

HICAPS Highlights

Providing a centralized approach to project management

Summer 2023



HICAPS/C2 is About Much More Than Construction Management

The joint venture of HICAPS/C2 has been the benchmark of success for the Guilford County Schools' \$300 million construction bond projects.

Our team brings 21st century skills to life in every project with these four essential elements: critical thinking; communications; collaboration; and creativity. Building schools with these elements as the foundation help our team of professionals achieve success and provide the project owner with tremendous value and satisfaction.

School is a child's second home. When you understand that, you will understand why these buildings are so complex to construct. While learning is the primary concern of schools, a lot of variables are in play if that learning is to be properly supported. Each student's safety is important. Many schools now follow complex, state-specific safety standards. Aside from safety issues, there are pressing aesthetic issues—a pleasant classroom environment will result in lively class discussion and focused study. Schools in the U.S. and other countries build spacious areas that encourage students and staff to engage in physical activities, and the school often serves as a neighborhood gym.

Of course, many students eat at least one meal a day at school—sometimes more—and complex food service infrastructure also needs to be a part of any plans. Building the classroom right the first time will help save taxpayers and school donors on long-term expenses when it comes to maintenance, operations, and renovation.

Building a school is not an easy task, and that building represents a sacred public trust. We understand we are building a structure that will nurture a culture and guard the promise of the next generation. Building a school takes considerable planning and consideration, to put it mildly!

If you are thinking about building a school, we recommend checking with HICAPS/C2's Professional Education Team, speaking to past clients, and using our bidding system to get competitive quotes from at least three contractors. Getting multiple bids is the best way to ensure you get a fair price and that bids include the complete scope of work.

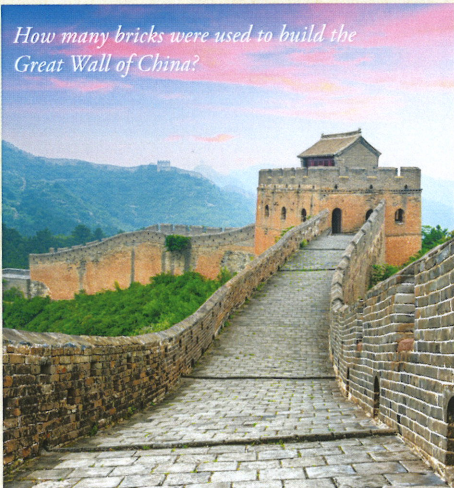
HICAPS/C2 promises to complete your projects within the established budget, within the allotted schedule, while not exceeding the programmed scope. We turn the building over

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HICAPS
HOOD INFORMATION CONTROL AND PLANNING SYSTEMS

P.O. Box 35165 | 600 N. Regional Road | Greensboro, NC 27425
TEL: 336.665.1234 | FAX: 336.665.1855 | WEBSITE: www.hicaps.com





Can You Guess?

- What is the Statue of Liberty made of?
 - copper
 - wood
 - concrete
 - bronze
- How many lights are on the top of the Empire State Building?
 - 200
 - 400
 - 1,000
 - 1,200
- How long did it take to build the Taj Mahal?
 - 12 years
 - 20 years
 - 25 years
 - 7 years
- How many bricks were used to build the Great Wall of China?
 - 1.2 billion
 - 3.8 billion
 - 4.6 billion
 - 5.1 billion
- How many blocks of stone were used to build Ancient Egypt's Great Pyramid?
 - 1.1 million
 - 2.3 million
 - 2.9 million
 - 3.1 million
- What is the world's tallest building?
 - Shanghai Tower
 - Ping An International Finance Centre
 - Merdeka 118
 - Burj Khalifa

Answers: 1 (a); 2 (d); 3 (b); 4 (b); 5 (b); 6 (d)

7 Ways To Google Like A Pro

Pretty much everything is available on the internet, and Google is one of the main ways people search for information. And while you might think it's obvious, many internet users don't know how to use Google search efficiently and effectively.

In truth, Googling is an art. To get the right answers, you need to ask the right questions. And to get the right answers quickly, you must know how to ask the right questions. Everyone should learn the how part, and that's what this article is all about. Below are some helpful tips and tricks you can use to find correct answers to your questions effectively and efficiently.

- Use quotes to get an "EXACT" match.** This means that all the results will include pages that contain all the terms in your question that you put within quotes.
- Search within a specific site.** If you want Google to return results from within a particular website, just add site: before the question you are searching.
- Exclude a term from search results with a hyphen.** If you don't want a term or phrase to appear in your search results, then just add - in front of that word.
- Search images by size.** If you want to search images of a particular size, then use the tag imagesize: in your search query along with the width and height in pixels.
- Use a wildcard to make searches.** If you are unsure about or have forgotten any term in your search query/question, then use the wildcard * character. Google will replace it for you with relevant terms.
- Search for a particular file type.** If you want to get search results that contain a particular file type such as PDF or PPT, then add filetype:pdf or filetype:ppt.
- Combine searches using logic.** If you want your search results to contain two terms, then put the and keyword in between them.

Are You Outsmarting Yourself?

No matter how smart you are, there's always more to learn. But some people don't get that. They're so impressed by their own achievements that they forget how much they don't know. Watch for these signs that you may be too "smart" for your own good:

- You devote so much energy to convincing other people of your point of view that you don't take the time to understand theirs.
- You haven't changed your mind about anything in recent memory.
- You can't identify or explain your basic assumptions about people, business or life because they seem so obvious to you.
- You'd rather fix mistakes than figure out why they happened.
- You rarely read anything for self-improvement or about your industry.

Cool Tips to Cope With a Hot Car

According to an article in *Mental Floss*, coping with a hot car usually means a little pre-planning. Parking in a spot with shade is an obvious choice, but that's not always feasible. Instead, you can put up a sunshade or place a towel over your dashboard to block the sun from heating the surface and use piece of foam—like a drink coozie—over the gearshift. Moving the steering wheel down or turning it upside-down while the car is parked can also keep it out of the sun and cooler to the touch when you get ready to handle it.

Once you're in the car, you can lower the temperature immediately by opening the windows and sunroof to exhaust the hot air. But don't try to hit the road running. According to *Consumer Reports*, using your key fob to pre-start your car and letting the AC run before you climb in isn't going to help all that much. Your AC compressor works best when your engine is working to move the car, not when it's idle. Once you're inside, set the AC as low as you can. If you set it higher, the car may actually work to reheat air that's already cooled, which is counter-intuitive as well as a waste of fuel.

Decisions, Decisions: How To Delegate

Delegation isn't always about assigning specific tasks. Sometimes it's about delegating decisions, which can make managers and employees alike nervous. Ease the tension by clarifying exactly what you expect. Decision-making assignments usually fit into one of these three boxes:

- **Recommendation.** Some decisions you have to make yourself, but you can assign the employee to make a recommendation. Ask the employee to research the options and present his or her opinion as to which would work best. You still control the final decision, while the employee learns from analyzing the situation and making the recommendation.
- **Inform, then implement.** Empower the employee to research and select the best option, inform you, and then be ready to implement it. Reassure him or her that you will be available to help in a pinch. You still retain veto power, but ideally the employee will choose well and your approval will be a formality.
- **Take action.** When you're confident the employee can handle the task independently, assign the authority to act. The employee then carries out the entire task with your backing. Let the rest of your workforce know that the employee is acting in your name—and be sure the employee understands the responsibility with which you're entrusting him or her.

SPEED BUMP

Dave Coverly



Bad Habits Of Ineffective Managers

Nobody's perfect, but some bad habits can do serious damage to your career if you're not careful. If you recognize any of these common managerial mistakes in your performance, take action to correct them while you still have time:

- **Not meeting your commitments.** Many managers have a hard time saying "no" to colleagues, so they accept more work than they can possibly do. The symptoms are easy to spot: missed deadlines, bringing work home, less-than-stellar results. Learn how to say no. Most people would be happier with a "no" up front than missed deadlines and sloppy work.
- **Burying yourself in details.** The best supervisors and managers concern themselves with delegating and evaluating assignments. They don't try to master and manage all the data on their own. Don't ask employees for a blow-by-blow description of each project. Don't get bogged down in the nitty-gritty details; avoid getting involved with every single decision.
- **Taking back the "monkey."** How many times have you delegated work to someone, only to find yourself doing the majority of it anyway? This is called "taking the monkey" of responsibility back. When you delegate something, make sure it sticks.
- **Not following up.** The opposite of taking the monkey back is the manager who, once something is delegated, never thinks about it again. Your role as a supervisor is to delegate effectively, but at the same time make sure quality levels and deadlines are being met. You do this by following up on a regular basis.

"Every problem is a gift. Without problems, we would not grow."

—Tony Robbins

Analysis of Beethoven's DNA Reveals Clues

Ludwig van Beethoven (1770-1827) was arguably the world's first rock star. His sensational compositions electrified audiences. Like many other musical geniuses, his life was also fraught with a lot of unanswered questions. Thanks to new DNA analysis, historians might be closer to getting some answers.

A paper published in *Current Biology* looked at locks of the pianist's hair, which have survived through history in the hands of private collectors. The hope was that genetic analysis might provide some clues about the composer's health struggles. Famously, Beethoven suffered from hearing loss that grew worse later in life, though no diagnosis of what caused the loss was ever made in his lifetime. (Childhood infections with typhus or smallpox are possibilities, though never proven.) Beethoven tried a number of home remedies, including almond oil and leeches, to little avail. He also developed gastrointestinal problems as well as liver disease, the latter of which may have contributed to his death at age 56.

Using five hair samples confirmed to be from Beethoven, scientists examined his DNA for possible disease markers. A total of 10 feet of hair was examined. They discovered Beethoven had genetic risk factors for liver disease as well as a hepatitis B infection, both of which were likely factors in his demise. (Beethoven was said to be a heavy drinker, as well.)

Nothing was found that could explain his hearing loss, which led to his being functionally deaf by the age of 48. Nor was there any indication of what could have caused his complaints of stomach issues, though lactose intolerance and celiac disease were ruled out.



Employee Spotlight

Ben Zeigler Joins HICAPS

Ben Zeigler joined the HICAPS team in June 2023 as a Senior Project Manager. Originally from Tennessee, Ben graduated from the Citadel in 1990 and brings a wealth of project, management and leadership experience in both the textile and tobacco sectors in the

areas of production, quality and procurement.

From leading the recovery effort for a factory and its employees following a Cat 4 hurricane to overseeing the design, installation and running of the quality operations at a

750,000-square-foot greenfield factory build in Mexico, Ben is a teambuilder focused on developing his team to deliver objectives.

Ben and his wife of 31 years, Melissa, live in Greensboro and enjoy traveling and living abroad. They have lived in Mexico, the Dominican Republic, and Bangladesh. They have two grown children, and a third one at home: a 9-month-old Yorkshire Terrier. When not working, traveling, or spending time with family, Ben enjoys golfing and hiking (unfortunately he frequently combines the two activities when he golfs!).

“In a previous role, HICAPS was a trusted supplier for several large projects and I respect the integrity, honesty, and results that they have delivered,” said Ben. “I am glad to be a part of the team and look forward to continuing the HICAPS tradition.”



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More Than Construction Management...

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with a measure of quality that far exceeds the industry standard. But, we do so much more. The safety of students, staff, parents, and visitors is so critical in everything that we do.

Successful schools ensure all students have access to high-quality services and support enabling them to set and reach high goals for learning. In these schools, equity does not mean equality; they recognize some students need additional resources to have the same opportunity for success as others. They ensure the needs of all student populations are met, including English language learners, students with disabilities, children of color, religious minorities, LGBTQ students, and others. Successful schools recognize all students are assets and diversity is a strength.



Claxton Elementary School