

## Project Updates: Mountain View Nursing Home and Idlehurst Elementary

**B**oth the new Carroll County Nursing Home and the Idlehurst Elementary school projects are progressing nicely under the close supervision of many of the seniors and students who will soon call the new facilities home.

With a viewing stand arranged just outside the construction zone, the nursing home residents have been able to monitor the daily progress as workers scurry about placing the key building components that make up their new facility. The home will have 103 resident rooms and be heated with a biomass wood pellet hot water heating system.

The residents of Somersworth are equally excited as the new elementary school takes shape on its site off Stackpole Road. Both facilities are scheduled to be completed for owner occupancy this coming summer.

BPS has been providing complete commercial and residential construction services through out New Hampshire for more than 40 years, including:

- 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



*An artist's rendering of the new Mountain View Nursing Home in Ossipee, N.H.*



*A rendering of the new Idlehurst Elementary School in Somersworth, N.H.*

## Leverage Your Workforce's Knowledge

The popular saying, "Our employees are our biggest asset," reflects not just the elbow grease workers put in on the job, but the knowledge they bring to work every day. Encourage them to share what they know so everyone can benefit from their experience and expertise. Remember that knowledge-sharing is personal. Employees may feel a sense of ownership about what they've learned, and they may be reluctant to share it with everyone.

Here are some strategies for prompting them to open up:

- **Ask top performers to share their knowledge.** Set up regular "workshops" for employees. Ask one employee to talk about his or her particular area of expertise—customer service, for example, or managing data. People who excel in particular areas usually enjoy describing their own approach and fielding any questions.
- **Assign teams to consult with one another.** Set up a system that allows one team working on a project to call upon another team that has had previous experience with the same type of project. Encourage the teams to meet face-to-face for a day or two to work through the challenges facing the less experienced group. That way, those who are called upon to help feel honored at lending their expertise.
- **Reward knowledge-sharers.** Build in an incentive—pay or comp time—for people to share their experience and knowledge with their colleagues.



## Why Your Job May Be Dangerous To Your Health

It used to be that people would tighten their belts when times were tough. Nowadays the opposite seems to be happening: A survey by *CareerBuilder.com* found 44% of employees report gaining weight in their current jobs over the past year, with 28% saying they had put on more than 10 pounds and 12% added more than 20 pounds.

Workplace stress is one factor employees blamed for their extra poundage, along with office birthday parties and buying lunch on a regular basis (half of workers in the survey said they buy their lunch at least five days a week). Only 9% reported using their lunch breaks to exercise.

## Knot Popular

Neckties may be the most popular gift for dad, but it will take more than that to rescue the neckwear industry from its current slump. The *Los Angeles Times* reports the number of neckties sold in the United States fell 18% in 2009, to 29 million. The drop is more than double the 7.3% decline in 2008.

Industry analysts cite the trend toward casual dress, with top executives (including President Obama) more willing to be seen in public in blazers and dress shirts but without a necktie.

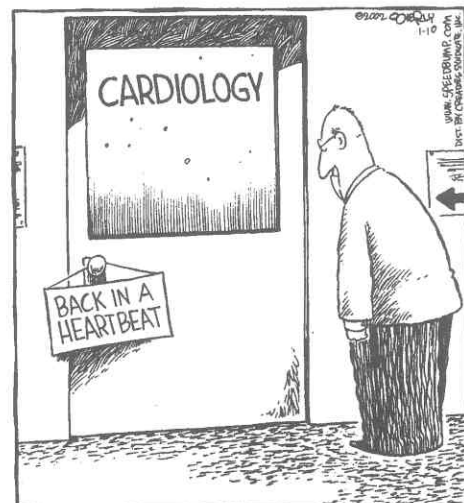
## The Formula For Success

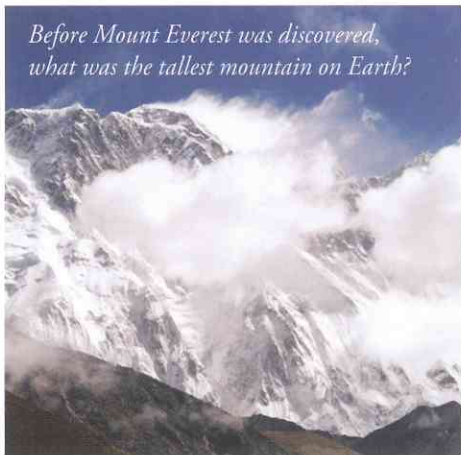
"Success" means different things to different people, and so no single formula would seem guaranteed to help everyone achieve it. But whatever your goal, certain general principles can guide you there. Here's a quick list of elements every success plan should include:

- **Vision.** This isn't so much the "what" (though that's important) as the "why." Be clear on the value of your objective, and you'll be able to commit to it fully.
- **Knowledge.** Do your homework. Start by admitting what you don't know; identify how you can get the knowledge you need, and don't be afraid to ask for help.
- **Planning.** Take a step-by-step approach. You can't become CEO in a day, so clarify exactly what your final outcome will look and feel like, and lay out specific activities that will lead you consistently forward.
- **Action.** All the planning in the world gets you nowhere if you don't take that first step. Don't wait for conditions to be absolutely perfect. Get going!
- **Review.** While moving forward, take some time to evaluate your progress. Chances are everything won't flow in exactly the direction you hoped. Be ready to adapt and make changes as necessary.

### SPEED BUMP

Dave Coverly





## Mind Twisters

- 1) A child was born in Boston, Massachusetts, to parents who were both born in Boston, Massachusetts. But the child was not a United States citizen. How is this possible?
- 2) Before Mount Everest was discovered, what was the tallest mountain on Earth?
- 3) A child is born on December 27, yet her birthday is always in the summer. How is this possible?
- 4) How many times can you subtract the number 5 from 25?
- 5) An electrician and a plumber are waiting in line for admission to the "International Home Show." One of them is the father of the other's son. How could this be possible?
- 6) The island of Elbonia has a rather eccentric postal system. Postage for an item can be anything from 1 dinar to 15 dinari, and you must use exact postage. Frustratingly, there is only space on the envelopes in Elbonia to attach a maximum of three stamps. What is more, they only have three different denominations of stamps. Can you work out what they are?
- 7) What is it that the person who makes it doesn't need it, the person who buys it does not need it for themselves and the person who uses it doesn't know it?
- 8) Half of what number is zero?

**Answers:**  
 1) The child was born before 1776.  
 2) Mount Everest. It just hadn't been discovered.  
 3) She lives in the Southern Hemisphere.  
 4) Only once. Then you're subtracting it from 20.  
 5) They are husband and wife.  
 6) 1 dinari, 4 dinari and 5 dinari.  
 7) A coffin.  
 8) Eight. When written as a digit, 8, the top half is 0, and the bottom half is also 0.

## Top Techniques For Answering Questions

You don't have to be an oracle when it comes to answering people's questions on the job. Just give each inquiry—whether from a boss, co-worker or client—your best reply. Follow these tips to giving your best answer each time:

- 1) **Understand the question.** Miscommunication often occurs when you don't pay close attention to what is being discussed. Make sure you understand what you're being asked, and clarify the question if you're confused.
- 2) **Don't babble.** If you know the answer to what is being asked, provide it quickly and succinctly rather than spending a lot of time discussing irrelevant information.
- 3) **Remember that you're the expert.** Don't be intimidated when a manager who has more responsibilities (but less knowledge of the daily working of your position) asks you a question. Back your answer up with relevant facts and details, written and otherwise.
- 4) **Keep your opinions to yourself.** If you're asked for a personal viewpoint, give it. Otherwise, stick to the facts. Refrain from adding anecdotal observations to your answer.
- 5) **Don't wing it.** If you can't immediately answer a question, let the questioner know how soon you can get back to him or her (the sooner the better).
- 6) **Don't be critical.** Never answer a question with a condescending remark like, "You don't know that?"
- 7) **Admit when you don't know the answer.** Know when you don't know, but make an extra effort to refer the questioner to sources you know can be of better help.

## Urgent Text Message: Water The Plants!

This is what the telecommunications revolution has come to—plants sending text messages. Scientists have developed a soil-moisture sensor that not only monitors when a houseplant needs water, it sends a text message or e-mail to alert the plant's owner (or a thank-you note, or even a notice that it's been watered too much).

Fortunately there's little chance that your African violet will be tweeting on the Internet—at least so far.



## Which One Should I Buy?

Compare product features and reviews at [Buzzillions.com](http://Buzzillions.com). The site currently has nearly four million product reviews on anything from digital cameras to dog clothing. Reviews are presented in an easy-to-use way. *Example:* If you click on digital cameras, the camera reviews are divided into "All reviewers," "Casual photographers," "Photo enthusiasts," and "Semipro photographers." Or you can sort by price, type of camera (point-and-click, digital SLR, etc.), manufacturer, store or feature.

The site also offers a "review snapshot," which is a compact list of the good and bad features of a product based on its reviews. Once you have decided on a product, you can click a link and go directly to a website where you can buy it.

—from *Bottom Line/Personal*

"Youth would be an ideal state if it came a little later in life."

—Herbert Henry Asquith



Building Pride Since 1969

BONNETTE, PAGE & STONE CORPORATION  
91 BISSEAU AVENUE, LACONIA, NH 03246  
TEL: 603.524.3411 FAX: 603.524.4641

## BPS welcomes its new clients...

- Winnepesaukee Playhouse, Meredith, N.H.
- Lakes Region United Way, Laconia, N.H.
- Town of Center Harbor, N.H.
- Town of Plymouth, N.H.
- Strafford School District, Strafford, N.H.
- Mountain View Nursing Home, Ossipee, N.H.
- Town of Littleton, N.H.

### *and thanks its returning clients...*

- Naswa Resort, Weirs Beach, N.H.
- Irwin Ford-Lincoln-Mercury-Toyota, Laconia, N.H.
- Enterprise Car Rental, Laconia, N.H.
- Horne Street School, Dover, N.H.
- County of Carroll, N.H.
- Somersworth School District, Somersworth, N.H.
- Lincoln Financial, Concord, N.H.
- RFS Engineering, Laconia, N.H.

## *Thinking About A Project? Give Us A Call To Explore Concepts, Ideas And Feasibility*

If you have any questions relating to construction services, suggestions for future newsletter articles or would like someone added to our mailing list, please contact:

Randy Remick, President, or Keith McBey, Vice President  
Bonnette, Page & Stone Corp. | 91 Bisson Avenue | Laconia, NH 03246  
Phone: (603) 524-3411 | Fax: (603) 524-4641  
e-mail: rremick@bpsnh.com | e-mail: kmcbey@bpsnh.com



## Our Holiday Message

The past year has been another challenging one for many of us. The hoped-for economic recovery has been slow to develop, causing continued strain on individuals, families and businesses, and sapping our confidence in the future.

Nevertheless, we all have much to be thankful for, and especially at this time of year, need to take time to appreciate our individual blessings. As a business, we are grateful for our dedicated, hardworking employees, outstanding building team partners, supportive corporate friends and, of course, our loyal clients, who are the reason our company exists.

On behalf of the entire Bonnette, Page & Stone team, we wish you a safe and healthy holiday and a new year filled with happiness, hope and great opportunity.



**We're doing our part.** This newsletter is printed on environmentally-friendly paper—50% recycled, using 25% post-consumer waste, and is composed of a mixture of fibers from certified forests, post-consumer recycling processes and fibers from other controlled sources.