



Progress On Purpose

Fall 2019

Construction Break



Wiggin Hall addition and renovation currently in progress.



BPS Back At Coe-Brown Northwood Academy

When you think of iconic combinations over the years, there are some great examples that come to the top of the list. How about Abbott and Costello? Or perhaps Calvin and Hobbes? Or Keith's personal favorite, peanut butter and jelly? What about Bonnette, Page & Stone and Coe-Brown Northwood Academy? Well, maybe this one hasn't quite taken off everywhere, but at BPS, we think it's got a nice ring to it!

We have been fortunate to form an extensive relationship with CBNA over the years. From additions and renovations to small repairs around campus, CBNA has allowed BPS to be an integral part of its growth. BPS has been able to help CBNA remain one of New Hampshire's premier secondary learning academies and, for that, we are honored. But as much as we enjoy our past successes, our favorite project is always the next one!

We are ecstatic to be a part of the team once again as we have recently started the Wiggin Hall addition and

renovation project. The original structure was built in the late 1800s and had given all it could to the Academy. While some were sad to see a piece of the school's legacy come down, we are excited to create a new piece of history for students and faculty to enjoy.

The two-story addition will deliver more classroom space, including a music room, additional music storage, and a photography classroom with a dark room. The second floor will allow for future growth and additional storage. Renovations will also provide mechanical and electrical upgrades throughout. BPS is collaborating with the architects and engineers at the H.L. Turner Group for this project.

H.L. Turner Senior Project Designer Eric Dinsmore has provided a plan that blends a historical aesthetic with a utilitarian need that, when complete, will feel as though it was there all along. We are ecstatic to work with Headmaster David Smith, Assistant Headmaster Caryn Lasky and the rest of the incredible team at CBNA once again.



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Have You Checked It Out?

We are continually updating our website at www.bpsnh.com. When you have a moment check it out, and follow us on Facebook, too. Hope to see you there. Use the QR code at left to take you to our website.



Did You Know?

The scientific term for brain freeze is *sphenopalatine ganglioneuralgia*.

The only letters that don't appear on the periodic table of elements are J and Q.

75% of the world's diet is produced from just 12 plant species and five animal species.

How much wood could a woodchuck chuck if a woodchuck could chuck wood? Turns out, it's around 700 pounds.

If you heat up a magnet, it will lose its magnetism.

There are only two countries in the world that have the color purple in their flags: Nicaragua and Dominica.

A bolt of lightning can reach 53,540 degrees Fahrenheit. That's five times hotter than the surface of the sun, which is 10,340 degrees Fahrenheit.

The quietest room in the world, located in Minnesota, is measured in negative decibels. It's so quiet that you can hear your own heartbeat and your bones moving.

Starfish don't have blood. Rather, they circulate nutrients by using seawater in their vascular system.

—from *The Fact Site*

Self-Managers Wanted: Here's What To Look For When Hiring

The “perfect” employee isn't one who does whatever you say, but someone who knows what to do without having to be told. It's someone who performs the job without constant prodding, someone who can manage himself or herself with a minimum of interference from you. Here's what to look for in a self-managing employee:

- **Goals.** Look for people who set their own objectives and push themselves to achieve them. Instead of accomplishing the bare minimum, they stretch to do a little bit more, or a little bit better, without anyone else telling them to.
- **Guidance.** An effective self-manager doesn't pretend to know everything. The people you want aren't afraid to ask for advice or assistance, or to seek someone else's opinion when necessary.
- **Creativity.** Pay attention to employees who are willing to suggest and try different solutions, who think about old problems in new ways and aren't afraid to risk making a mistake or two.
- **Self-improvement.** Does an employee take the initiative in learning a skill? You want employees who don't wait for you to send them to a training seminar, but who identify gaps, or things they'd like to learn, and take steps on their own to move forward.
- **Challenge.** Look at employees who seek out bigger projects, more responsibility, or a way to contribute more. The desire to grow is a valuable characteristic to nurture and reward.

“There are two types of people who will tell you that you cannot make a difference in this world: those who are afraid to try and those who are afraid you will succeed.”

—Ray Goforth

Millennials Take Charge Of Their Healthcare

Millennials and Gen Xers take their health seriously, but they don't rely on the same tactics their elders have used over the years. The *Forbes Magazine* website shares how this generation handles healthcare its own way:

- **They want digital access to healthcare services.** With their smartphones and tablets, millennials want to take advantage of patient portals and video chats instead of in-person visits to the doctor. They'd also like a digital app to book appointments, review their health records and manage preventive care.
- **They seek information from more than doctors.** They're more likely to seek medical advice online than to rely on doctors for all their health information. One survey found that only 41% trust physicians as the best source of medical advice.
- **They want to orchestrate their own care.** Only 67% of millennials have a primary care provider, compared with 85% of baby boomers. Instead of waiting days or weeks to see a doctor, about one-third go to retail clinics. They're also more likely to make their own medical decisions rather than depending on their doctor as their sole source of counsel.

The Peppa Effect

There's an interesting phenomenon sweeping across the United States: Toddlers and young children are speaking the Queen's English.

"Mom" and "dad" have been replaced by "mummy" and "daddy." Children are asking to go on holidays, referring to money in pounds, and saying that they want to do things "straight away." Sometimes there are snorts and oinks interjected in their speech. Most of this is being chronicled on Twitter under the hashtag #PeppaEffect, because it turns out a pig named Peppa is behind it all.

Peppa Pig is an animated character on an eponymous children's show from the United Kingdom. Episodes air on cable channels worldwide and are available on YouTube. Each segment features a new adventure with Peppa Pig and her animal friends. There's a website with short videos and activities, so if your kids have access and screen time, there is a good chance they will encounter Peppa and fall under her influence.

All of this is quite normal, really. (Say that with a British accent.) Research suggests that children begin to develop their accents around the age of 20 months. For fans of the show ages 2 to 5—Peppa's main demographic—their love of the character and delight in her antics inspire them to mimic her behavior and language. They don't even recognize Peppa's accent as being different from their own.

SPEED BUMP

Dave Coverly



Managers Support Workplace Safety

Safety in the workplace is everyone's responsibility, but managers have to do their part to ensure their workforce stays healthy, whatever industry they're in. Here are five pieces of advice from the *EHS Today* website for creating an atmosphere dedicated to everyone's well-being:

- **Champion safety from the top.** You and your fellow managers should talk about safety issues often. Your senior executives should, too. When employees see their leaders taking safety matters seriously, they will, too.
- **Conduct safety surveys.** Don't wait for employees to bring up problems and concerns. Survey them about potential hazards in your workplace, and ask for suggestions on how to make work safer.
- **Huddle before shifts.** In a manufacturing or retail environment, it makes sense to meet briefly with your team before the start of every shift to check in on what's happening that day, ask whether employees have any safety concerns, and issue instructions for staying healthy and safe.
- **Talk one on one.** Make a point of talking to employees individually—not just during their performance reviews, but as often as possible. Ask about any concerns they have. Then act on them.
- **Perform ongoing training.** You can't just spend a few minutes on safety training during orientation and expect it to stick. Provide regular training to reinforce safety skills and teach new ones—when you get a new piece of equipment, for example.

Set Goals That Won't Backfire

Motivational gurus and management experts alike are fond of emphasizing the importance of goals, but you have to set them carefully or they can backfire on you and your organization. Here are some common pitfalls to watch for:

- **Inflexibility.** Clear and concrete goals are good, but they shouldn't narrow your team's focus too tightly. Launching a product on July 1 may be your goal, but you don't want to rush through something that doesn't work just to meet an artificial deadline. Be willing to adapt as circumstances change.
- **Short-term obsession.** Deadlines should be ambitious but reasonable. It doesn't do much good to hit a sales target one quarter if your sales force has to make promises it can't keep in order to close deals—future sales will be more difficult later on. Learn to balance immediate needs with future prospects so today's success doesn't become tomorrow's disaster.
- **Excessive pressure.** Goals should stretch people, but not to the breaking point. Pushing workers to accomplish aggressive objectives can tempt them to cut corners or make dangerous decisions. Keep lines of communication open so no one feels compelled to risk safety.

“Leadership is the capacity to translate vision into reality.”

—Warren Bennis

BPS Gives Back

At BPS, we are always looking for new ways to give back to our local community. We were fortunate to connect with Nikki Lyons-Lahey, the Director of Community Outreach for Make-A-Wish New Hampshire. With her infectious energy and an outpouring of love for helping others, how could we not be excited about being a part of such a great cause?

Recently, we participated in the Rafting for Wishes event at the beautiful Hesky Park in Meredith, New Hampshire. More than twenty teams flocked to the 24-hour Raft-a-Thon on a beautiful mid-July weekend. As team members came for their three-hour shifts, they were shuttled out to a floating amoeba-like island, comprised of tubes and rafts. Make-A-Wish, with the help of many local business and community members, provided the event with food, entertainment, games, and an incredible atmosphere. At the end of the event, Rafting For Wishes was able to raise more than \$250,000 for the Make-A-Wish Foundation.

continued below...



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BPS Gives Back... *continued from above*

Next year, which will be Rafting For Wishes' 10-year anniversary, it will surpass an incredible \$1,000,000 raised! These funds will allow the organization to grant the heartfelt wishes of children fighting critical illnesses right here in New Hampshire.

Make-A-Wish would like to thank Brady Sullivan Properties and Trusted Choice for being the events' title sponsors, Binnie Media for their generous financial support and helping connecting local business, like BPS to the organization. And of course, the community for their generosity and support as this event continues to be a huge success.

But this is just another day for our hardworking friends, as more wishes must be granted. With 99 wishes in queue and more children to reach, these efforts are only the beginning! We are excited for our new partnership and looking forward to our next opportunity to be a part of the Make-A-Wish team!

