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

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**THE FOUR MODES OF THINKING**

- Defeatist Mode
- Sustainer Mode
- Dreamer Mode
- Innovator Mode

**Changing the World Depends on How You Think.**

Did you notice what just happened? After two tumultuous, tragic years, Covid 19 has finally receded into the background. The crisis is no longer Topic A. Here in California, where I live, the kids are back in school, masks are disappearing in public places; people are getting on with their lives. What a vastly different world we are living in now that everything and nothing has changed.

Can both be true? I believe so. Take a look:

On the “everything has changed” side of the ledger, we’ve seen how war, Covid 19, and a spate of bad actors can take a toll on our optimism. We’ve seen assumptions go up in smoke, such as “wars and famines are a thing of the past” and “technology will solve all our problems.” We’ve seen how rapidly a nation can go from peaceful to battered and bloodied. We’ve seen how fragile our democracy is in the aftermath of January 6<sup>th</sup>. We’ve seen the passing of one generation (Boomers) from the workplace, and the rise of Generation X and Millennials into positions of leadership, bringing new values, life experiences and definitions of success along with them.

And on the “nothing has changed” side of the ledger, there’s plenty to report on as well. We’ve seen how important relationships are, how material wealth does not feed the human spirit, and how vulnerable we are to losing our health. On the “nothing has changed” side of the ledger, we’ve seen how attitude is still everything and that “if it’s going to be, it’s up to me” will continue to be true. Human agency, or what we used to call “get up and go” matters now more than ever. What Peter Drucker said about making things happen has not changed: “Whenever anything is being accomplished, it is being done, I have learned, by a monomaniac with a mission.”



The book that launched me into the field of innovation was a happy accident. *Winning the Innovation Game* was based on a collection of interviews with such monomaniacs, and it changed my life. People like Dr. Jonas Salk, discoverer of the polio vaccine, and Andrew Grove, one of the founders of Intel, and Marva Collins, who's school on Chicago's South Side taught Shakespeare and the Classics to underprivileged children.

Researching *Winning the Innovation Game*, I traveled around the United States seeking out and interviewing 43 of the leading innovators of that era (the '80s). An indifferent student in college, conducting these interviews was a transformational experience, I learned so much by sitting in their space, looking at how they perceived their role in life. In the book, I identified the essential mindset of innovators regardless of field of endeavor. It is the innovator's frame of mind that enables us to "find new needs and fill them" and to "turn vision into reality" in the form of new products, services, creative solutions to pressing problems and untapped opportunities.

### **The Four Modes of Thinking**

At the center of every breakthrough is the thinking that spawned it. Every thought you harbor, every idea you come up with, is the result of your mode of thinking. Consider:

**Defeatist Mode:** your mental state here is dominated by worrying, which is a negative use of the imagination. Your Idea Factory is basically shut down.

**Sustainer Mode:** In this mental state, you're reacting rather than anticipating. You're maintaining the status quo and taking things one day at a time. Ideas about how you might do things differently, or that presage opportunity are of little interest.

**Dreamer Mode:** In this mood, you might come up with ideas – lots of them in fact – but your attention span drifts, nothing comes from your ideation sessions. You're exposed to ideas and you're hatching ideas, but you're inclined to come up with reasons for not acting on them, rather than moving them forward.

**Innovator Mode:** In this mindset, you are alert to ideas and the people who are manifesting them, and you are intensely curious about and determined to turn visions into reality. You are passionate about making dreams into reality. You don't see obstacles, you see opportunities. Setbacks don't get you down because your attitude is to experiment, to "try anything and everything until you achieve your goal."

The innovators in life are much like the rest of us except for one distinguishing characteristic. They know how to switch from unproductive thought processes, and switch on their Innovator Mode. They use it to generate the ideas they need and bring those ideas to life on a consistent basis.

As I look back over 30 years involvement in the innovation field, I feel fortunate to have been part of a global movement. I was part of its spread from pioneering companies like 3M, Whirlpool, EDS, IBM, Citibank, and Proctor & Gamble, to continents and countries such as India, and then to Asian countries like Singapore and South Korea. Soon, we started getting calls to appear in countries throughout Europe and LATAM (Latin America), and to Middle Eastern nations like UAE, Morocco, and Saudi Arabia. In each country, forward-thinking NGO's in the non-profit sector also benefited from training in the mindset, skillset and toolset of innovation.

While no movement lasts forever, the need to give attention to how we innovate is more urgent now than ever before. There's little question we're at a pivotal moment in human history, one where the fate of the world depends significantly on the choices we make in the next 5 to 10 years, and the innovation that needs to take place to mitigate climate change, and to adapt to its coming wrath. Clearly we cannot solve the pressing problems that we face without great attention to the process by which we innovate.

Robert B. Tucker is a global futurist and innovation keynote speaker with a client list that includes over 200 of the Fortune 500 companies. President and founder of The Innovation Resource, Tucker is an internationally recognized pioneer in the field of innovation, Tucker's highly interactive presentations lead audiences on a guided tour inside the world's most creative companies. Through stories and examples, Tucker shows leaders how to tap the mindset, skillset and toolset of innovation to embrace change, discover opportunity and avoid obsolescence. Known for his in-depth customization, Tucker provides today's leaders with practical strategies, cutting edge insights, and inspiration to take action once back at the office.

## Mechanical Member



Walkup Electrical Construction, LLC is a commercial and industrial mechanical company that was founded by Tommy Walkup in June, 1984. Walkup specializes in the electrical, HVAC, and now plumbing trades. Tommy had been pursuing a career in the electrical field since before he graduated from high school. With the help of many knowledgeable electricians, Tommy quickly learned the trade and immediately set the goal of opening his own company. The company originally began operating out of the Walkup home with approximately nine employees. With the help of his wife, Terry, the company continued to blossom and in 2003 outgrew its home office. The first official office was built in Florence and Walkup Electrical Construction moved into a larger facility in 2005. Since then, Walkup has continued to grow, expanding their footprint on their current property and employing over 65 individuals.

Since opening the company, Tommy has earned his masters' electrician's license. Currently, Walkup Electrical operates on an unlimited mechanical contractors license in the state of South Carolina. Walkup Electrical provides electrical, HVAC and plumbing services for all commercial projects including but not limited to design builds, schools, churches, banks, hospitals, doctors offices, shopping centers, government facilities and light industrial projects. Walkup Electrical also operates an active service department, in which provides electrical, HVAC, and plumbing services for many residences, restaurants, banks, churches, and service facilities. The major areas serviced are Florence, Columbia, Charleston and Myrtle Beach. However, we have enjoyed expanding our services across the state of South Carolina and into North Carolina.

Tommy continues to be actively involved in the daily business of the company but is thrilled to have his daughter, Megan Mathers, as his Office Manager and his son-in-law, Cole Granger (husband of his eldest daughter, Kenan), as his estimator and one of the Project Managers. Key staff members include Randall Owens, Association Past President, as Senior Project Manager. Mike Patsches HVAC manager and Chris Weatherford, Director of Services. The love and appreciation Tommy has for these staff members and ALL Walkup employees is immense. Because of these individuals and his personal hard work, Tommy continues to watch his dream unfold.

## Associate Member



CERTIFIED PUBLIC ACCOUNTANTS AND BUSINESS ADVISORS

Ferira, Ainsworth & Company, LLC is a CPA firm located in North Charleston and Mount Pleasant, South Carolina. The firm originated in 1978 and has focused entirely on the needs of and limited its practice to Construction Contractors, currently servicing approximately 90 across the state. The Firm's partners have spent nearly 100 years between them in developing unique skills applicable to the Construction Contracting Industry. The partners are trusted business advisors active in helping its clients maximize returns from their hard work from start-up to divestiture; from cash flow and surety bonding to income tax and succession planning.

To contact the Firm, please call Joe Ferira, CPA, CCIFP at (843) 722-7676 or email him at [joe.ferira@contractorcpa.net](mailto:joe.ferira@contractorcpa.net)

## “Tool Box Talks” - Safety Tip

### Basic Electrical Safety - The Dark Side of Electricity

[Reference 1910 Subpart S / 1926 Subpart K]

One of the most significant advances in the history of the mankind has to be the harnessing of electricity for power. Initially, electricity was generated and used to light up homes, and soon after distributed to power factories, offices and other work-sites. It also powers heaters and air conditioners that keep us comfortable year round, life-saving medical devices used in hospitals and clinics, and the computers and similar infrastructure necessary for the expansion of the digital age. And in the not-too-distant future, perhaps, it could be the primary power source for all our vehicles.

But electricity is not without its drawbacks; unintentional contact with electrical current can cause severe injuries or death, as can the arc flash created by an electrical short. Here are some of the ways electricity can cause injuries and fatalities:

**\*Electricity generates heat as it travels through body tissues.** This heat can actually cause external burns on your skin where the electrical current enters and exits your body. The heat can also cause internal burns and other major damage to muscles and other internal tissues.

**\*Electricity flowing through your body can replicate or interfere with the signals being carried through your nervous system.** In some cases, this can paralyze your muscles for the duration of contact with the electrical current. As a result, you could lose your balance and fall off of a ladder, scaffold or other elevated working surface and suffer an injury.

**\*Electrical current running through your body can also restrict your ability to breathe normally, because it can paralyze the muscles used to expand your lungs.** And in some cases, it can even interfere with the nerve signals that regulate the rhythm of your heart, which can then cause your heart to fibrillate (or beat irregularly) or go into cardiac arrest.

**\*An electrical arc flash, which occurs as electricity travels through the air as an electrical short occurs, heats the air in the immediate area to super-hot temperatures.** This arc flash can severely burn on your skin, as well as sear the inside of your lungs if you inhale the superheated air. The extreme temperatures generated by an electrical arc flash can even melt metal, plastics, and other materials, sending molten particles spewing through the air.

These are certainly not the only examples of how inadvertent contact with an electrical current or the occurrence of an electrical arc flash can cause us to be injured or killed. But these examples do drive home why it is extremely important to follow basic precautions when we are working with or near electrical lines, circuits, and equipment.

## Happy Birthday Members!

|                |      |                                    |                      |
|----------------|------|------------------------------------|----------------------|
| Alice Gatch    | 1/3  | Gatch Electrical Contractors, Inc. | Wife of Jimmy        |
| Ruby Cullum    | 1/5  | Cullum Services, Inc.              |                      |
| Steve Brewer   | 1/7  | 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 & Company, Inc.      | Wife of Carroll, Sr. |
| Allison Knox   | 1/25 | Johnson Controls                   |                      |
| Scott Arledge  | 1/28 | Smith & Stevenson, Inc.            |                      |
| Dan Brailsford | 1/30 | Honorary Life Member               |                      |
| Bill Self      | 1/30 | Honorary Life Member               |                      |

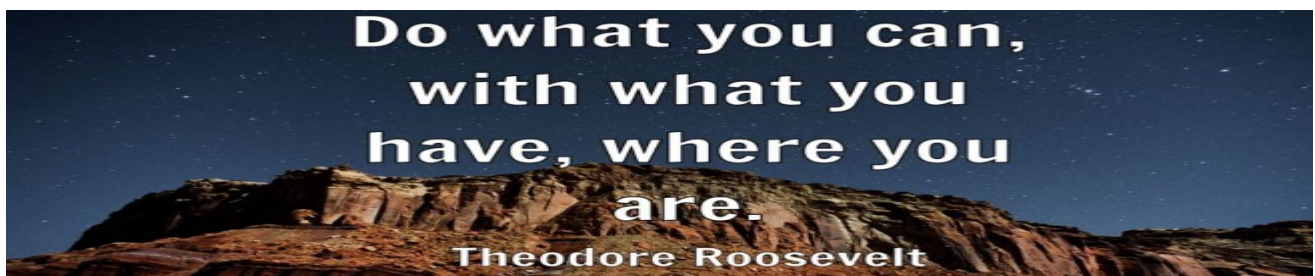
*We would like to announce your Birthday too! If you would like to be listed, please call 803-772-7834.*

## Anniversaries

|                         |      |                                    |         |
|-------------------------|------|------------------------------------|---------|
| Mr. & Mrs. Mitch Knox   | 1/10 | Johnson Controls                   | Allison |
| Mr. & Mrs. Frank Hill   | 1/14 | Hill Plumbing & Electric Co., Inc. | Debbie  |
| Mr. & Mrs. Henry Poplin | 1/25 | B&L Electric Co.                   | Brenda  |

## Condolences

Jason Flynt and staff in the loss of Jason's brother,  
 Ryan Edward Flynt  
 November 23, 2022  
 White Crane Company





# Meeting

# Area

**Coastal Joint Christmas Party with  
NAWIC, CCA & ASHRAE  
December 8, 2022**

# Snapshots



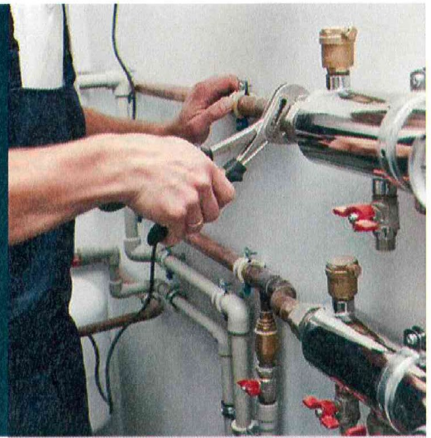


**Coastal Joint Christmas Party with  
NAWIC, CCA & ASHRAE  
December 8, 2022**





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# MCASC "Industry" Word Scramble



- |                       |                      |
|-----------------------|----------------------|
| 1. AOHS: _____        | 11. SBAME: _____     |
| 2. DOEC: _____        | 12. RADHTHA: _____   |
| 3. TNINIPCESO: _____  | 13. RANESHS: _____   |
| 4. ARISST: _____      | 14. CRAHLFSA: _____  |
| 5. GOLDFASCFNI: _____ | 15. MALBEMFLA: _____ |
| 6. AVROTLLEE: _____   | 16. ERNCA: _____     |
| 7. GOALNIDKODC: _____ | 17. BIGNURC: _____   |
| 8. IENELSC: _____     | 18. CAEAXORTV: _____ |
| 9. TEENCM: _____      | 19. GRENHCTNI: _____ |
| 10. ROBERLA: _____    | 20. GAVPNI: _____    |

### Answers to December's word scramble

- |              |                 |
|--------------|-----------------|
| 1. HOLIDAY   | 11. CAROLS      |
| 2. JOLLY     | 12. REINDEER    |
| 3. ELVES     | 13. EGGNOG      |
| 4. SLEIGH    | 14. SANTA       |
| 5. MISTLETOE | 15. CHEER       |
| 6. STOCKINGS | 16. PARTY       |
| 7. RUDOLPH   | 17. SCROOGE     |
| 8. TREE      | 18. CANDY CANES |
| 9. PRESENTS  | 19. JESUS       |
| 10. ANGEL    | 20. BETHLEHEM   |

*Look for our new signs when you come to our new location at 120 Cromer Road!!*



**MCASC STATE OFFICE HAS  
RELOCATED!!!!  
PLEASE SEND ALL MAIL TO:  
P.O. BOX 384, COLUMBIA, SC 29202!!**

# MARK YOUR CALENDARS

## Area Meetings & Upcoming Events

### Piedmont Area

Tuesday, January 17, 2023 at 6:00 pm



Hosted by: Yandle-Witherspoon Supply  
Location: 45 Brookfield Oaks Drive, Greenville, SC  
Speaker: William "Bill" G. Bartlett, PE, W.B. Barlett Engineering Services  
"The Adopted South Carolina Mechanical Codes & Current Updates"

### Midlands Area

Thursday, January 5, 2023 at 6:00 pm



Hosted by: Ferguson Enterprises  
Location: 9221 Farrow Road, Columbia, SC  
Speaker: Robert Ziegler, NCCER Craft Instructor,  
"Communicating With & Recruiting Today's Youth"

### Pee Dee Area

Thursday, January 12, 2023 at 6:30 pm



Hosted by: City Plumbing Company  
Location: Roger's Barbeque, 2004 W. 2nd Loop Rd., Florence, SC  
Speaker: Jeff McKay, Executive Director, NESAs, "NESAs Update"

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

### Coastal Area

Tuesday, January 24, 2023 at 5:30 pm



Hosted by: Atlantic Coast Electric Supply  
Location: 332-A International Circle, Summerville, SC  
Speaker: Paul Ogorek, EV Dunbar Company  
"Energy & Refrigerant Changes - How It's Impacting our Industry"

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





## ***2022-2023 RECRUITMENT CHALLENGE!!***

*Effective NOW through May 31<sup>st</sup>, 2023!*

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



# **TWO COMPLIMENTARY**



## **Registrations to the 2023 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!**



P.O. Box 384, 29202  
1504 Morninghill Drive  
Columbia, SC 29210  
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

Jim Hearn  
President

Karen Linden  
Vice-President

Dale Prosser  
Treasurer

Randall Owens  
Secretary

Varity Poston  
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**



**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.