

HICAPS Highlights

Providing a centralized approach to project management

Winter 2023

HICAPS: Experts In Private Club Construction

To remain relevant and attract new members, private country clubs must continually expand services and upgrade facilities. During Covid, memberships grew for most clubs and so did the cash for capital improvements. HICAPS has been fortunate to be part of several large renovations/expansions of club facilities over the past 10 years. We are currently working at four North Carolina Country Clubs—all with different focuses and roles for HICAPS. Our experience working with private country clubs as the Owner's Project Manager has allowed us to gain invaluable working knowledge of country clubs: understanding seasonal demands; full transparency of funds and decisions; high quality of design, craftsmanship and furnishings; and the ability to manage construction on an active campus. Here are a few of our current country club projects.



Highland Country Club, Fayetteville, NC

We are currently in the design phase to renovate the existing club's interiors, adding an extensive outdoor kitchen and bar area, and extending the covered patio. This project will also include all new furnishings, draperies, and artwork. Construction is expected to begin the first quarter of 2023.



Biltmore Forest Country Club, Asheville, NC

The scope of this project includes design and construction of a new fitness and pool house facility; new clay and hardcourt tennis courts; and a new pool. Work is expected to be completed in second quarter of 2023.



Forsyth Country Club, Winston Salem, NC

The main floor renovation includes all new flooring, wallcovering, lighting, plumbing fixtures, bathrooms, and elevator. Renovations will also be completed on the entrance, ballroom and all meeting spaces. New furnishings and artwork will also be included. Club renovations are scheduled to be completed in the first quarter of 2023 and pickleball courts will be ready in the Spring of 2023.

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





Aim For The Right Target

Your organization won't grow unless you and your team are working toward goals that will inspire and motivate. Aim for goals that are:

- **Quantifiable.** You should be able to measure success in objective terms so everyone can see the value of your efforts.
- **Challenging.** If it's too easy, chances are your objective won't have significant impact on your organization.
- **Business focused.** Set a goal that supports your organization's agenda, not one that just makes you or your department look good.
- **Realistic.** Although challenge is important, pursuing an impossible dream will result only in a morale-crushing letdown.
- **Flexible.** Don't back yourself into a corner. Although you don't want to adjust your goal to suit your results, be willing to modify your ambitions if circumstances yank your original objective out of reach.

SPEED BUMP

Dave Coverly



Where Does The Time Go?

The beginning of a new year makes many of us reflect on the passage of time. Time is a funny thing—it doesn't always behave the way you expect. The *Cracked* website offers some interesting observations on the sometimes wacky nature of time:

- **Your head is aging faster than your feet.**

Time moves at a slightly different speed depending on how close an object is to a source of gravity. The difference is very small, but it's measurable.

- **What did people do before alarm clocks?**

They hired 'knocker-uppers,' people who would come knock on their door to wake them up.

- **Days and years were shorter long ago.**

Dinosaurs lived in a time when the earth rotated faster, so days lasted about 23 ½ hours, and a year was 372 days.

- **One year was longer than the rest.**

The year 46 B.C. had 445 days, due to Julius Caesar's reform of the calendar.

- **The oldest known calendar dates back to 8,000 B.C.**

It was a monument built by hunter-gatherers near Aberdeenshire in Scotland. It tracked months by the moon.

- **France tried to change time.**

In 1973, France introduced decimal time, which divided days into 10 hours of 100 minutes per hour and 100 seconds per minute. It lasted 500 days.

- **No one lives in the present.**

Despite the popularity of expressions such as "living in the present," the truth is that there is no such thing as the present or the now. The human brain takes approximately 80 milliseconds to perceive and interpret any event. In other words, what we perceive as "now" has already happened 80 milliseconds ago. Humans live in the past, even if the delay is minimal.

"The two most important requirements for major success are first, being in the right place at the right time, and second, doing something about it."

—Ray Kroc

X-rays On The Battlefield

When World War I broke out in 1914, Marie Curie had already won two Nobel Prizes, but she wanted to help the war effort in France.

She knew surgeons on the front lines were performing surgery without the ability to take X-rays in the field or the time to transport soldiers to one of the few hospitals in France with X-ray machines. So she invented the "petite Curie"—a van housing a portable X-ray machine.

Curie asked French military officials about funding for her invention, but they refused her. Then she approached the Union of Women of France, who agreed to help. She sought additional funding from wealthy women in Paris and built 20 petite Curies.

Those 20 machines went to the front lines and allowed tens of thousands of soldiers to receive X-rays. Curie operated her own machine on the front line, along with women she had trained to operate other machines.

Curie also oversaw the installation of 200 X-ray machines at semi-permanent field hospitals near the front lines. Because of her efforts, more than one million soldiers were X-rayed during World War I, saving countless lives.

Humor Me: A Few One-Liners

These are either really brilliant or just dumb:

- Did you hear about the guy who stole a calendar? He got 12 months.
- I have an inferiority complex, but it's not a very good one.
- A man walked into his house and discovered that someone had stolen all his lamps. He was delighted.
- I like whiteboards. They're remarkable.
- Will glass coffins become popular? Remains to be seen.
- I, for one, like Roman numerals.
- My lack of knowledge on mythology has always been my Achilles' elbow.
- It's hard to explain puns to kleptomaniacs because they always take things literally.
- I used to be addicted to soap, but I'm clean now.
- My therapist says I have a preoccupation with vengeance. I'll show her.
- You don't need a parachute to skydive. You need a parachute to skydive twice.
- Working in a mirror factory is something I could totally see myself doing.
- Why was six afraid of seven? Because seven eight nine.
- My IQ test results came back. They were negative.
- What did one DNA say to the other DNA? "Do these genes make me look fat?"

"If there is a 50-50 chance that something can go wrong, then nine times out of ten it will."

—Paul Harvey

What Do You Do When You're Stuck With A Slacker?

You do your best every day at work, but some of your co-workers might not. You might be stuck working with a slacker—someone who does just enough to get by, but no more. If this starts to affect your work, what can you do? Follow this advice from the *Harvard Business Review*:

- **Examine the situation.** Don't assume your colleague is just lazy or trying to push his or her responsibilities onto others. Observe how they behave and work. Do they lack the necessary skills or resources to do their job? How do other people relate to the person? What's the impact on you and the rest of the organization? Is this a new problem? Focus on the situation, not the person.
- **Look at yourself.** Reflect on your own behavior. Are you doing anything that might be affecting your co-worker? You may think your instructions are clear, for example, but they might have trouble understanding them. Is your attitude arrogant or patronizing? Do you treat the other person with respect? Do your best to make sure you're not causing any part of the problem.
- **Tactfully talk to other colleagues.** Find out if they're having the same problem with the person. They may have a better understanding of how he or she gets things done; they may have developed strategies for coping with his or her lack of talent; or they may know more about the person's personal issues and limitations, giving you a better idea of how to interact with him or her. On the other hand, if they have no difficulty working with the person, you may be the one with the problem.
- **Talk to your boss—tactfully.** Don't go in to complain about your slacking co-worker. If you must discuss the problem with your boss, focus on how the other person's behavior affects your performance and your ability to get things done—and by extension, how the issue affects your organization as a whole.



Test Your Knowledge

1. What is the diameter of the average basketball hoop?
2. What species of fish is Nemo?
3. What is the Grinch's dog's name?
4. What year was Kodak founded?
5. What are baby rabbits called?
6. What is a single strand of spaghetti called?
7. How many floors does the Eiffel Tower have?
8. What president was a licensed bartender?
9. How many legs does a lobster have?
10. What was the first state?
11. Who is the youngest Oscar winner of all time?
12. Which shoe did Cinderella leave behind at the ball?

1. 18 inches; 2. Clown Fish; 3. Max; 4. 1892; 5. Kitts; 6. Spaghetti; 7. Three (3); 8. Abraham Lincoln; 9. Ten (10); 10. Delaware; 11.atum Neal for "Paper Moon"; 12. Her left shoe.

—Today.com



Employee Spotlight: Karen Greer

HICAPS Senior Interior Designer, Karen Greer, graduated from Appalachian State University in May 2002, where she received her Bachelor of Science in Interior Design and minor in Art. Her experience has equipped her with the aesthetic and product knowledge to create inviting, functional spaces while continuing to meet the requirements for durability and commercial codes. She often calls herself a design detective because she enjoys determining and sourcing all the pieces that make a successful project a reality.

She is a registered interior designer in the state of North Carolina. Karen holds her NCIDQ certification, and is a current professional member of IIDA.

Karen is a North Carolina native, and currently resides near the Wilmington area with her husband, Brad, and two sons, Isaiah and Daniel. While she enjoys being close to the coast, her heart belongs to the mountains where she grew up, and makes trips there whenever possible to visit family.

On behalf of the entire HICAPS staff, we wish you happiness, peace, and prosperity in the New Year!



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Help Us Welcome Jonita Luck!

We are pleased to announce that Jonita Luck joined HICAPS in May 2022 as our new HR/Office Manager. She has a long history of human resources and accounting experience in several facets of construction and transportation.

Jonita has two HR certifications: SPHR from the HRCI Institute and SHRM-SCP from the Society for Human Resources Management. She has a great deal of experience in benefits, performance management, 401(k) administration, employment law, and job cost accounting. She belongs to the local SHRM chapter: HRMAG (Human Resource Management of Greensboro) group and attends monthly meetings and networks with her peers in the group.

Jonita grew up in Sophia and Randleman, North Carolina. She spent time in Goldsboro, North Carolina and Cocoa Beach, Florida when her husband, Rusty, was stationed there. She and her husband currently reside in Thomasville, North Carolina. She enjoys outdoor activities, horseback riding, walking/running, and gardening.

