



Progress On Purpose

Spring 2019

Construction Break



Construction Continues on Auburn Village School Renovation and Addition

Temperatures all around New England may be plummeting this winter, but in the quaint New Hampshire town of Auburn, things are heating up. Bonnette, Page and Stone, with the assistance of the accomplished Architects of H.L. Turner, is diligently working on the Auburn Village School's new 32,000-square-foot addition. Consisting of two stories containing new classrooms, science labs, team spaces and more, the town is not only preparing itself for future growth but is also assuring that the school will be a premier educational facility for the foreseeable future.



Project Superintendent Larry Brown, one of the best in the business, has BPS and its superb team of subcontractors positioned to push through whatever perils Mother Nature may throw their way. The unpredictable season, coupled with the unknown challenges that always seem to lend themselves to these already complex projects, are just another day at the

office for the calm and composed Brown. Armed with an extensive knowledge of commercial building projects, Brown and the BPS team have kept the AVS renovation moving along fluidly.

The existing school building will see its fair share of renovations as well, working to keep the old congruent with the new. The renovation will begin this summer and involve updating classrooms, facilities, offices, and performing overall cosmetic upgrades. There

will be numerous systems improvements as well, addressing mechanical, plumbing, electrical and technological needs for the school. When the project is complete, it will be hard to believe this was once a small structure originally built in 1947.

The BPS crew is thankful to the town of Auburn, its school board, and incredible team for letting us be a part of their journey creating a new and improved school for its children and faculty to enjoy for years to come!



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Have You Checked It Out?

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According to the state's official website, what is Idaho's nickname?

Trivial Matters

- 1) What country ranks #1 in the Happy Planet Index?
 - a) Barbados
 - b) Costa Rica
 - c) France
 - d) Jamaica
- 2) Which U.S. city hosts a "Peach Drop" every December 31st at midnight to ring in the New Year?
 - a) Miami
 - b) Honolulu
 - c) Dallas
 - d) Atlanta
- 3) According to the state's official website, what is Idaho's nickname?
 - a) The Farmland State
 - b) The Potato State
 - c) The Gem State
 - d) The Hawkeye State
- 4) What song did American singer Slim Whitman take to the top of the U.K. charts for 11 weeks?
 - a) Peggy Sue
 - b) Barbara Ann
 - c) Carrie Anne
 - d) Rose Marie
- 5) "Happy the Oil Drop Man" was the mascot for what gas station?
 - a) Esso
 - b) Mobil
 - c) Sinclair
 - d) Sunoco

—from *mental floss*

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

Learn To Bounce Back From Setbacks

Every career comes with a few—or more—setbacks. You can't avoid them, so you have to learn how to deal with them and bounce back. From the CNBC's Make It website comes this advice for recovering from even the toughest failures:

- **Learn and adjust.** When a disaster strikes, even a small one, take the time to figure out what happened. Then you can adjust your strategy so it doesn't happen again.
- **Help other people.** If you're generous with your time and expertise, people will willingly help you out when you fail. Make a point of assisting your co-workers and friends so they'll feel inclined to return the favor when you need them.
- **Focus on what you can control.** Obviously, some things are beyond your reach. Don't worry about them, and keep your mind on what's in your control. This will help you move forward.
- **Keep the faith.** Remember that you've succeeded before and will again. Think of the setbacks you've survived, and remind yourself that you didn't give up then. Next, commit yourself to action.
- **Find allies.** Surround yourself with people who not only help you, but encourage you. A circle of positive people who believe in you can give you the confidence to keep going in spite of failure.
- **Accept responsibility.** Don't blame others for your failure. Maybe they broke promises, but in the end, the responsibility for fixing things is up to you. Own up to your mistakes honestly, and share what you're doing to rectify them today and avoid them in the future.

"A wise person should have money in their head,
but not in their heart."

—Jonathan Swift

Voices In His Head?

A man walks into a bar. Before he can take a seat, he hears a voice that says, "Hey, that's a nice tie you're wearing."

He starts to say thank you, but when he looks around he doesn't notice anyone else in the place other than the bartender. He stares at the bartender for a moment and hears another voice.

"Nice suit!" it says.

Then another voice calls out, "Whoa, nice tie, nice suit, nice shoes. Hey, buddy, you're the whole package."

A look of confusion washes over the man's face as he looks around and still doesn't see anyone.

"Is everything all right?" the bartender asks.

"I don't know if I'm losing my mind or what," the man says, "but I would bet money that I heard someone say they liked what I was wearing."

"Ahh, yes," the bartender laughs and nods to a bowl on the bar. "It's the nuts. They're complimentary."

"All growth depends upon activity. There is no development physically or intellectually without effort, and effort means work."

—Calvin Coolidge

Sharpen Your Professional Image

No matter what your job title is, you have to earn the respect of your colleagues, supervisors, and employees if you want to succeed at work. Here are some guidelines for ensuring that people take you seriously:

- **Fine-tune your appearance.** Pay attention to how others in your organization dress, especially upper level executives, and model your style after that. Keep your hair neatly trimmed. Resist the temptation to dress too casually.
- **Take notes.** In meetings and when talking to managers, make a point of writing down the important points. This will help you remember what's said, of course, but more important, you'll show you're paying attention and taking other people seriously.
- **Speak authoritatively.** Eliminate "uh" and "um" from your vocabulary. Don't try to come across as an obnoxious know-it-all, but concentrate on speaking clearly. Good communication builds credibility.
- **Stay organized.** A neat workspace shows that you're efficient and detail-oriented. Clean it regularly and discarding what you don't need.
- **Be patient.** Time is a limited resource, but don't obsess over speed. Impatience strikes many people as evidence of immaturity, so temper your urgency with understanding.

Motivate Your Employees To Use Their Safety Gear

If your workforce operates in hazardous conditions, you know that the best protective gear available is worthless if your employees won't use it. To encourage workers to wear their equipment, follow this advice:

1. Reduce the need for protection.

Look for safer ways to do things so that extra protective equipment isn't necessary. This will emphasize to your workers that their safety is a No. 1 priority. For example, before purchasing heavy-duty gloves to protect workers' hands from a caustic cleaning solution, investigate alternative cleansers.

2. Involve employees in safety decisions.

People feel more committed to policies they have helped shape. Include employees in selecting equipment; connect them with vendors so they can ask questions and receive the information they need.

3. Educate and train your workforce.

Many times, employees don't use their protective gear because they don't know how—or even more important, why. Provide sufficient training so that employees understand the risks associated with not using the equipment. Once they fully understand what's at stake, workers will be much more likely to support the proper use of prospective equipment.

4. Reward and reinforce safe behavior.

First, be a role model and actively use the same gear you expect your workforce to take advantage of. Spotlight situations in which using the equipment correctly prevented an accident or saved a life. And whether you reward workers with gifts or just words of praise, make sure they know you're paying attention to their safety habits.

5. Check the fit.

Workers may "forget" to wear boots or gloves because they don't fit well. As much as possible, let employees select their own equipment with an eye toward what they'll feel comfortable wearing and using.



SPEED BUMP

Dave Coverly



Include These Essentials In Your Feedback

Feedback is more than saying "Great job!" But you knew that (right?). Remember that effective employee feedback includes these elements:

- **Description.** Tell employees what they did right (or wrong) in specific terms.
- **Immediacy.** Give feedback as soon as possible after the employee's performance. When you have to correct mistakes, though, do so in private to avoid embarrassing the employee.
- **Honesty.** Don't sugarcoat negative feedback. Employees will either see through it and stop trusting you, or they won't—and they'll keep making the same errors.

"Science is about knowing; engineering is about doing."

—Henry Petroski

No Project Too Large or Too Small for BPS!

Typically, when you think of Bonnette, Page and Stone you may think of the many larger projects we have been involved with over the years. Perhaps you think of us as commercial builders working exclusively on education facilities, nursing homes and other municipality projects. Or perhaps you know someone for whom we've had the fortune of doing some residential work. We do in fact take on many large projects, but did you know we can help you with your smaller projects too? To the right is a list of projects we've completed for under \$10,000!



We understand these projects can be just as complicated as larger ones and are of equal importance to their owners. We pride ourselves on ensuring the same attention and professionalism is given to all our clients and their projects. No project is too big or too small. Give us a call to chat about your upcoming project!

- All Metals – Lighting upgrades
- Belknap Tire – Door replacement
- Blouin Steel Fabricators – Door replacement
- Coe Brown Academy – Locker infills
- Epsom Central School – Toilet partition replacements
- Gilmanton Elementary School – Water bubbler replacement
- Anchor Marine – HVAC improvements
- Belknap Mill – Sill repairs
- Laconia Residence – Kitchen renovations
- Laconia Residence – Interior improvements and upgrades
- Alton Residence – Bathroom upgrades

BPS welcomes our new clients...

- Dr. Tom Fagan Chiropractic – Meredith, NH
- Belknap Tire – Laconia, NH
- White Mountain Regional High School – Whitefield, NH
- Tilton-Northfield Fire Department – Tilton, NH
- Blouin Steel Fabricators – Northfield, NH
- Auburn Village School – Auburn, NH

and thanks our returning clients...

- Laconia Eye – Wolfeboro, NH
- Cantin Chevrolet – Laconia, NH
- Coe Brown Academy – Northwood, NH
- Bank of New Hampshire Pavilion – Gilford, NH
- Newfound Regional High School – Newfound, NH
- Gilford High School – Gilford, NH
- The Belknap Mill – Laconia, NH

BPS provides these services...

- Feasibility Studies
- Property Searches and Evaluation
- Design, Permitting and Approvals
- Management of All Project Scheduling
- Financial Assistance
- Full Commercial and Residential Construction Services
- Owner Training for Building Maintenance and Systems Operation
- Building Envelope and Energy Use Studies
- Application of Green Technology and Earth-Friendly Products

Considering a project? Give us a call at 603.524.3411 to explore concepts, ideas and feasibility or just stop in and say hello, the coffee is on us... Randy Remick, CEO rremick@bpsnh.com
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