

HICAPS Highlights

Providing a centralized approach to project management

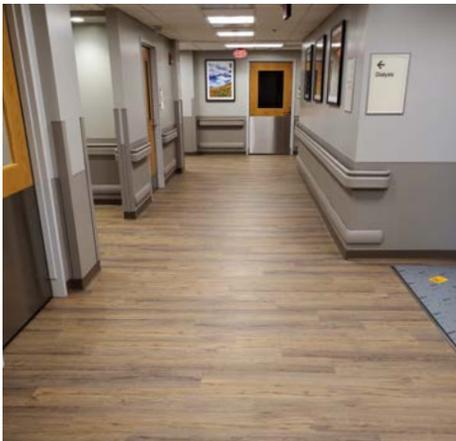
Fall 2021

New State-of-the-Art Renal Dialysis Center Completed for Veterans Affairs

HICAPS recently completed construction of a new Renal Dialysis Center for the Department of Veterans Affairs Medical Center in Salem, Virginia. This design-bid-build project included construction of a 10,000-square-foot facility accommodating 19 dialysis stations with treatment rooms and offices.

This project had a detailed mechanical, plumbing, and electrical scope to bring all required utilities to the new addition location. Systems included medical gas, fire protection, security systems, and communications. Headwalls lined the rooms for access to medical equipment, including a reverse osmosis system and a ceiling-mounted patient lift system.

Our talented staff made the successful completion of this project possible by quickly adapting to challenges and maintaining prompt and open communication with the VA Engineering Team. HICAPS' Project Team included Jennifer Moore, Lance Price, and Gary Glover.





Odd Questions

1. Where are lobsters' bladders located?
2. In 1878, Alexander Graham Bell suggested answering the telephone with which greeting?
3. At an average of 10 hours 42 minutes per week, which country's citizens spend the most time reading?
4. Which is the state dance of 24 U.S. states?
5. Which came first: alcohol or the wheel?
6. Which word is understood in all languages?
7. A team of chemists described which smell as "a combination of grassy notes with a tang of acids and a hint of vanilla over an underlying mustiness?"
8. Which is the only continent to have land in all four hemispheres?
9. *Paraskevidekatriaphobia* is the fear of what?
10. What was the first item sold on Ebay?
11. Theodore Roosevelt's daughter Alice had a pet snake. What was the snake's name?

1. In their heads. 2. "Ahoy." 3. India. 4. The Square Dance. 5. Alcohol. 6. "Huh?" 7. The smell of old laser pointer. 11. Emily Spmach.

—Mental Floss

The Power Of A Story

Author Neil Gaiman explains the power of stories with a tale on the *Books Bird* website:

"My cousin Helen, who is in her 90s now, was in the Warsaw ghetto during World War II. She and a bunch of girls in the ghetto had to do sewing each day. And if you were found with a book, it was an automatic death penalty. She had gotten hold of a copy of *Gone with the Wind*, and she would take three or four hours out of her sleeping time each night to read. And then, during the hour or so when they were sewing the next day, she would tell them all the story. These girls were risking certain death for a story. And when she told me the story herself, it actually made what I do feel more important. Because giving people stories is not a luxury. It's actually one of the things you live and die for."

"I am always doing that which I cannot do, in order that I may learn how to do it."

—Pablo Picasso

Yes, You Can Get Out Of Debt

Getting into debt is easy; getting out is hard—but not impossible. Follow these steps from the *Credit.com* website:

- **Get motivated.** Find some specific reasons for eliminating your debt—reducing stress, giving your family a better life, or planning a vacation. The more meaningful your reasons are, the more motivated you'll be to take action.
- **Assess your situation.** Take a look at how much money you owe, who you owe it to, how much you're bringing in, and how much, if any, you have in savings. This gives you a clear starting point. List your monthly expenses—rent or mortgage payments, food, health care, etc.
- **Identify poor spending habits.** Take a hard look at what you're spending money on. Maybe you order food in every other night or go on shopping sprees when you're depressed. Look for weak spots so you can cut back on wasteful spending.
- **Narrow your focus.** Don't try to pay off everything at once. Set a single goal—paying off your credit card balance, for example. Once you've done that, the sense of accomplishment will motivate you to move onto your next target.
- **Set micro-goals.** You probably won't be able to pay off all your debt at once. Try setting smaller goals for the interim, like paying 10% more on your college loan payment every single month. Sticking to that will teach you self-discipline and give you the confidence you need to keep going.
- **Tackle the right debt first.** Focus on paying down your smallest debt first, while making the minimum payment on everything else. Then move onto your next-smallest debt. This can create a snowball effect as you move into the black.
- **Set up automatic payments.** If writing checks is a stumbling block, enroll in a service that takes money from your checking account every month for payments. This frees you from having to remember to pull out your checkbook and doesn't give you any excuse for missing a payment.
- **Negotiate.** It's sometimes possible to negotiate a lower interest rate if you're in good standing. When you call, calmly and politely point out your customer history, especially if you've been making monthly payments on time. Your lender may be willing to lower your interest rate temporarily or even permanently, leaving you with more money to pay down your principal.

Try These Numbers On For Size

You think high school algebra was hard? Try wrapping your mind around these amazing numbers, courtesy of the *Cracked* website:

- To write the largest known prime number in a straight line, you would need a sheet of paper 23 miles long.
- Americans use 100,000,000,000 plastic shopping bags a year, enough to stretch end-to-end around the equator twice every day.
- A blue whale can eat up to 40 million small krill a day—about 7,900 pounds.
- A Rubik's Cube has 45,252,003,274,489,856,000 possible configurations.
- There are 12.1 trillion digits of pi known right now. A piece of paper needed to write them in a straight line would stretch to the sun and back.
- LEGO manufactures 125 million bricks a day, more than the number of banknotes the U.S. prints in a day (38 million).
- Beetles represent 30% of all known animal species, with more than 300,000 species currently identified.
- People send 205 billion emails every day. If you were to print out each one on a separate sheet of office paper—which would consume 25 million trees—the stack would stretch halfway around the equator.

SPEED BUMP

Dave Coverly



Master Relationships With Active Listening

Relationships are a key to success in your life and your career and building them takes time. One essential skill to master when cultivating relationships is listening. The *Healthline* website shares these tips for learning active listening:

- **Give people your full attention.** Concentrate on their words to the exclusion of everything else. Don't plan your response while they're still speaking, and don't use a pause to steer the conversation around to another topic. If you really can't focus in the moment, ask to reconnect at a time when you can fully commit to the discussion.
- **Use positive body language.** Your body communicates just as much as your words do, if not more. Make sure you're fully facing the other person. Relax your body, but lean in slightly to show interest in what they're saying. Make eye contact—not a relentless stare, but frequent gazes into their eyes. Nod to show you're listening, and you understand.
- **Don't interrupt.** You may be tempted to jump in with an idea or solution. Restrain the impulse. Instead, wait for the other person to start talking before asking questions or offering your point of view. In general, it's best to avoid cutting in, unless you get too confused and need immediate clarification to continue following the conversation.
- **Don't fear silence.** When a conversation lulls, people often have an urge to fill the silence with an immediate reply. Silence isn't necessarily a bad thing, though. You were listening, not formulating a reply, so it's perfectly understandable to need a moment or two to offer a thoughtful response. In most cases, the other person will probably appreciate your taking the time to reflect on their words and consider your thoughts, so there's usually no need to blurt out the first thing that comes to mind.

"Everyone wants to live on top of the mountain, but all the happiness and growth occurs while you're climbing it."

—Andy Rooney

Get Your Career On The Right Path

Are you in a hurry to get your career started? Whatever you're pursuing, you can get started with this advice from *Entrepreneur* magazine:

- **Set clear goals.** A road map is essential to success. Big, specific goals help create a framework for your career so you can make smart decisions about where to go and what to do next.
- **Stick to a routine.** Once you know where you want to go, establish the habits that will lead you there. Repetition strengthens performance. You might start your day with meditation or reading up on your industry, then move to the most important tasks of the day. Whatever you decide on, stick with it until it becomes second nature.
- **Find a mentor.** Successful people in every field have mentors—senior people with the experience to guide others through the decisions they confront in their careers. You won't necessarily have a single mentor for the entirety of your career. Look for people who can help you network and also offer advice on what you should do next.
- **Simplify your life.** Streamline your day so you're not wasting time on unproductive activities. Turn down requests that don't offer opportunities to learn and advance. Delegate whatever you can so you have time to focus on essentials.
- **Learn from your mistakes.** You'll screw up from time to time. You can't avoid mistakes completely, but you can learn from them, so you don't make them over and over. Take the time to analyze what went wrong: Did you not have enough information to make a decision? Was your execution sloppy? Did you depend on the wrong people? Once you know what happened, you can move past the mistake and forward to success.

Welcome To Our Summer Interns!



Ben Fairbank

HICAPS has the pleasure of welcoming Ben Fairbank back into the office for his second summer internship! Ben is a rising junior at East Carolina University, studying Construction Management. Ben tells us that his favorite thing about working at HICAPS is how accommodating his coworkers are with passing along information and keeping everyone in the loop. Ben has

been put hard to work in both the office and the field, as he

has spent the majority of his summer internship on site at NOSC, a Naval Operations and Training Facility, where we are designing and renovating a wing of the facility for secure communications. Ben has been a great asset and we are thrilled to have him back on board this summer!



Jake Finch

Jake Finch is a first-year intern at HICAPS working out of our

Greensboro office. He is a rising junior at Clemson University,

continued below



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Interns...

studying Construction Management. Jake tells us his favorite thing about working at HICAPS is how knowledgeable and friendly everyone is, teaching new information and sharing insights. Jake has been putting in hard work in both the field and office to expose him to both sides of the construction industry. Later in the summer, Jake will transfer to our project site located in Charleston, South Carolina at the VA Hospital where we have an ongoing multi-phased renovation project.

Construction Management Services

As a leader in the commercial construction management industry, we have provided expert construction management consulting and successfully delivered hundreds of projects throughout the United States.

Our expertise is built on employing a highly-skilled and talented staff of Program/Project Managers, Professional Engineers, Senior Project Superintendents, and Certified CPM planning/scheduling professionals. Through our centralized approach to construction management and general contracting, HICAPS delivers the highest quality solutions without sacrifice. Utilizing a variety of methods and delivery systems, HICAPS will execute your project on time and within budget. Contact us at 800.498.9577 for more information on how HICAPS can help with your next project.