WEEK 4 Saturday April 15, 2023 9:00AM-1:00 PM

9TH GENERATION CREATING SUSTAINABLE NEIGHBORHOOD DEVELOPERS' PROGRAM: Virtual

9:00 AM: **Welcome!!**

Dr. Donald Andrews- Dean, College of Business,

Southern University and A&M College

9:05 AM: **Path Forward**

Eric L. Porter

Co-Creator of CSND/ComNet LLC

9:10 AM: Class Curriculum

Dr. Sung No,

Co-Director, SU EDA University Center

9:15 AM: "Where are They Now"

9:30 AM: "Organizational Management"

Mel Robertson,

3M Global Consulting & Management

10:30 AM: "Architectural Fundamentals & Designs"

Roland Arriaga.

Archi-Dinamica Architects

11:35 AM: **Break**

11:40 AM: "Motivational Pitch"

Michael Roberts, The Roberts Group

12:10 PM: "Best Practices of Real Estate Development"

Ann Alexander.

Impactful Educational & Housing Development

12:55pm: *Closing:*

Eric L. Porter, Dean Andrews & Dr. Sung No











Organizational Management and Leadership In a Post Pandemic World or Environment

Presentation

LEARNING OBJECTIVES

Understand the functions of management.

What is Organizational Leadership.

Explain the three basic leadership styles.

Explain the three basic levels of management.

Understand the management skills that are important for a successful small business.

Understand the steps in ethical decision making.

All small businesses need to be concerned about management principles. Management decisions will impact the success of a business, the health of its work environment, its growth if growth is an objective, and customer value and satisfaction. Seat-of-the-pants management may work temporarily, but its folly will inevitably take a toll on a business. This section discusses management principles, levels, and skills—all areas that small business owners should understand so that they can make informed and effective choices for their businesses.

What Is Management?

There is no universally accepted definition for management. The definitions run the gamut from very simple to very complex. For our purposes, we define management as "the application of planning, organizing, staffing, directing, and controlling functions in the most efficient manner possible to accomplish meaningful organizational objectives." John M. Ivancevich and Thomas N. Duening, *Business: Principles, Guidelines, and Practices* (Mason, OH: Atomic Dog Publishing, 2007), 172. Put more simply, management is all about achieving organizational objectives through people and other resources. David L. Kurtz, *Contemporary Business* (Hoboken, NJ: John Wiley & Sons, 2011), 254.

Management principles apply to all organizations—large or small, for-profit or not-for-profit. Even one-person small businesses need to be concerned about management principles because without a fundamental understanding of how businesses are managed, there can be no realistic expectation of success. Remember that the most common reason attributed to small business failure is failure on the part of management.

Management Functions





Planning

Planning "is the process of anticipating future events and conditions and determining courses of action for achieving organizational objectives." David L. Kurtz, Contemporary Business (Hoboken, NJ: John Wiley & Sons, 2011), 257. It is the one step in running a small business that is most commonly skipped, but it is the one thing that can keep a business on track and keep it there. "Management Principles," Small Business Notes, accessed February 2, 2012, www.smallbusinessnotes.com/managing-your-business/management-principles. Planning helps a business realize its vision, get things done, show when things cannot get done and why they may not have been done right, avoid costly mistakes, and determine the resources that will be needed to get things done. John M. Ivancevich and Thomas N. Duening, Business: Principles, Guidelines, and Practices (Mason, OH: Atomic Dog Publishing, 2007), 176; David L. Kurtz, Contemporary Business (Hoboken, NJ: John Wiley & Sons, 2011), 257. Business planning for the small business is discussed in Chapter 5 "The Business Plan", and marketing planning is discussed in Chapter 5 "The Business Plan".



Organization









"If your goal is to influence people and impact the organization at the highest level possible, then you want to learn about organizational leadership," said **Deborah Gogliettino**, faculty lead for human resources at SNHU.

It's one thing to learn about a subject. But can the essential skills and mindsets of organizational leadership be learned? According to Ellington, these include:

Problem-solving and decision-making

Communicating (especially listening) effectively

Relationship- and teambuilding (including developing leadership potential in others)

Identifying future innovations and opportunities

Understanding your business environment and operations

Using integrity and ethics

Thinking strategically, systemwide, and holistically

Spreading the organization's vision and inspiring others to share in that vision

Staffing







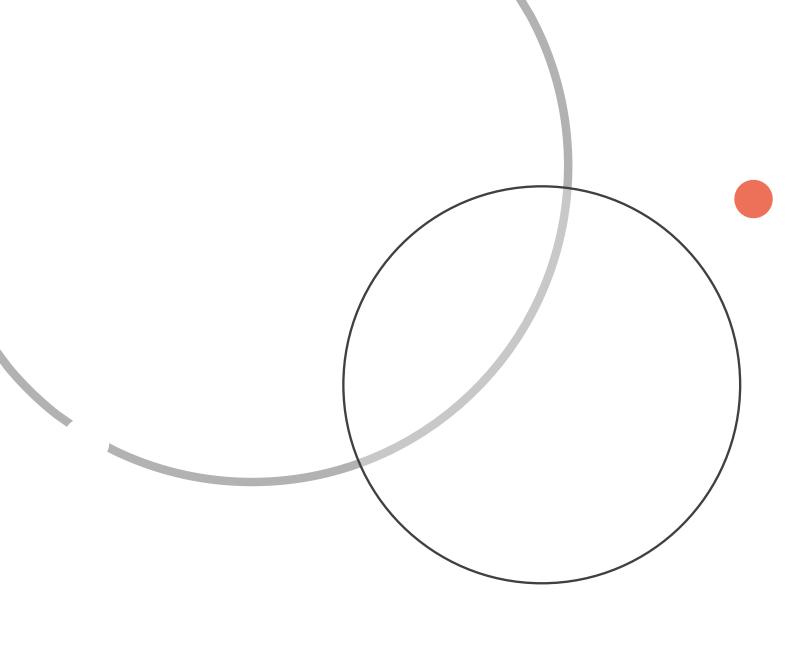
The **staffing** function involves selecting, placing, training, developing, compensating, and evaluating (the performance appraisal) employees. John M. Ivancevich and Thomas N. Duening, *Business: Principles, Guidelines, and Practices* (Mason, OH: Atomic Dog Publishing, 2007), 176. Small businesses need to be staffed with competent people who can do the work that is necessary to make the business a success. It would also be extremely helpful if these people could be retained. Many of the issues associated with staffing in a small business are discussed in Section 12.4 "People".

Weighing the Opportunities and Challenges in a pandemic environment.

- Many U.S. workers now consider work/life balance and flexibility to be the most important factors in considering job offers. In fact, 81 percent of employees said they would be more loyal to their employers if they had flexible work options, according to a 2020 survey by FlexJobs.
- However, offering flexible work arrangements can involve a paradigm shift for organizations, especially smaller ones that may not have the critical mass of technology, budget, management and competitive flexibility necessary to make extensive use of flexible work arrangements.

Leadership identified the following benefits when making the business case for the policy:

- •Travel. Conferencing technology like Skype would reduce travel expenses.
- •**Technology.** Upgrading technology would help the company stay competitive and build Unilever's brand as a best place to work. Costs would be offset by other savings.
- •Real estate. Cubicles and offices would be converted to communal facilities, thereby reducing space requirements by 30 percent. Sites would be converted gradually as leases expired.
- •**Health.** Onsite fitness facilities would increase employee satisfaction, help reduce illness and cut insurance costs.
- •Work/life balance. Empowering workers would enhance work/life balance. Satisfaction ratings would rise, and recruitment would become easier.
- •Sustainability. Reducing travel, office energy costs and paperwork would decrease the environmental footprint.
- •Retention and engagement. Flexibility would enhance the employer value proposition, improving retention and supporting diversity



OPPORTUNITIES

- Flexible work arrangements offer numerous benefits to both employers and employees. Such benefits include:
- Assisting in recruiting efforts.
- Enhancing worker morale.
- Managing employee attendance and reducing absenteeism.
- Improving retention of good workers.
- Boosting productivity.
- Creating a better work/life balance for workers.
- Minimizing harmful impact on global ecology. Certain flexible work arrangements can contribute to sustainability efforts by reducing carbon emissions and workplace "footprints" in terms of creation of new office buildings.
- Allowing for business continuity during emergency circumstances such as a weather disaster or pandemic.

CHALLENGES

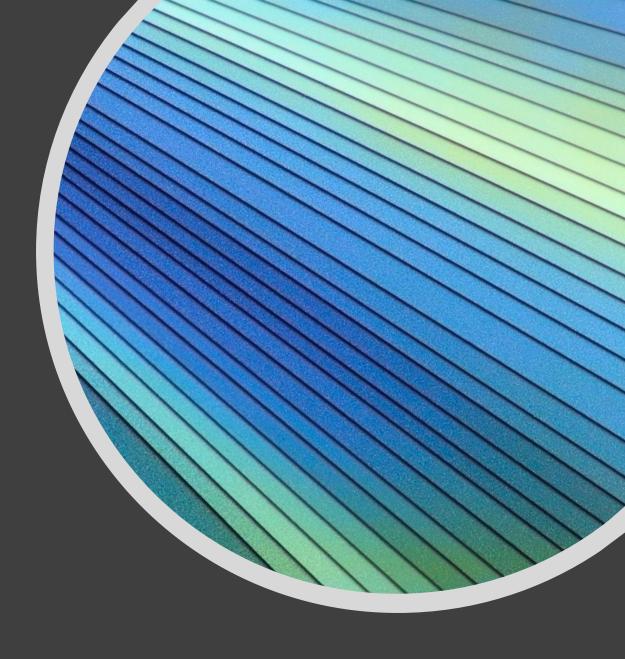
Managers tasked with implementing strategic goals related to flexible work arrangements need to keep many things in mind:

Keeping programs relevant to workers' real needs/wants.

Focusing on the unique needs of specific groups of workers without creating a second class of workers and without engaging in unlawful disparate treatment or disparate impact discrimination.

Communicating broadly to achieve the benefits of flexible work arrangements

Exercising caution when eliminating a program that is not working or is no longer relevant to enough workers. Any loss of a benefit can impair morale, even if only a few workers had used it. Employers should consider phasing out unproductive programs over time.





- directing is the managerial function that initiates action: issuing directives, assignments, and instructions; building an effective group of subordinates who are motivated to do what must be done; explaining procedures; issuing orders; and making sure that mistakes are corrected. John M. Ivancevich and Thomas N. Duening, *Business: Principles, Guidelines, and Practices* (Mason, OH: Atomic Dog Publishing, 2007), 177; David L. Kurtz, *Contemporary Business* (Hoboken, NJ: John Wiley & Sons, 2011), 257. Directing is part of the job for every small business owner or manager. **Leading** and **motivating** work together in the directing function. Leading "is the process of influencing people to work toward a common goal [and] motivating is the process of providing reasons for people to work in the best interests of an organization. "William M. Pride, Robert J. Hughes, and Jack R. Kapoor, *Business* (Boston: Houghton Mifflin, 2008), 224.
- Different situations call for different leadership styles. In a very influential research study, Kurt Lewin established three major leadership styles: autocratic, democratic, and laissez-faire.Kurt Lewin, Ronald Lippitt, and Ralph K. White, "Patterns of Aggressive Behavior in Experimentally Created 'Social Climates," *Journal of Social Psychology* 10, no. 2 (1939): 269–99. Although good leaders will use all three styles depending on the situation, with one style normally dominant, bad leaders tend to stick with only one style.Don Clark, "Leadership Styles," *Big Dog and Little Dog's Performance Juxtaposition*, June 13, 2010, accessed February 2, 2012, www.nwlink.com/~donclark/leader/leadstl.html.

Directing- continued

Leadership styles within an organization Autocratic leadership

Democratic leadership

Laissez-faire leadership (or delegative or freereign leadership) Autocratic leadership occurs when a leader makes decisions without involving others; the leader tells the employees what is to be done and how it should be accomplished. However, this style works when all the information needed for a decision is present, there is little time to make a decision, the decision would not change as a result of the participation of others, the employees are well motivated, and the motivation of the people who will carry out subsequent actions would not be affected by whether they are involved in the decision or not.

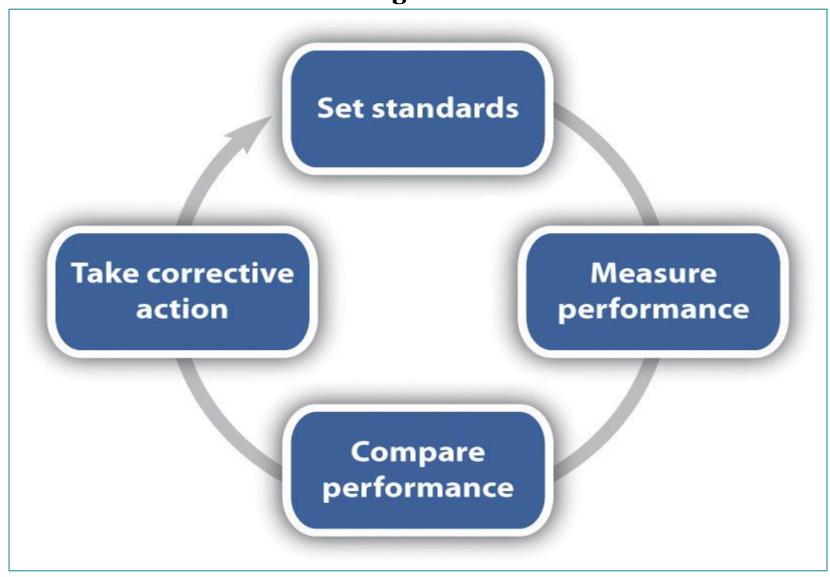
Democratic leadership involves other people in the decision making—for example, subordinates, peers, superiors, and other stakeholders—but the leader makes the final decision. Rather than being a sign of weakness, this participative form of leadership is a sign of strength because it demonstrates respect for the opinions of others. The extent of participation will vary depending on the leader's strengths, preferences, beliefs, and the decision to be made, but it can be as extreme as fully delegating a decision to the team.

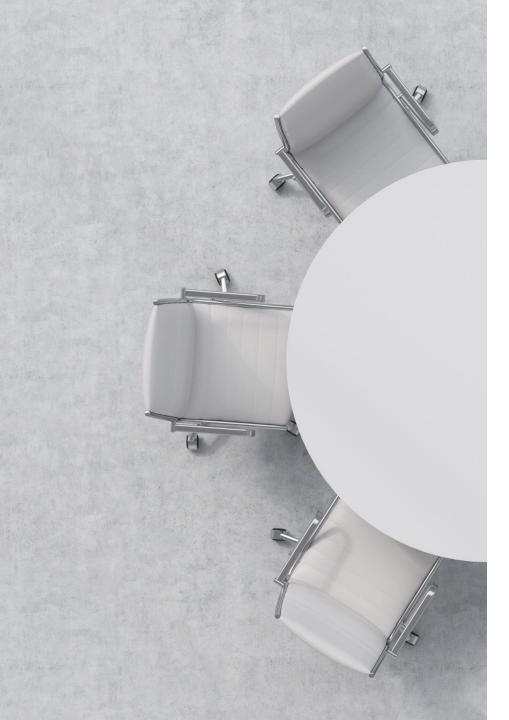
Laissez-faire leadership (or delegative or free-reign leadership) minimizes the leader's involvement in decision making. Employees are allowed to make decisions, but the leader still has responsibility for the decisions that are made. The leader's role is that of a contact person who provides helpful guidance to accomplish objectives. This style works best when employees are self-motivated and competent in making their own decisions, and there is no need for central coordination; it presumes full trust and confidence in the people below the leader in the hierarchy. However, this is not the style to use if the leader wants to blame others when things go wrong. This style can be problematic because people may tend not to be coherent in their work and not inclined to put in the energy they did when having more visible and active leadership.

Good leadership is necessary for all small businesses. Employees need someone to look up to, inspire and motivate them to do their best, and perhaps emulate. In the final analysis, leadership is necessary for success. Without leadership, "the ship that is your small business will aimlessly circle and eventually run out of power or run aground. "Susan Ward, "5 Keys to Leadership for Small Business,"

Controlling is about keeping an eye on things. It is "the process of evaluating and regulating ongoing activities to ensure that goals are achieved. "William M. Pride, Robert J. Hughes, and Jack R. Kapoor, Business (Boston: Houghton Mifflin, 2008), 224. Controlling provides feedback for future planning activities and aims to modify behavior and performance when deviations from plans are discovered. John M. Ivancevich and Thomas N. Duening, Business: Principles, Guidelines, and Practices (Mason, OH: Atomic Dog Publishing, 2007), 176. There are four commonly identified steps in the controlling process. John M. Ivancevich and Thomas N. Duening, Business: Principles, Guidelines, and Practices (Mason, OH: Atomic Dog Publishing, 2007), 176; William M. Pride, Robert J. Hughes, and Jack R. Kapoor, *Business* (Boston: Houghton Mifflin, 2008), 224.

Controlling Function

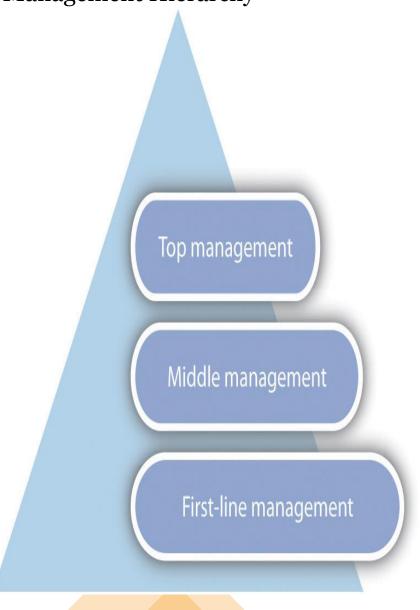




Levels of Management

• As a small business grows, it should be concerned about the levels or the layers of management. Also referred to as the management hierarchy (Figure 12.3 "The Management Hierarchy"), there are typically three levels of management: top or executive, middle, and first-line or supervisory. To meet a company's goals, there should be coordination of all three levels.

Management Hierarchy



Top management, also referred to as the executive level, guides and controls the overall fortunes of a business. This level includes such positions as the president or CEO, the chief financial officer, the chief marketing officer, and executive vice presidents. Top managers devote most of their time to developing the mission, long-range plans, and strategy of a business—thus setting its direction. They are often asked to represent the business in events at educational institutions, community activities, dealings with the government, and seminars and sometimes as a spokesperson for the business in advertisements. It has been estimated that top managers spend 55 percent of their time planning. John M. Ivancevich and Thomas N. Duening, Business: Principles, Guidelines, and Practices (Mason, OH: Atomic Dog Publishing, 2007), 183.

Management *Hierarchy continued*

Middle management is probably the largest group of managers. This level includes such positions as regional manager, plant manager, division head, branch manager, marketing manager, and project director. Middle managers, a conduit between top management and first-line management, focus on specific operations, products, or customer groups within a business. They have responsibility for developing detailed plans and procedures to implement a firm's strategic plans. David L. Kurtz, *Contemporary Business*, 13th Edition *Update* (Hoboken, NJ: John Wiley & Sons, 2011), 255.

First-line or supervisory management is the group that works directly with the people who produce and sell the goods and/or the services of a business; they implement the plans of middle management. They coordinate and supervise the activities of operating employees, spending most of their time working with and motivating their employees, answering questions, and solving day-to-day problems. Examples of first-line positions include supervisor, section chief, office manager, foreman, and team leader.



Resources/content used:

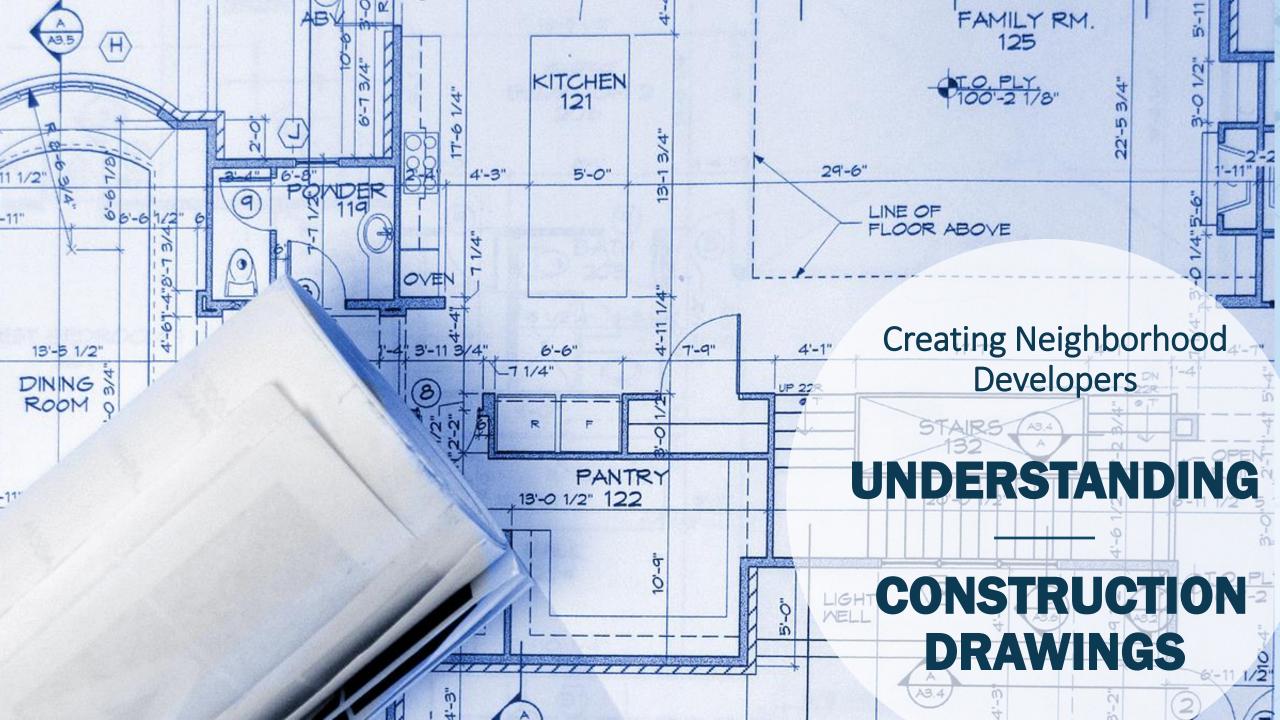
*Publisher: Saylor Academy, https://saylordotorg.github.io/text_small-business-management-in-the-21st-century/s00-license.html

https://www.snhu.edu/about-us/newsroom/business/what-is-organizational-

leadership#:~:text=Organizational%20leadership%20is%20a%20management,in%20service%20to%20those%20goals.



Facilitator/Speaker:
Mel Robertson, BAEC mM, CPSF, CKFTF
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Communicating with Construction Drawings

This class is administered by:

Roland A. Arriaga

National Council of Architectural Registration Boards
Adjust Lecturer, Creating Neighborhood Developers, Southern University Center for
Entrepreneurship

Registered architect in FL, LA, MS, TX, UT

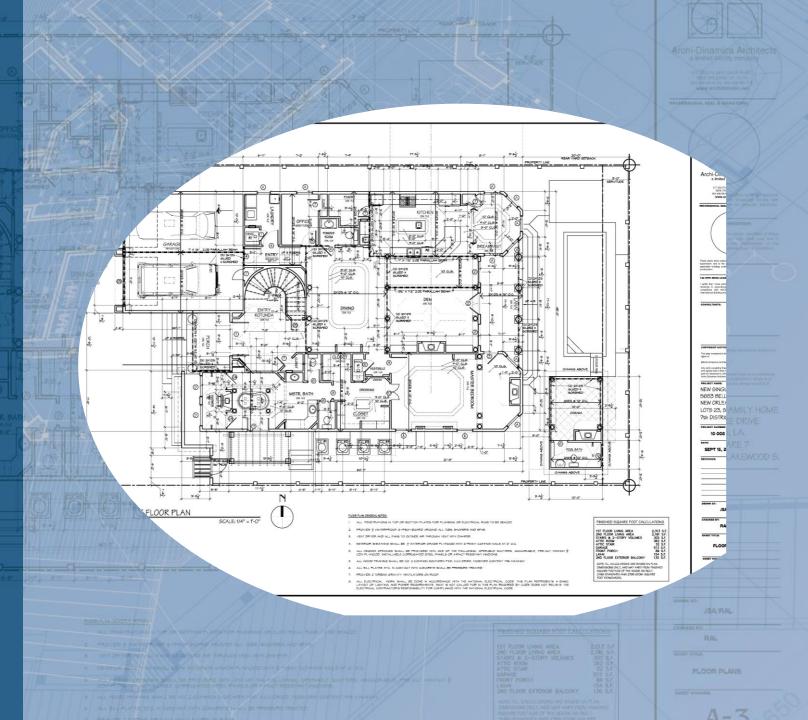
40 + years experience in commercial, mixed-use, adaptive reuse, institutional, multi-family, hospitality, and residential architecture

Communicating with Construction Drawings

At the end this class you will understand how a set of plans is organized and how to read architectural "blueprints".

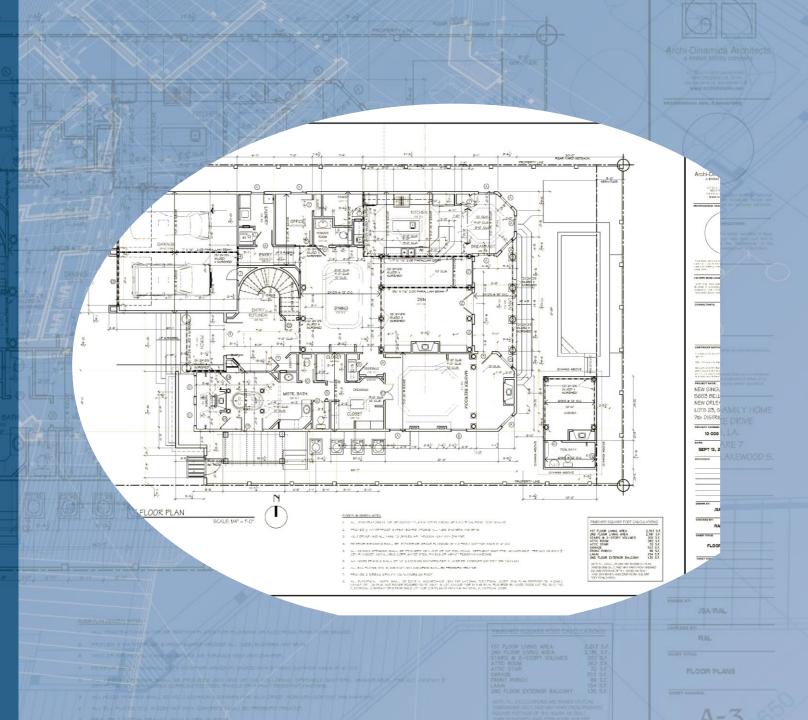
Introduction

- The complexity behind a single building can be translated into a set of construction drawings.
- Blueprints also known as construction drawings or working drawings are composites of several plans assembled into a set of drawings.
- Construction drawings are the main vehicle used in construction communication.
- Construction drawings are used as a basis for building construction and includes all the necessary information that a contractor and a developer needs to develop and build a project.



Why Construction Drawings?

 As buildings and the systems within them have become increasingly complex, so have the two-dimensional drawings that describe all the details of the project. From a simple residence to a large commercial building project, the same basic drawings and related information are required in order to obtain permits, estimate costs, establish construction schedule, and ultimately construct the project.





SCALES

A knowledge of the scales on construction drawings is essential for the accurate interpretation of drawings. Three types of measuring scales are used in determining measurements in construction drawings:

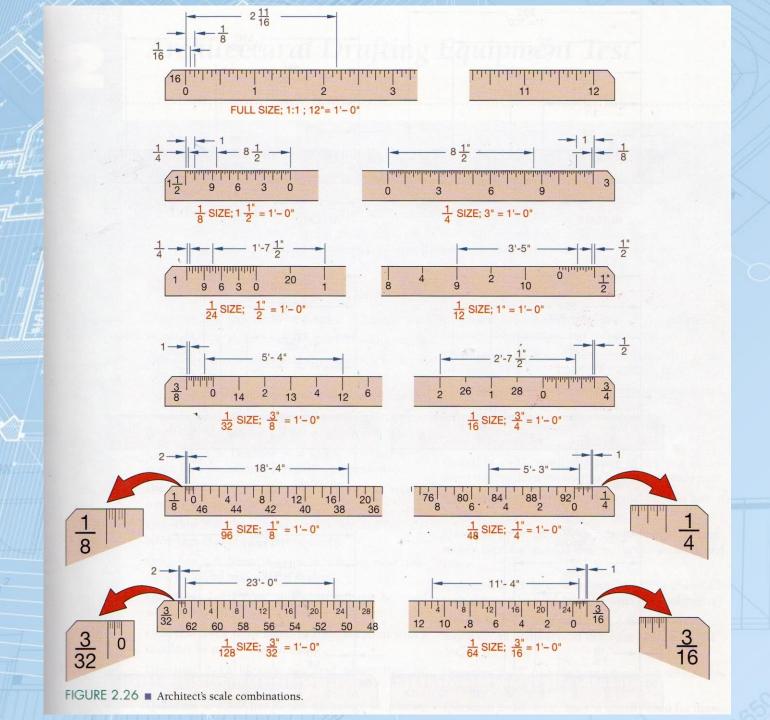
- Architect's SCALE
- Engineer's SCALE
- Metric SCALE



Using the Architect's scale

Architect's scale combinations and sample measurements at different scales.

The triangular architect's scale contains 11 different scales. Architect scales have numbers that run incrementally both from left to right and from right to left. A whole number or fraction to the left or right of the number line indicates the scale those numbers represent. Each increment represents a foot and is further divided into smaller increments representing inches.



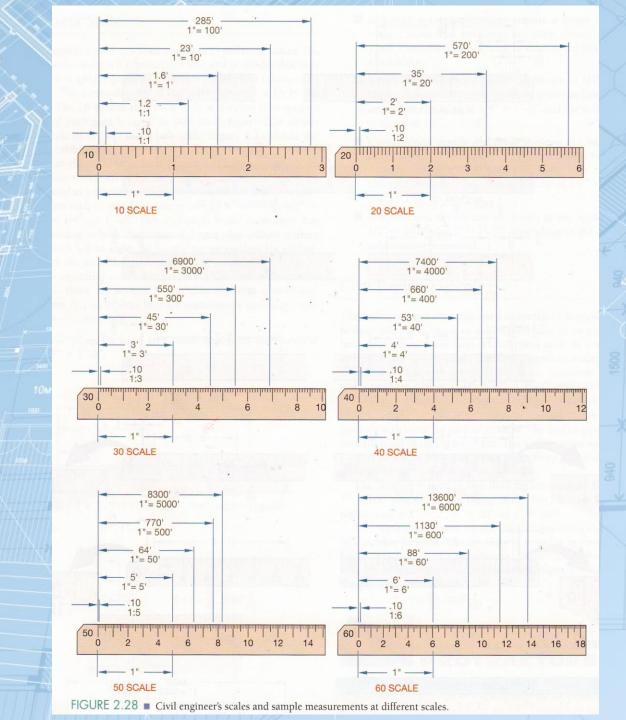
Using the Engineer's scale

Engineer's scale combinations and sample measurements at different scales.

Engineer scales have numbers that run incrementally from left to right. The whole number to the left of the number line indicates the scale those numbers represent.

The Engineer's Scale is often used for measuring topographical features on plot plans, surveys, and other large land tract plans showing roads, water mains, and other utilities.

The Engineer's Scale is calibrated in multiples of 10 with each space representing a foot.

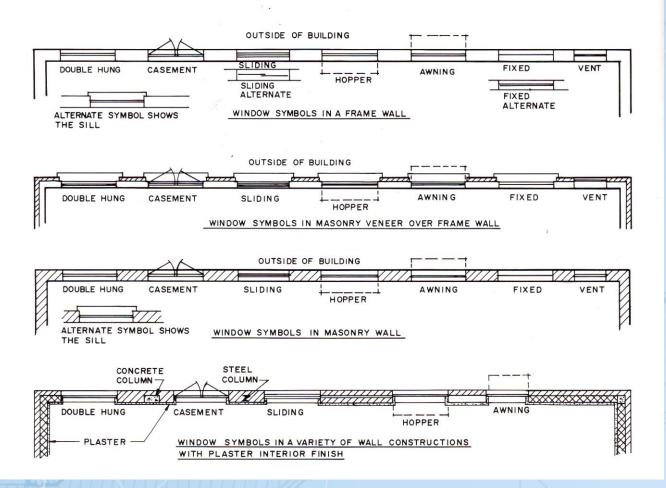


 Architects use standardized symbols so that anyone who looks at the drawing can understand that they are looking at a fireplace, window, kitchen table, or bathtub. For reference, every set of architectural drawings includes a symbol legend. If you aren't familiar with a symbol, you will be able to find it in the legend.

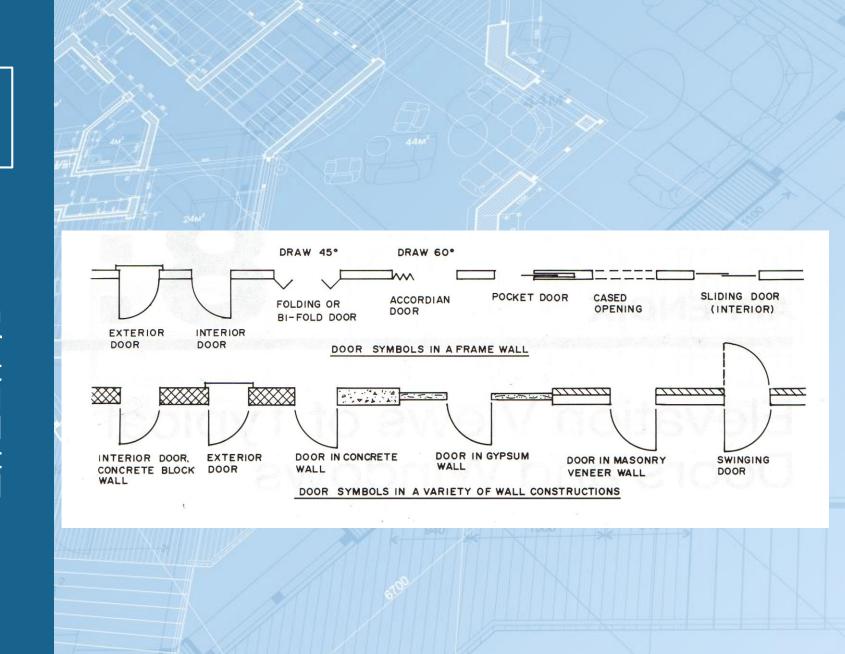


 Hundreds of abbreviations and symbols are used to convey building components such as doors, windows, and related information.

Door and Window Symbols in Plan View

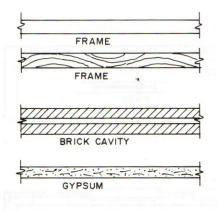


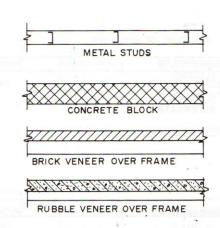
 Symbols provide a "common language" for plan reading throughout the US and abroad and they are created according to relevant standards and conventions.

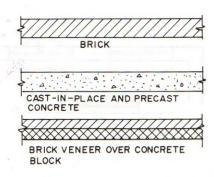


- Different types of lines are used on floor plans to show wall thicknesses. Walls are shown as two parallel lines.
- Each line type conveys a meaning in the way it is represented and its placement on the drawing.
- The addition of veneers and exterior material is shown with additional lines containing the symbol for the material used.

Symbols for Walls In Section

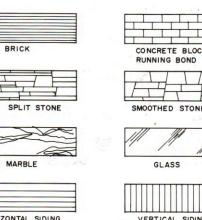


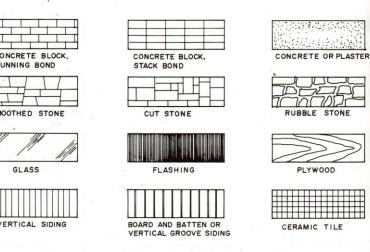




 Architects and engineers use basic graphics to describe specific building elements and materials. For example, a masonry wall when viewed in section will normally be shown with a 45-degree crosshatching through the wall. These standardized graphics help the architect, engineer and builder communicate more clearly.

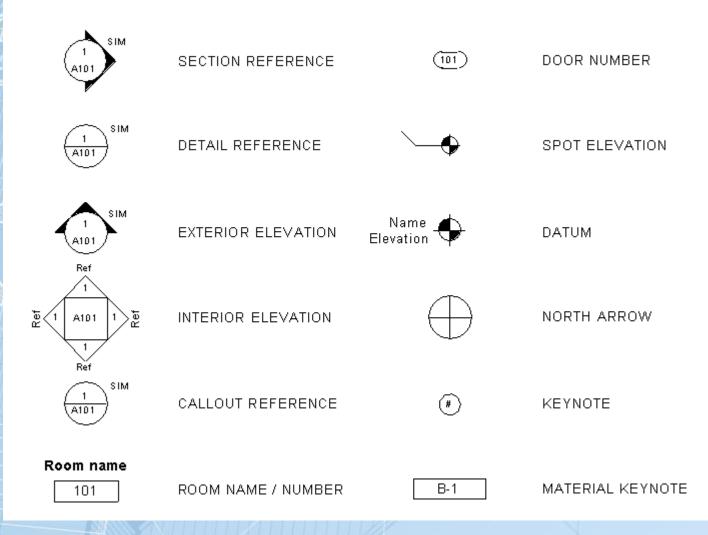
Symbols for Materials in Elevation





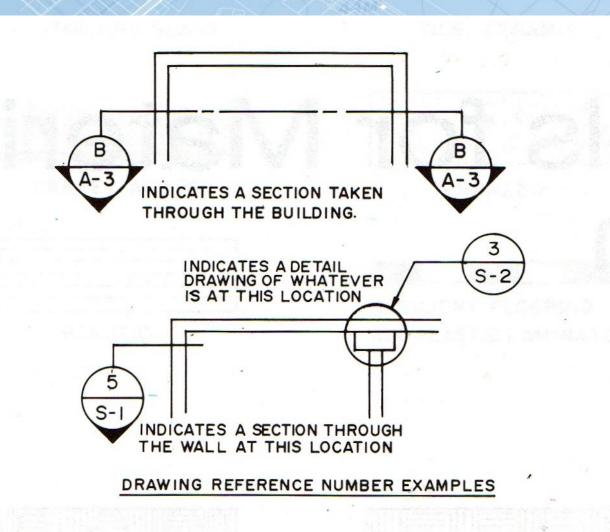
 To clarify their intent, the architect provides a legend, typically on the first sheet, that relates the symbols and their intended meaning.

SYMBOL LEGEND



Architectural Blueprint Symbols & Lines

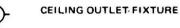
 A Building Section reference describes a cut through the body of the building



Architectural Blueprint Symbols & Lines

 Electrical symbols lighting and power plans

ELECTRICAL SYMBOLS



SINGLE RECEPTACLE OUTLET

SINGLE-POLE SWITCH

RECESSED OUTLET FIXTURE

DUPLEX RECEPTACLE OUTLET

DOUBLE-POLE SWITCH

⊕ DROP CORD FIXTURE TRIPLEX RECEPTACLE OUTLET

THREE-WAY SWITCH

FAN HANGER OUTLET

QUADRUPLEX RECEPTACLE OUTLET

FOUR-WAY SWITCH

JUNCTION BOX

SPLIT-WIRED DUPLEX RECEPTACLE OUTLET

WEATHERPROOF SWITCH

FLUORESCENT FIXTURE

SPECIAL PURPOSE SINGLE RECEPTACLE OUTLET

LOW VOLTAGE SWITCH

TELEPHONE

230 VOLT OUTLET

PUSH BUTTON

INTERCOM

WEATHERPROOF DUPLEX OUTLET

CEILING FIXTURE WITH PULL SWITCH

DUPLEX RECEPTACLE WITH SWITCH

TELEVISION ANTENNA OUTLET

THERMOSTAT

FLUSH MOUNTED PANEL BOX

DIMMER SWITCH

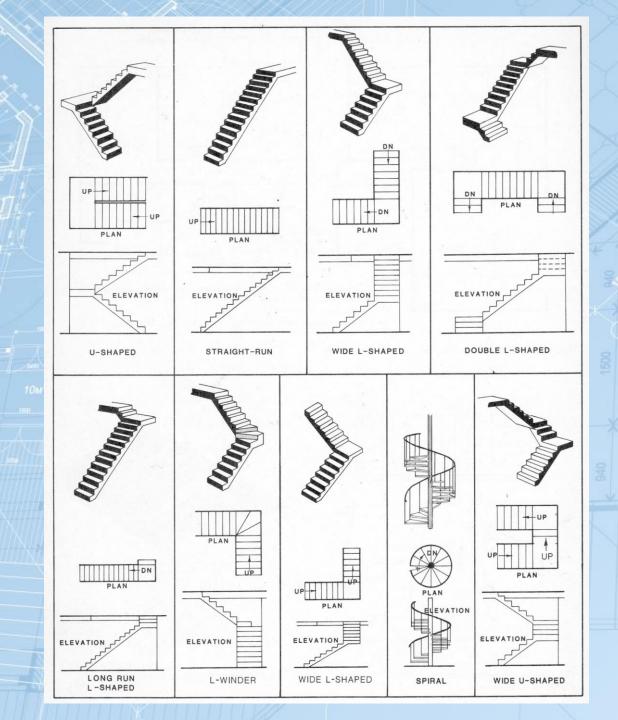
SPECIAL FIXTURE OUTLET

ABC ETC SPECIAL DUPLEX OUTLET

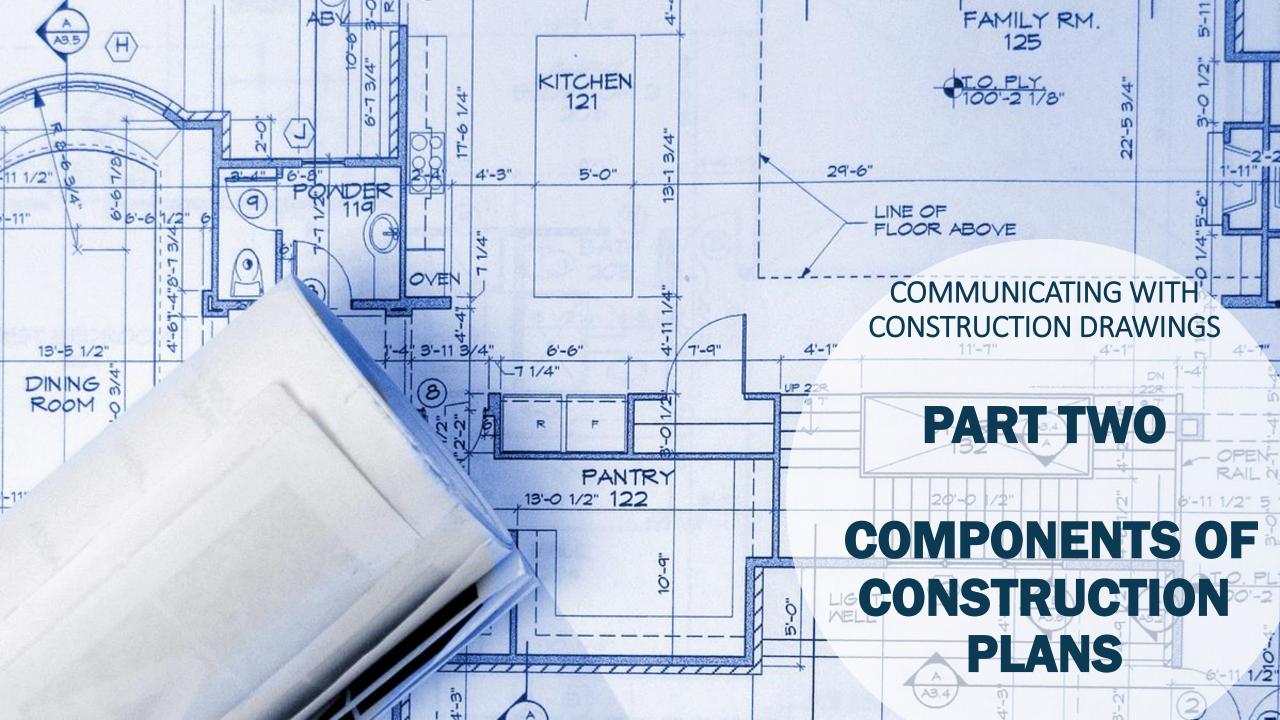
SPECIAL SWITCH A.B.C ETC.

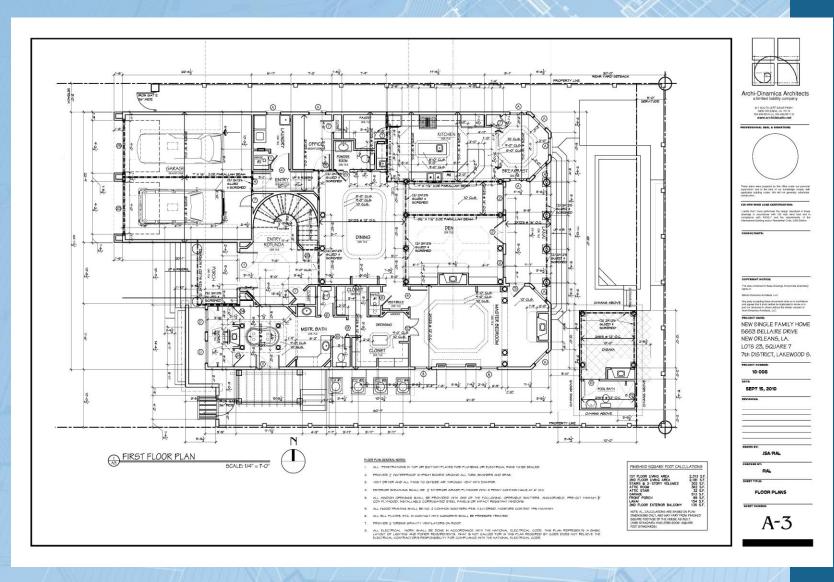
Stairs

- Stairs on plan will be drawn as a straight run, open, and U-shaped stair layouts.
- Masonry (units of brick, block or stone) are dimensioned to their edges.









Basic Parts of a Drawing sheet

- Title Block
- Border
- Drawing area
- Revision block
- Legend

A residential drawing set is composed of 8 major types of drawings.

- Title Sheet
- Project Information Sheet
- Site Plan
- Foundation Plan
- Floor Plans
- Exterior Elevations
- Electrical & Lighting Plan
- Building Sections & Construction Details.

Sometimes Landscape, HVAC, and Plumbing Plans are included in the drawing set for public bid projects.





Title Sheet

The Title Sheet contains

- Sheet index
- Rendering of project
- Title of project
- Responsibility Statements

NEW SINGLE FAMILY HOME FOR SEAN MURPHY & ALLISON MANKER NEW ORLEANS, LA.

REVISED PERMIT READY SET

OCT. 14, 2019 REVISED PERMIT SET







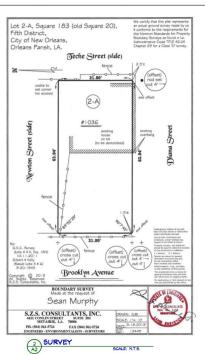
A-1

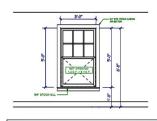
SEAN MURPHY & ALLISON

A.D.











2 ELEVATION CERTIFICATE







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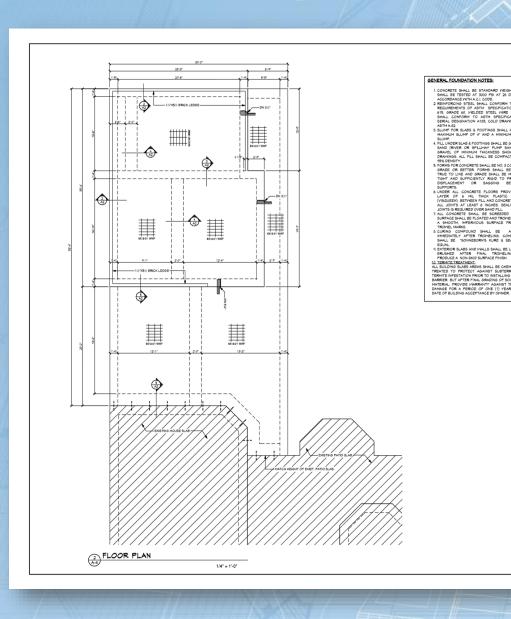
FOR SEAN MURPHY & ALLISON MANKER 1036 BROOKLYN AVE. NEW ORLEANS, LA.

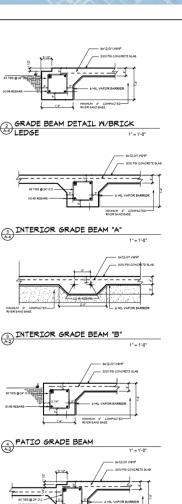
VECT NUMBER:
19-012
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OCT. 11, 2019
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Project Information Sheet

The Project Information Sheet contains

- General building code requirements
- Copy of the land survey
- FEMA certificate
- Symbols and Materials Legend



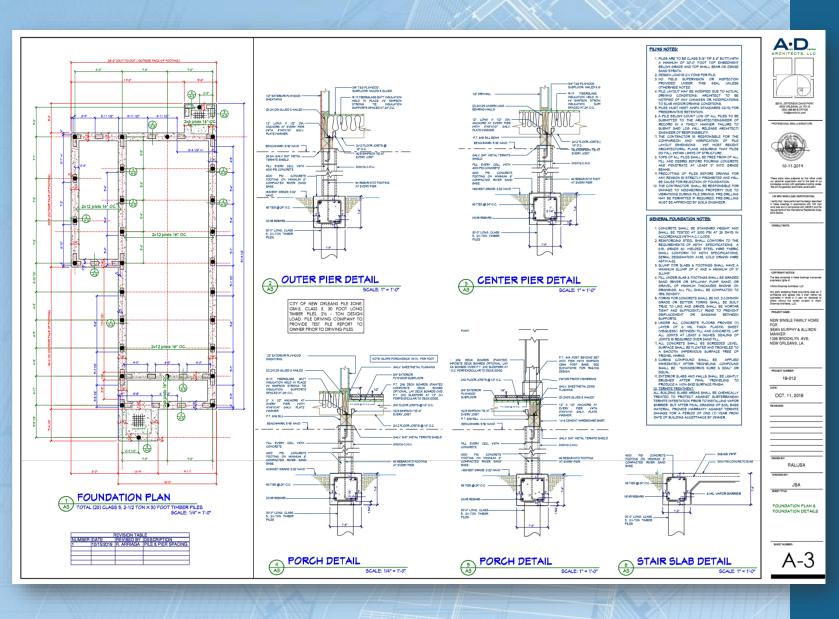


5 PATIO GRADE BEAM



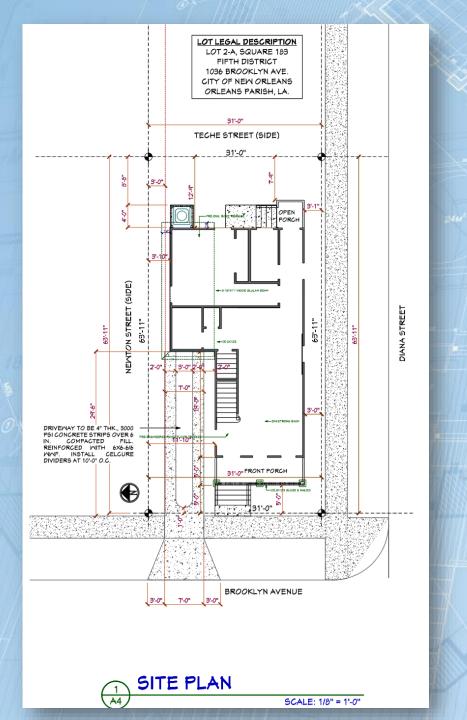
Slab On-Grade Foundation

The Slab-on-Grade
Foundation Plan shows the location of all piling and reinforcing associated with the plan. It is poured on compacted sand or soil.



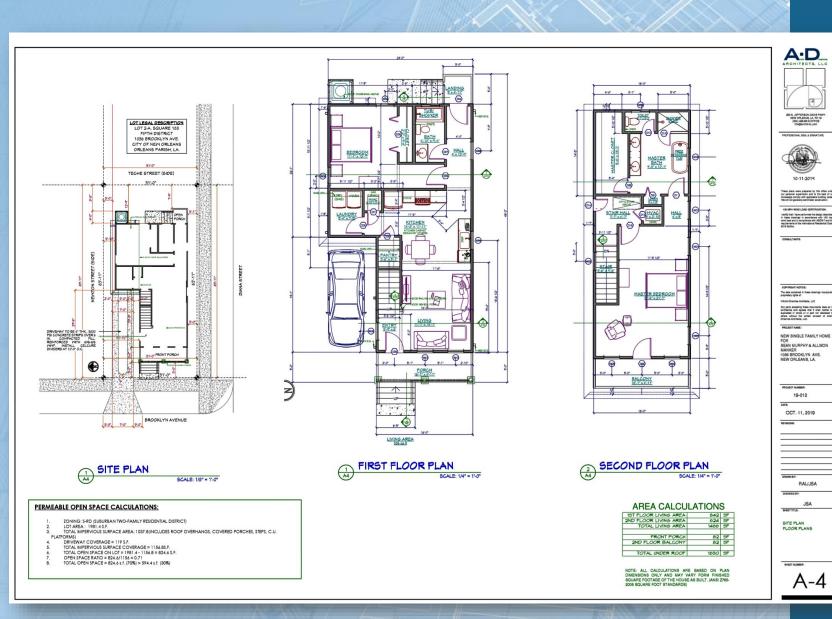
Raised Foundation

The Raised Foundation Plan shows an elevation structure above the Base Floor Elevation. Typically a raised foundation is called a pier foundation. The pier are constructed with concrete cinder blocks.



Site Plan

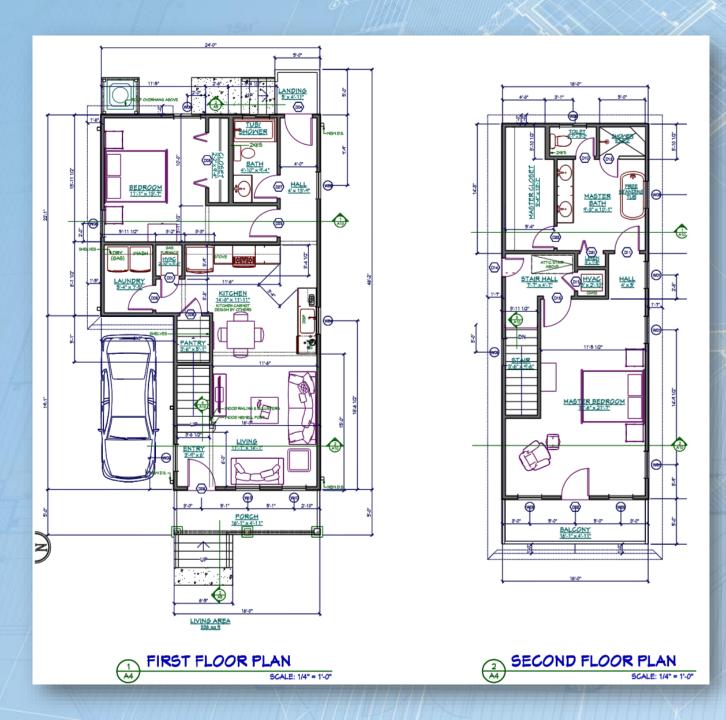
The Site Plan locates the building 'footprint' on the actual site and describes the required site work. The Site Plan shows sidewalks, driveways, flatwork, and all details related to site work.





FLOOR PLAN FOR A HOUSE

Floor plans are simply that. Each floor of the building is drawn to scale (usual a 1/8" or 1/4" scale). These plans show interior and exterior walls, door and window locations, room dimensions, stairs, cabinets, toilets and sinks, and other relevant information.



Close up of Floor Plan View

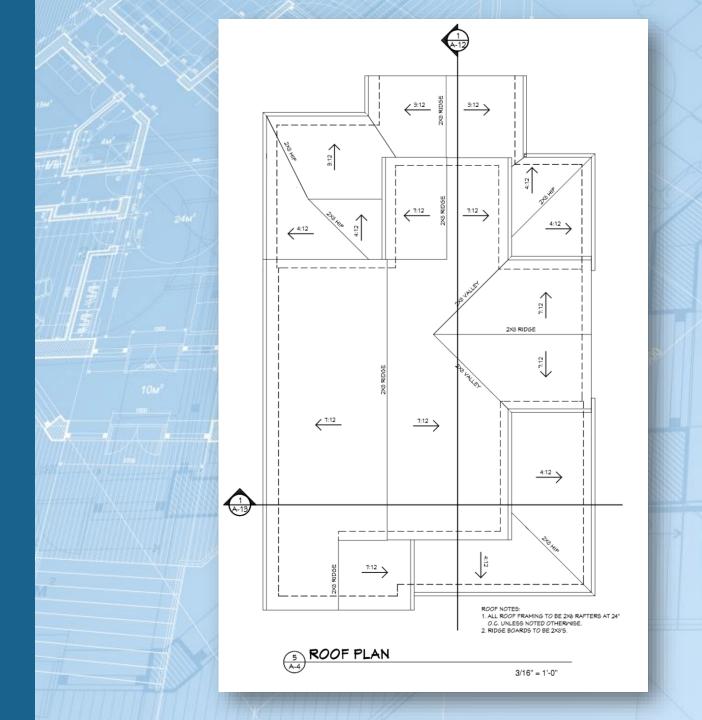
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Roof Plan View

ROOF PLAN FOR A HOUSE

Roof plans show dormers, hips, valleys, roof slope, roof pitch, roof-mounted equipment and other related details such as materials to be used and roof penetrations like plumbing or exhaust vents.



1 MECHANICAL PLAN-LEVEL 1

Air Conditioning Duct Layout

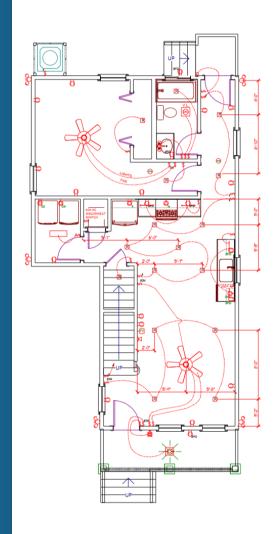
MEP - MECHANICAL, ELECTRICAL, PLUMBING PLANS FOR A RESIDENTIAL PROJECT

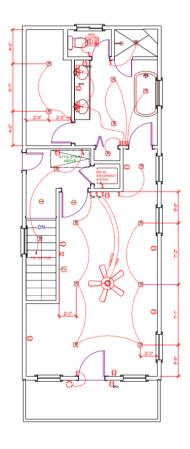
Plumbing, mechanical and electrical plans are usually needed for larger projects, but under certain public bid circumstances in housing projects each individual discipline can be shown on separate sheets without making the Architectural Plan too crowded and difficult to understand.

Electrical & Lighting Plan View

ELECTRICAL & LIGHTING PLAN FOR A RESIDENTIAL BUILDING

The lighting plan shows locations of all light fixtures, switches, emergency lighting, and special lighting.





	ELECTRICAL SYMBOLS LEGEND								
¤	INCANDESCENT LIGHT (CEILING MOUNTED)								
¢	WALL MOUNTED INCANDESCENT								
Ø	RECESSED CAN INCANDESCENT								
O _{va}	VAPOR PROOF LIGHT								
	WALL MOUNTED LIGHT FIXTURE								
	1'X4" FLUORESCENT LIGHT (2-LAMP)								
2° X 4° FLUORESCENT LIGHT (2° OR 4 LAMP)									
00	GEILING FAN								
⊗ ♦~	VENT / LIGHT								
88 m	HEATER / VENT / LIGHT								
ノ	WIRE OR CIRCUIT								
Ġ	CABLE TV OUTLET								
Ó	DOORBELL								
8	DOORBELLBUZZER								
0	JUNCTION BOX								
\$	SINGLE POLE LIGHT SWITCH								
' \$	3 WAY LIGHT SWITCH								
*	4 WAY LIGHT SWITCH								
°\$	LIGHT SWITCH WITH DIMMER								
þ	DUPLEX OUTLET								
ģ	220 VOLT OUTLET								
Ď,	WEATHER PROOF OUTLET								
≕⊖ _{asov}	220 VOLT OUTLET								
#	FLOOR OUTLET								
<u> </u>	TWIN FLOOD LIGHT								
⊠,	DISCONNECT SWITCH								
80	CEILING SMOKE DETECTOR								
Jp:	WALL MOUNTED SMOKE DETECTOR								
M	PHONE JACK								

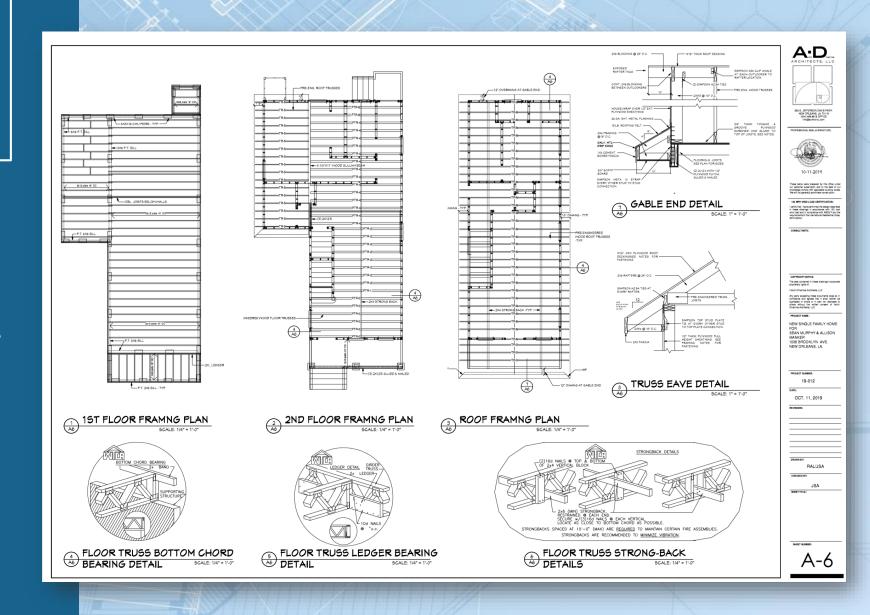
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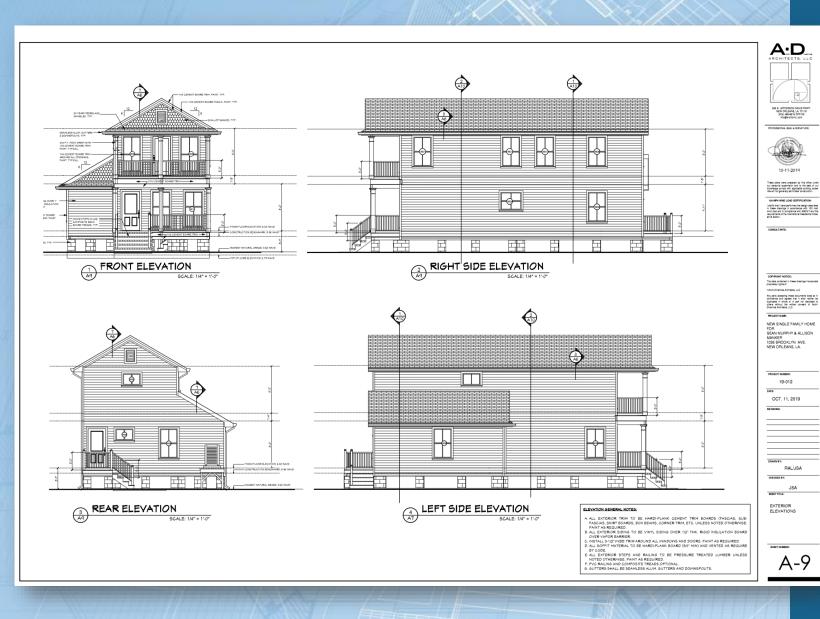


Plan View

STRUCTURAL FRAMING PLANS

The framing plans shows the framing member sizes and location of all beams and columns and framing details relevant to the framing type specified.







ELEVATIONS

Elevations are side views showing each of the exterior walls of the building. Usually the elevations are noted north, south, east, and west and they should be cross-referenced on the First Floor Plan.

Exterior Renderings

EXTERIOR RENDERING

Describe the project in three-dimensional form. It helps with the understanding of volumes, roof planes, and certain features that cannot be described in two-dimensional format. It makes the plans easier to understand.



















STOC ARE SET OFFICE STOCKETCH, AUG MOVEMENTS, ALL & BONATURE



10-11-2019
These plans were prepared by the office under not prevent experient and to the best of our moreologic minary with approxima busing come.

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20 A Society.

DHOULTHATE:

COPYRONTHODICS
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PROJECTIONS:

NEW SINGLE FAMILY H
FOR
SEAN MURPHY & ALLIS

PROJECT NUMBER

OCT 11 2019

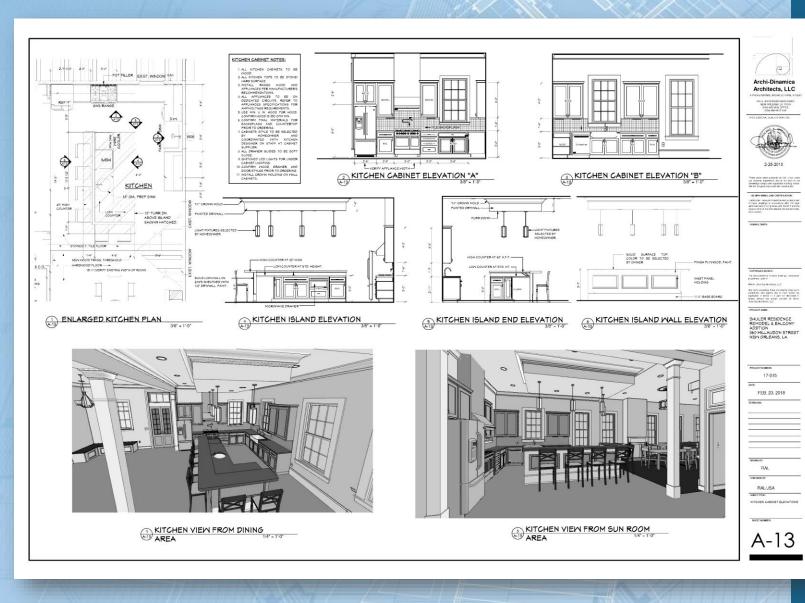
sensons

RAL/JSA

JSA SHEET TILE

SHEET STUR

A-8



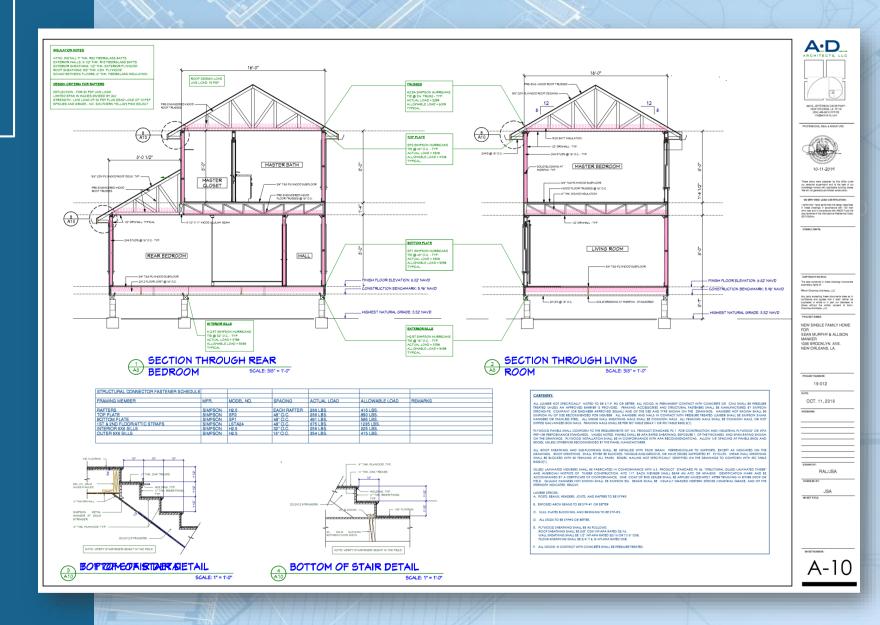
Interior Elevations

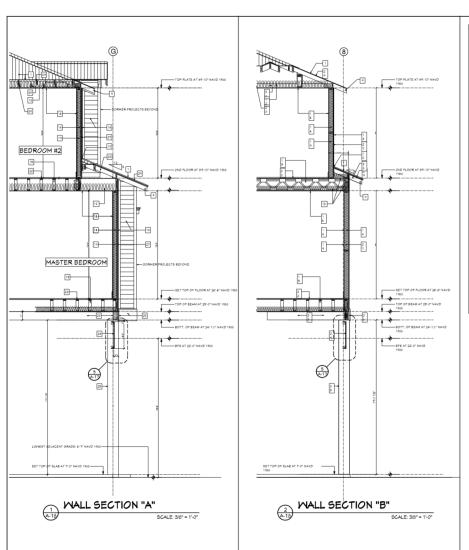
INTERIOR ELEVATIONS

Interior elevations are also included, typically to show cabinets and countertop work, bathroom walls and anywhere a plan view alone can't communicate what is needed.

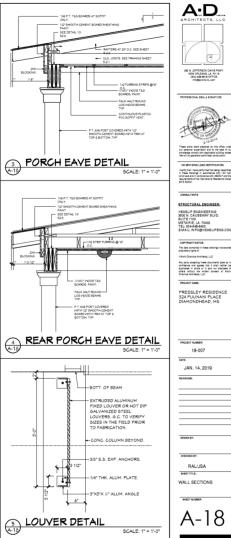
Building Sections

Plan views and elevations are not sufficient to fully describe the various building components needed or how each component relates to the others. This is where 'sections' are used. Sections are basically 'slices' through a building or building component.



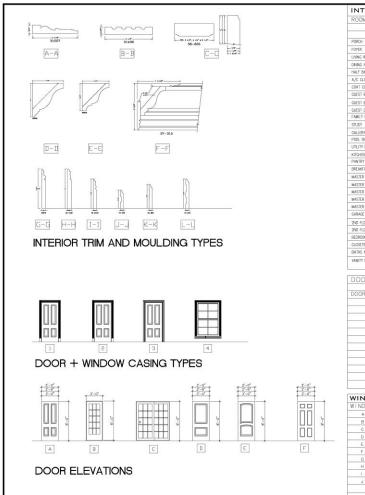


STANDING SEAM METAL ROOF SYSTEM OVER 3: LB FELT. LT. IMOOTH CEMENT BOARD FASCIA, PAIN'



Wall Sections

A common 'section' is a Wall Section. This is a vertical slice through the wall that shows the inside, outside and interior components of the wall, such as studs, sheathing, insulation, siding, or masonry, as well as how the wall engages the floor or foundation below, and the floor roof or structure above.



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ROOM NAME	FLOOR				CEILING					ARKS	_	
			MATERIAL	FINISH	MATERIAL	FINI	SH	HEIGHT			1	
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A/C CLOSET	SEALED CONCRETE	ED CONCRETE DRYWALL PAINT			DRYWALL	PAIN	T	12'-0"				
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STUDY	CARPET	7" W000	DRYWALL	PAINT	DRYWALL	PAIN	T	12'-0"	5,000,000,00	WN MOLDING		482-5270 fax
GALLERY	CER. TILE	7" W000 W/SH		17401	DRYWALL	PAINT		12"-0"		WN MOLDING	Architect's Sec	il/ Signature
POOL BATH	CER. TILE	7" WOOD W/SHI		-744	DRYWALL.			12"-0"	6° CR0	WN MOLDING	1	
UTLITY ROOM	CER. TILE	5-1/4" W/ SHC		PAINT	DRYWALL	PAIN		12'-0"			1	
KITCHEN	CER. TILE	7" WG00 W/SHI		1,500.0	DRYWALL	PAIN		12"-0"	6° CRD	WN MOLDING	1	
PANTRY	CER. TILE	5-1/4" W/ SHC			DRYWALL	PAIN		12'-0"		000000000000000000000000000000000000000	1	
BREAKFAST	CER. TILE	7" W000 W/SH		1000	DRYWALL	PAIN		12'-0"		WN MOLDING		
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						_					ISMAIL RESID	ENCE
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(19)	2'-0" X 8'-0		ASONITE DOOR	, , ,		\pm	and a		ASING TYPE		revision	
(0)	3'-0" X 8'-0'	- 1	INSULATED METAL DOORS		_	_	[2]	CA	ASING TYPE :	1		
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WINDOW NO.	SIZE		TYPE	MATERIAL	ELEVAT	ION	R	EMARKS			checked by	BAL
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C	3'-0" X 5'-6"		CASEMENT	WOOD							SCHEDULE	s
D	3'-0" X 4'-0"		CASEMENT	WOOD							1	
E	1'-6" X 4'-0"		FIXED	WOOD							1	
F	9" RADIUS ARC	Н	FIXED	WOOD							1	
G	1'-6" X 6'-0" 3'-6" X 4'-0"		FIXED	WOOD							1	
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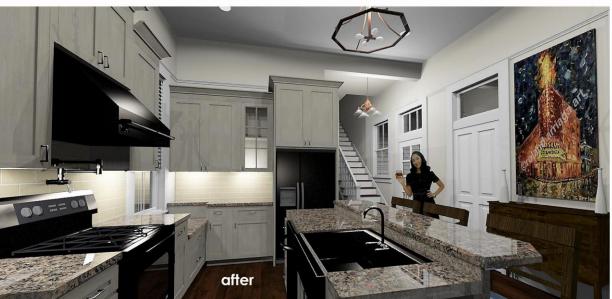
Schedules

SCHEDULES

Many building components are organized in simple matrices called 'schedules.' Door, frame and door hardware details will be described in a door schedule. The floor plan will have simple door number or mark, and that will correspond with the detailed information on the door schedule. Windows, interior finishes, are all typically detailed in schedules.















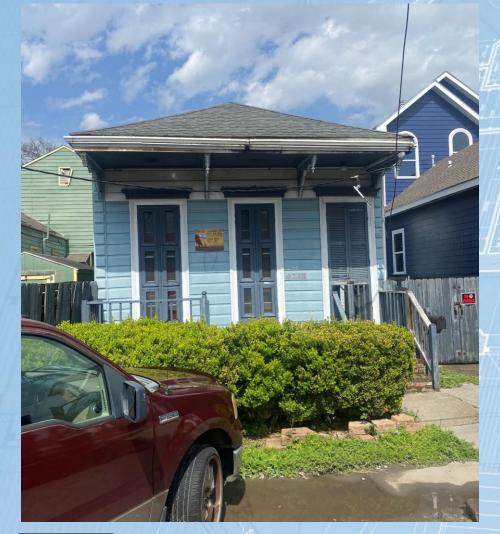






Before

After











After







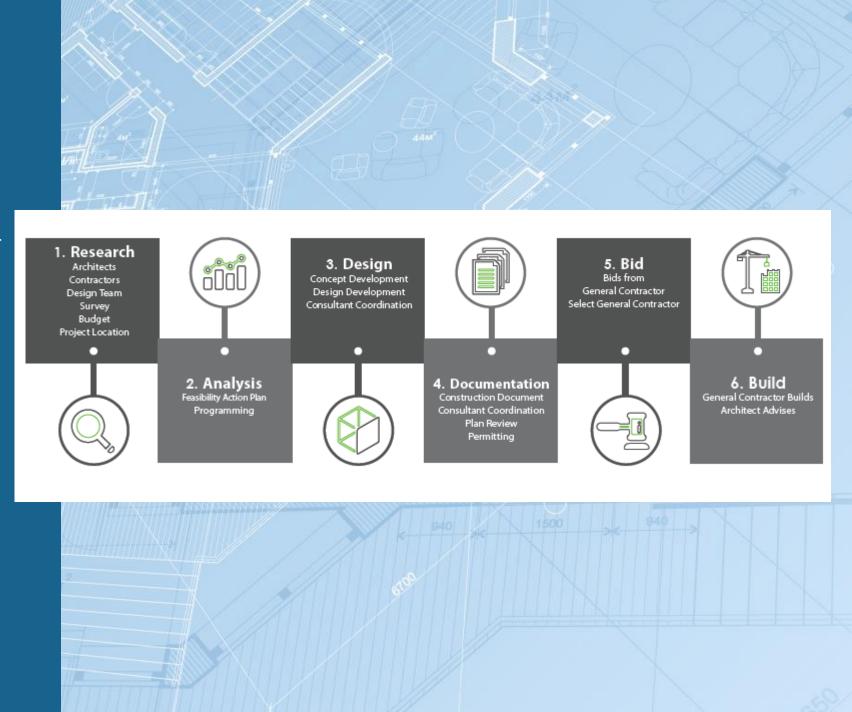
Architects & Builders make it happen

Architects design homes & buildings. Builders built the home from the architect's blueprints.

Architects have a unique 4-step process:

A. Architects first LISTEN carefully to their Clients to document their desired LIFESTYLES and FUNCTIONAL NEEDS.

- B. Architects also ANALYZE THE LAND on which a project is to be built, to understand its characteristics and opportunities.
- C. Architects then INVENT A CONCEPT(s) for the project that is/are suggested by your Lifestyle, Functions & Land. This Concept(s) has architectural implications that are artistic, inspirational and technical.
- D. Architects then DESIGN homes, buildings, spaces, materials and energies that recall imagery of the Project Concept(s) and that perform in an outstanding Functional manner for you and your Lifestyle, integrating well with your Land.



DESIGN FEASIBILITY / NEEDS & OPTION STUDIES

When a design is started without an answer to specific questions that establish proper groundwork for any project, it means significant design changes later, with time and cost overruns during construction because of insufficient information and discrepancies in the plans.

Thus, the need for a Design Feasibility Study.





The Design Needs and Options Report

- Helps clients, building owners & facility managers, and developers achieve positive results through a systematic assessment and evaluation of possible alternative.
- Establishes solid starting points and puts all the technical and regulatory aspects of a project together into an understandable order of importance resulting in economical architectural designs and wellcoordinated construction documents that will save time and money and prevent disappointments later.
- The report figures out which of the options/alternatives appear to be the most cost-effective solution for the project.

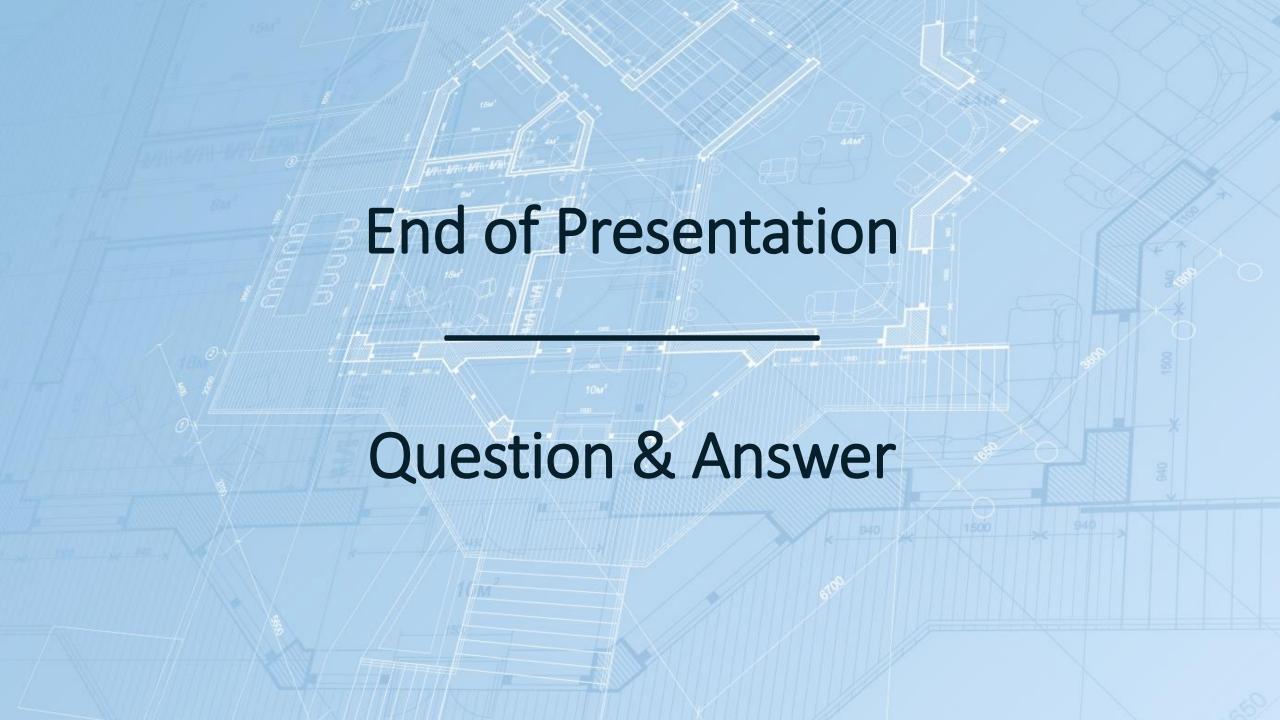








ARCHITECTS, LLC

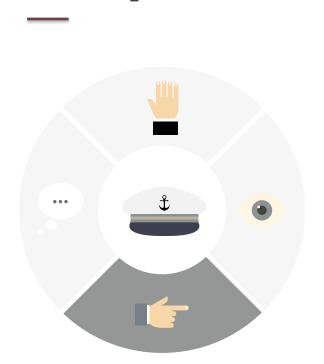


Motivation for Improvement

leak - motivation



The captain: Motivation



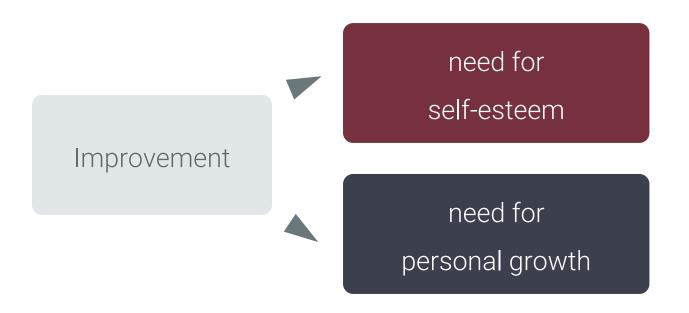


Core question

?

"Which needs underlie the individual's attempt to overcome weaknesses?"

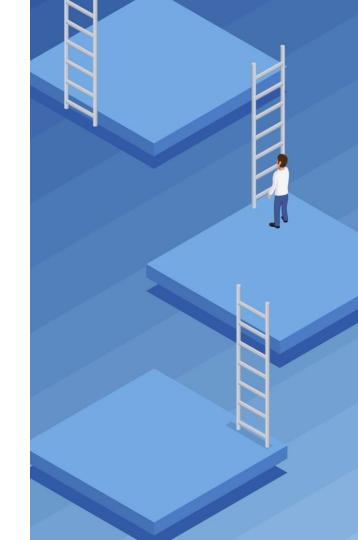
Different needs



Motivation for Improvement (leak – motivation)

Need for self-esteem

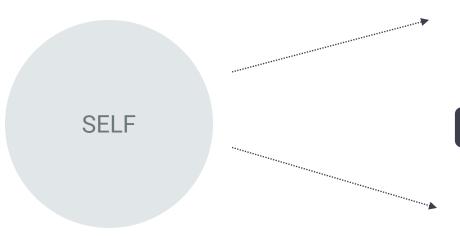
- starting point: I am ok if...
- extrinsic
- arguably one of of the most influential motivators of behavior
- often occurs outside of conscious awareness



Self-esteem

- a favorable or unfavorable attitude toward the self (Rosenberg, 1965)
- feelings of self-worth
- core process = self-evaluation / self-rating
- conditions that must be met for the individual to be "worthy"

Conditions of worth



EXTERNAL STANDARD

media images

work targets

expectations from others

INTERNAL STANDARD

productivity

beauty

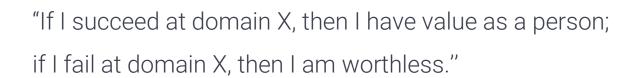
financial success

Domains of self-worth

People pursue self-esteem by attempting to achieve success and avoid failure in domains they consider to be **central to their self-concept**.

Domains of self-worth

SELF-CONCEPT



Motivation for Improvement (leak- motivation)

The self-esteem paradox

people with high self-esteem are:

- more satisfied with their lives
- less anxious
- less hopeless
- less depressed

Motivation for Improvement (leak – motivation)

The self-esteem paradox

yet high self-esteem is associated with:

- more violence
- being less open to unfavourable feedback
- placing success over well-being
- narcissism
- bullying



The costs of pursuing self-esteem

- A. negative emotions
- B. confirmation addiction
- C. psychological need thwarting
- D. unrealistic ideals

Motivation for Improvement (leak – motivation)

A) Negative emotions

- failure in domains that are central to one's self-concept
- anticipation of future failures,
 criticisms, rejections, or inabilities
- success only momentarily relieves feelings of anxiety



Motivation for Improvement (leak- motivation)

B) Confirmation addiction

- success is temporary assurance one is "good enough"
- restlessness
- continuous drive to prove self-worth to oneself and others



C) Psychological need thwarting

continuous pressure to "be worthy" more concerned with performance than learning

pre-occupation
with self and
need to be
superior to others

autonomy

competence

relatedness

Practical note



Trying to boost clients' self-esteem by helping them to evaluate themselves more positively may not be an effective way to increase their well-being. The problem with these attempts is that they all strengthen the very process that is responsible for the client's low feelings of self-worth: evaluation of the self's worth based on a standard. Thus, attempting to boost the client's self-esteem may actually worsen the complaints, as the conditional relationship of the client with him or herself is strengthened.

Motivation for Improvement (leak- motivation)

D) Unrealistic ideals

- perfectionism
- impossibly idealized image: low selfesteem inevitable
- eating disorders, depression, personality disorders, sexual dysfunction, anxiety and obsessive compulsive disorders



Motivation for Improvement (leak- motivation)

Sailboat metaphor



Practical note

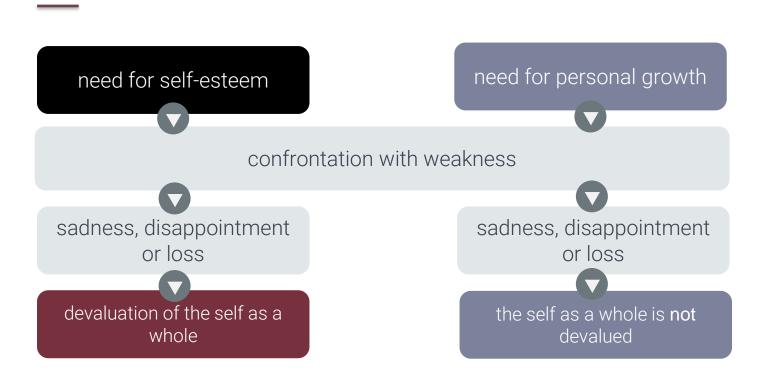


Many positive psychology interventions, like "the best possible self" or "at your best" invite clients to contemplate about a best possible version of the self. If not used with caution, these exercises can easily become interpreted by clients as a focus on "improving the imperfect self". When this is the case, they may resonate with the client's deep held belief that he is 'not good enough', or 'not there yet'.

Need for personal growth

- starting point: I am ok
- intrinsic
- the inherent tendency to seek out novelty and challenges, to extend and exercise one's capacities, to explore, and to learn

Need for personal growth



Motivational differences

need for self-esteem

VS

need for personal growth

outcome oriented

driven by what the self should be

driven by the fear of not being enough

process oriented

driven by what the self needs

driven by the love of development

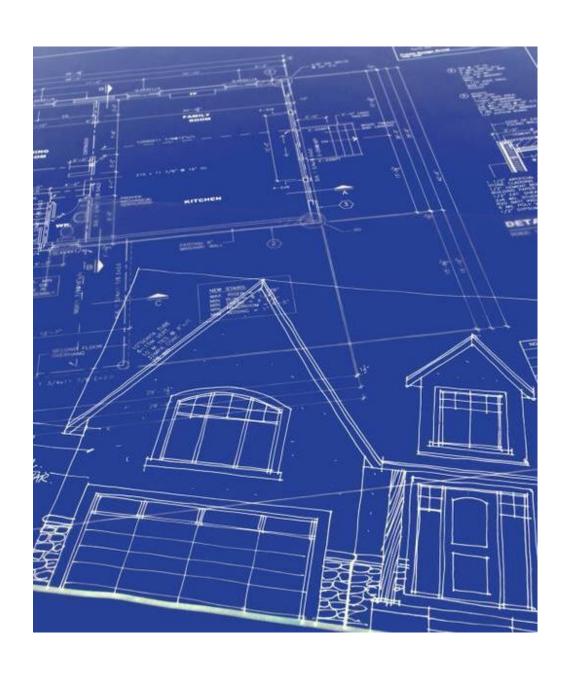
Practical note



A powerful way for clients to connect with motivation that is driven by the need for personal growth (and not a need for self-esteem) is to help them **cultivate a growth mindset**. A growth mindset helps to shift attention from failure to meet a standard (an "outside-in orientation") to personal growth.

Thanks

for your attention



REAL ESTATE DEVELOPMENT

ANN ALEXANDER



WHAT IS A DEVELOPER?

• WHAT IS THE ROLE OF A DEVELOPER?

HOW DO YOU BECOME A DEVELOPER?

TYPES OF DEVELOPERS

WHAT IS THE ROLE OF A DEVELOPER?

The Role of the Developer is to take raw land, obtain the necessary permits, create building lots and put in sewers, water and electric lines the streets and curbs.

HOW DO YOU BECOME A DEVELOPER?

Earn a degree in a related field or get real estate experience any way you can.

 DEVELOPERS DEVELOP LAND AND BUILDERS BUILD ON THE LAND!





TYPES OF DEVELOPERS

• CHDO

Community Housing Development Organization

• CDC

Community Development Organization
(City or State Designation)

PRIVATE

Developer for a profit company that can do Residential or Commercial real estate development.



IDENTIFY YOUR PROJECT

SINGLE FAMILY

MULTIFAMILY PROJECT





FINDING LAND FOR YOUR PROJECT

• Check for the size of lot you need depends on the project, Check lot information to see if there are any wetland on the lots, Ordinances, zoning, permits, subdividing land issues, are there any encroachments, fire code regulation, right of ways, will you need streets, water, and sewer tie in or a sceptic system. Are there any environmental issues, or Tribal issues.

If all is well, then proceed to a Purchase Agreement.

You then will need a Real Estate Agent and a Title company.

NOW THAT YOU HAVE YOUR LAND?

Multifamily for example:

Is the land zoned for multifamily?

- Contacting the permits office
- Fire marshal
- Water department
- Entergy



WHO YOU NEED ON YOUR TEAM?

- Banks, CDFI, Credit Unions, HAC, Enterprise
- Real Estate Agent, Broker
- Title Company
- Architect Licensed
- Engineer Licensed
- Surveyor
- Soil Environmental Engineer
- Accountant/ CPA



WHO YOU NEED ON YOUR TEAM?

- Insurance company Lability insurance
- Bonding Company (Bond for contractor required in case he does not finish the job)
- Local Authorities
 (LHC, Office of Community Development, Housing Authorities)
- Contractor Licensed
- Project Manager



BUILDING PROCESS

BUILDING PROCESS:

- Consist of the building Team
- Permits
- Contractor and Subcontractors
- Completing the building process
- Certificate of Occupancy



THE CLOSING-OUT OF THE PROJECT

- Certificate of Occupancy
- 10% Retainage fee (contractor)
- Substantial Completion Letter

Property Management

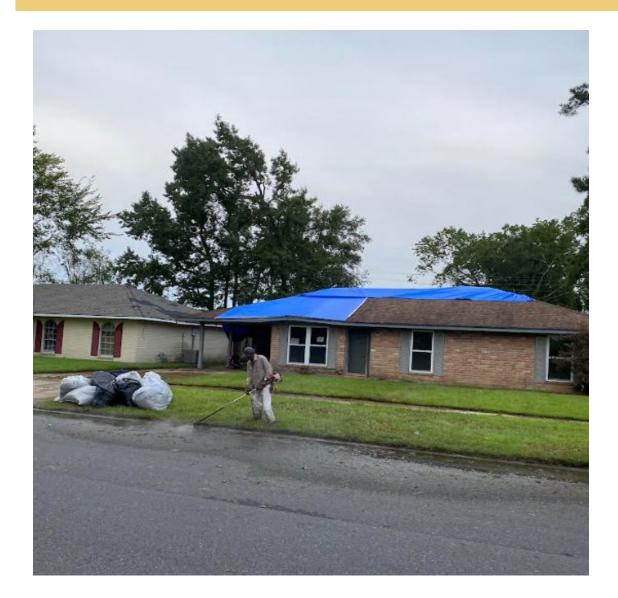
- Self-managed
- 3rd party management company









































QUESTIONS/ANSWERS



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