



# GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

December 18, 1968

## A HOLIDAY SEASON MESSAGE FROM OUR GENERAL MANAGER

Merry Christmas!

As we look back into the year we see many wonderful things that have been accomplished. And we see many new faces that were not with us at the time we sent our 1967 message.

Unfortunately, some who were with us then have left us and at this time we remember them in prayer.

But a whole new season and a new vista is ahead and we should thank Him for the many blessings He has showered on us.

Happy New Year!

G. H. Reynolds

PROMOTIONS not previously publicized include: GARY A. BOGARD and KENNETH M. TOMKO from the Tech Squad to engineering classifications in D-761 and D-533, respectively; RICHARD E. CORMANY from the Ad Squad to D-102 as an auditor, jr.

C. A. SECREST, D-724; F. J. BRUCH, D-732; and L. J. SHY, D-858, were instructors (course leaders) for a recent program presented by the Shawnee District Training Committee of the Scioto Area Council, B.S.A. Course participants included C. C. WORTHINGTON, D-858, and C. D. MULLINS, D-533.

FOUR GAT EMPLOYEES are sub-chairmen for various Waverly JC Christmas projects. REED WALTERS, D-521, has charge of "Santa Land" at the Shopping Center on Route 23, December 16-21. SCOTT REISINGER, D-222, handled the collection and repairing of toys for needy children. GEORGE MUSTARD, D-535, was in charge of a luncheon and shopping tour for youngsters from the Pike County Children's Home. WAYNE COOK, D-561, is handling the Christmas Home Lighting Contest.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

THE DECEMBER ISSUE of "Reader's Digest" has at least two articles well worth reading. One article points out that we now know that a child's intelligence is not fixed at birth, that what he sees, hears and learns before he is four years old largely determines his basic intelligence at maturity. And, by the time a child enters school at age six, it is in a sense too late because he already has two-thirds of the intelligence he will have at 17. The other article has as its theme our nation's gamble in spending hundreds of billions of dollars in developing people through education. The premise is that by investing in people at a higher rate than in machines or land, we will acquire a higher level of national prosperity. No nation has ever tried it before but others are now following our lead. The writer points out that the whole thing started because millions of us wanted a better education for our children to help them "get ahead." Now, one-fourth of the population are full-time students, millions more are part-time students. Government and industry are very much involved, and the total annual investment in learning comes to \$200 billion a year!

THE NATIONAL Records Management Council has established three grants of \$500 to \$1,000 for research to "help reduce the paperwork burden in industry and government."

HOLIDAY INNS OF AMERICA is building a \$3 million training center in Memphis as a solution to the shortage of trained personnel. It will be known as Holiday Inn University, and will offer an eight-week School of Innkeeping and a 12-month School of Business Management. The latter will provide training in decision-making, planning, leadership, motivation, and other management responsibilities.

WALTER KOESTER, JR., who was AEC Deputy Manager here, is one of nine principal staff members of AEC's Division of Industrial Participation. The D. I. P. was established in 1961 to strengthen industry's participation in the AEC program. One of their latest contributions is a 257-page report entitled "The Nuclear Industry, 1968."

THE CIVIL SERVICE Commission has replaced its complicated three-page application form for government jobs with a simple four-by-eight card.

ONE OUT OF EVERY NINE 1968 cars sold in this country were foreign made. This means, among other things, more than 1.5 billion American dollars go overseas instead of to U.S. manufacturers and their employees.

IF YOU HAD invested \$1,000 in Textron stock in 1958, held it five years then sold it, invested the proceeds in General Foods and held that stock for another five years, it would have been worth \$1,300. But, if you had reversed the stocks--in other words, bought General Foods first, Textron last--your \$1,000 would have grown to \$24,200.

A MAN IN AKRON, from 8 to 10 p.m., seven nights a week, listens on the phone while people pour out their troubles to him. He gets nothing for it, in fact it costs him money because he invites their calls by placing "Listening Post" ads in the newspaper. He describes himself as a carpenter by trade, a Sunday School teacher, and a man who cares about other people. "For the most part I'm a listener, not a solver," he says. "Everybody needs somebody to talk to. If I can help by listening, it's time well spent."

AN "INFLATABLE" CHURCH, complete with stained-glass windows, is now available from one of the major Akron rubber companies. The first one built is in use by a missionary in San Jose, Costa Rica.

THE 1968 Federal Income Tax Form 1040 has been printed in two colors -- red and blue. Some people are saying the red ink is to symbolize the status of your bank account after you have paid your taxes; and the blue is a reflection of how you will feel after you find out how much you have to pay. Actually, most of the form has been printed with blue ink. Red is used only to focus attention on the importance of such things as computing correctly the tax due, listing social security numbers and signing the completed form. Last year there were more than eight million errors on the 73 million returns filed. Nearly three million forms were audited by IRS and almost 60 percent were found to have either underpaid or overpaid the tax due.

72 PAGES of advertising about KENTUCKY appear in the December issue of "Fortune."

HOUSES CAN NOW be made, on site, of a new epoxy resin material which is fed into a boom-mounted mold that forms, as it continually moves, floors, walls and roof. Curing takes only 10 seconds and two men can build a house of 1,000 square feet, with four-inch walls in six hours. Furthermore, it requires no finishing inside or out.

ONLY 625 AEC employees are included in the approximately 21,000 people employed in programs administered by the AEC Oak Ridge Operations office. All the rest work for AEC contractors.

## THOUGHTS ON MANAGEMENT

WE HAVE COME again to the season of seasons -- splinters of starlight in the winter dark, incense of spruce and fir, arabesques of flame upon the hearth, and bells across the snow. It is Christmas and doors are hung with green invitation. From windows and treetops the little twinkling lights send forth glimmers of good will. Youngsters are witness to daily miracles; their ears are tuned to music never heard.

But Christmas, in its final essence, is for grown people who have forgotten what children know. It is for the worldly and the experienced, bending a jaundiced eye, lending a cynical ear, whistling in the dark. It is for the learned and the knowledgeable, too busy to pay attention to that which matters most. It is for the old and the unwise. Christmas is for grown people, since children enjoy it but need it less. It is for those adults driven to seize, possess and keep; who mistake the beacon of materialism for a star. It is for the thirsty wanderers in the deserts of self-interest, for those who hide behind walls of prejudice and pride. Christmas is for those who flout responsibility, the lonely and the bored; those with shuttered minds and disillusioned souls.

In this winter solstice, rife with the accumulated memories of two thousand years, a hallowed and gracious time, we are more inclined to be available. We are inclined to be available to faith, to hope, to love, to the awareness that there are more things in this universe than our eyes can see or our minds can calculate. So Christmas is for grown people, stumbling through a world in transition, where everything changes but the human heart. Christmas is for those who have lived to see truth rendered error, foundations crumbled, dreams perished, traditions passed away. Help teach them that the secret of life is within them. Give them the message of Christmas.

- Margaret Cousins

WORRY affects the circulation, the heart, the glands, the whole nervous system. I have never known a man who died from overwork, but many who died from doubt.

- Dr. Charles Mayo

GOOD MANAGEMENT is made up with a high degree of good judgment; whereas high creativity involves risks and taking chances. A good manager, exercising good judgment only, could easily become a barrier to creativity in a company.

- Joseph G. Mason in "Nation's Business"

SOME of the most effective managers I know have each of their subordinates write a "manager's letter" periodically. In this letter to his supervisor, each manager first defines the objectives of his superior's job and of his own job as he sees them. He then sets down the performance standards which he believes are being applied to him. Next he lists the things he must do himself to attain these goals -- and the things within his own unit he considers the main obstacles. He lists the things his superior and the company do that help him and the things that hamper him. Finally, he outlines what he proposes to do during the next year to reach his goals. If his superior accepts this statement, the "manager's letter" becomes his charter under which the manager operates and is appraised and developed.

- Peter F. Drucker in "The Practice of Management"

I HAVE YET to find a single boy who wants to be bad. There are no bad boys. There is only bad environment, bad training, bad example, and bad thinking.

- Father Flanagan, founder of Boy's Town, Neb.

NINE AREAS you should examine in order to do a better job of managing yourself are: (1) learning to weigh ideas properly, (2) knowing how to simplify a problem, (3) improving your decision-making procedures, (4) building greater self-confidence, (5) sharpening your logic, (6) making sure you understand what you hear, (7) communicating effectively, (8) delegating work, and (9) utilizing time efficiently.

- Martin Heck

(Note: Complete article in November 1968 "Administrative Management.")

SOMETIMES we extend an open invitation to obsolescence via obsolete supervisors. Unfortunately, some supervisors think they have "arrived" when they have become a part of management and feel it is no longer necessary to keep abreast of their own technical field. Under such circumstances, they are not apt to motivate their subordinates to do the very things they themselves are unwilling to do.

- Bernard G. Olsen

IN ANCIENT TIMES, every man was commanded by law annually to declare by what means he maintained himself; and if he omitted to do it, or gave no satisfactory account of his way of living, he was put to death. If that law was still in existence, a number of people's lives would be in jeopardy.

- Earl Nightingale

## WHO'S WHO IN MANAGEMENT

JAY F. FURBAY is a buyer in Department 411, Purchasing. He is responsible for the procurement of chemicals, laboratory supplies, gauges and protective devices. He also screens information received regularly about excess property from other government agencies, notifies appropriate personnel and obtains items requested and available. He reports to O. E. GLEIM, assistant purchasing agent.

Furbay graduated from the Dover, Ohio, high school and then obtained a B.B.A. in General Business from Eastern Kentucky University. He came to GAT in 1967, as a member of our first Administrative Squadron; was promoted to his present classification earlier this year.



Jay, his wife, Pamela, and their 1½-year-old son, Troy, live at 527 Seal Avenue in Piketon. They attend the Piketon Methodist Church. Jay is a member of the GAT Foremen's Club, and holds the office of lion tamer in the Piketon Lion's Club. He enjoys golfing and tennis; won the GAT tennis singles championship last Fall.

### GAT NAMES AND FACES IN THE NEWS



J. A. McBRIDE



J. E. THOMPSON



H. G. JOHNSON



R. A. ISAAC

J. A. McBRIDE, supervisor of SS Material Accounting, D-513, celebrates his 30th anniversary of Goodyear service on December 28. He was manager of factor costs in Akron before his transfer to GAT in 1953.

J. E. THOMPSON, D-761, is the newly elected president of the GAT Foremen's Club. He takes office in January.

H. G. JOHNSON was the guest speaker at the annual Christmas dinner of the Portsmouth Goodyear Women's Club. The dinner was held on December 9 at the Shawnee Restaurant, and Gordon spoke on the many benefits of the Goodyear women's organization, both to the community and to the individual members.

R. A. ISAAC, D-712, was the victor in a four-man race yesterday (December 17) and has been re-elected for another year as president of OCAW, Local 3-689. The other candidates were: J. R. DIAMOND, D-814; J. C. COOKE, D-711; and H. HART, D-722.