

- 2016 Mark Your Calendar
- Apprentice Enrollment
- Golf Flyer

2016 General Meeting Dates

Mark your Calendar!

May 12, 2016

Apprenticeship Graduation
Chris Flickinger
Dale Carnegie
“Why HVAC People do what we do: staying motivated in today’s age.”
Juniper Grill – Cranberry

June 9, 2016

Board Meeting Only

June 10, 2016

ACCWPA Golf Outing
Fort Cherry Golf Course

July & August, 2016

No Meetings

September 8, 2016

Camera Bartolotta
PA State Senator
46th district
What’s happening in PA!!!
Hilton Garden Inn -
Southpointe

October 13, 2016

TBA

November 10, 2016

TBA

May 12th Meeting!

GRADUATION DAY!

It's Graduation Day for our Apprenticeship Class!

Please join us in congratulating our Graduating Apprenticeship Class!

Special Guest Speaker from Dale Carnegie!

**“Why HVAC People do what we do:
Staying motivated in today’s age.”**

Chris Flickinger

Vice President of Corporate Solutions
Executive Team Member
Dale Carnegie Systems

Christopher Flickinger is on the executive team of Dale Carnegie Systems and is ranked among the top 1% of performance consultants in the world. Delivering exceptional results for some of the most recognizable and notable organizations, Chris has been affiliated with Dale Carnegie for 10 years and is credited with revolutionizing its approach to the market place. Within the last 10 years, he has developed and expanded business at unprecedented levels for the global development firm. His impact is well documented: higher levels of engagement and enhanced corporate morale, focused leadership strategies and tactics, increased sales and improved communication effectiveness.

May 12, 2016

Juniper Grill

2013 MacKenzie Way, Cranberry Twp., PA 16066 (across from the Marriott)

3:00 pm – Board Meeting ♦ 5:30 – 6:00 pm - Social Hour (cash bar)

Guest Speaker & Graduation: 6:00 pm – 7:00 pm

7:00 pm – Social Hour resumes (cash bar) ★ Dinner - \$45.00
(cash, check, credit card)

**Selection: Chicken Enchiladas, Angus Beef Brisket
or Wood Fired Salmon**

RSVP: 724-779-1860 (phone, email or fax)

NO cancellations after May 9th noon

Celebrating 5 years of Partnership

Relationships take work. Sometimes things go smoothly, sometimes not so much. But a winning relationship—like the one between Federated and your association—is worth the effort. The result? A solid partnership built on a foundation of mutual respect. That partnership has one primary goal: helping you build the business you imagined.

Visit www.federatedinsurance.com to find a representative near you.

Soon it will be time for 1st year Apprenticeship Enrollment!

Our Apprenticeship Program is accredited with the State of Pennsylvania.

You will find on our website accwpa.org the detailed brochure that explains all that is included in the 4-year program. Students attend from September thru April two nights a week from 6-9 pm.

When they complete their 8000 hours of On the Job Training (OJT's) they will receive a Journeymen certificate from the State of PA along with a Certificate of Achievement from ACCWPA.

If you have questions or have a student(s) that you want to register, contact:

Pat Forker, Executive Director
accwpa@zoominternet.net or 724-779-1860

Golf Sponsors

It's about that time to start golfing! Our Spring Golf Outing is our biggest event of the year and we have the best contractors from across the PGH coming! Sponsorships are now available to support our organization and the contractors you work with. The Golf Outing is being held on June 10th at Fort Cherry Golf Course, McDonald, PA. Watch your mail for Sponsorships information soon!

EDUCATION EVENTS



*Integrity is the
essence of
everything
successful.*



SmartWords

You Must Remember

You have to think about
big things while
doing small things so
that all the small things
go in the right direction.

Balvin Toffler

Inspiration

BeLIEVE
IN
*You*RSELF

4 Power Questions that will grow your Leadership Tree!

By Jim Blasingame February 21, 2016

Most agree that there are many traits of a true leader, including: highly competent, professional, visionary, trustworthy, instill confidence, good communicator and, of course, courageous.

But great leaders have three other qualities that further set them apart.

In the 21st century marketplace, the prime devotion of leaders is to their people because they know it's through engaged, high-functioning teams that their "bottom line" goals are achieved. If you can deliver on this trait, you'll be more likely to accomplish your professional and personal goals.

The most successful and beloved leaders I've known had another trait that's sometimes overlooked: They mentored their people to become leaders. Great NFL coaches like Vince Lombardi, Bill Walsh, Tom Landry and Bill Parcells became legendary through the subsequent performance of the coaches they mentored. It's called the Coaching Tree. Whose names will be on your Leadership Tree?

This quality has two parts that are as inextricable as the sides of a coin: 1) They're devoted to asking questions; and 2) they **l i s t e n**.

Number 3 is so important that I want to offer four cardinal questions that will help you become a legendary leader and build your own Leadership Tree. The first two are from my friend and Brain Trust member, Chester Elton, co-author of *What Motivates Me*. The last two are mine.

How're you doing?

Chester says this isn't a drive-by question. It's a look 'em in the eye, "I've got time to listen" question. The setting has to be where the leader can be "in the moment" with the other person. And answers are not pre-supposed – might be about their job, their aspirations, or their personal life. Great leaders care about all of that.

How can I help?

Chester says this question creates a safe environment. A mentor once told me, "If you're in trouble in your job, don't go down by yourself. Get me involved early and let me help you get out of trouble."

What do you think?

I call this the Leader's Power Question and it produces two kinds of fruit: 1) few things cultivate the illusive engagement factor more than when the boss asks the opinion of an employee; 2) valuable information almost always spouts.

What did we learn?

I call this the Leader's Magic Question, and it may be the four most important words in management. Surely redemption is the most human behavior a leader can demonstrate. And the most powerful mentoring moment happens after a team member makes a mistake taking initiative and the leader says, "Okay, now we know what happened," then redeems him with: "What did we learn?" Powerful!

Write this on a rock ... Become a legendary leader with your own Leadership Tree.

Jim Blasingame is host of The Small Business Advocate Radio Show and author of the award-winning book, The Age of the Customer: Prepare for the Moment of Relevance.

Deepest Sympathy

Steve Bichey's
(Johnstone Supply)
Mother Ruth M
Bichey passed
away on April 16th
peacefully at home.

Remember the Bichey
Family at this time of
sorrow.



June 10th
Registration
8 am
Hot Breakfast
10 am
Shot Gun Start
Steak Dinner
Prizes!!

Mark your Calendar!
Register
NOW!





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May 8th remember Mom!



May 30th remember...

ACCWPA Upcoming Events

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Board Meeting Only

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ACCWPA Golf Outing
Fort Cherry Golf Course
Plan to Join US for a fun day!



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