



GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

November 20, 1968

THIS YEAR, the Company will again pay \$1.00 for the first 50 employees (hourly or salary) who fill out an Advance Registration for the Portsmouth Management Conference on December 7. And as you probably already know, the GAT Foremen's Club will again pay \$1.00 of the registration fee for all members who wish to attend. Since this is a substantial saving (full price is \$7.00), we suggest that you let JACK WEBB know you're going right away.

G. H. REYNOLDS was chairman for the luncheon and afternoon programs during an Enrichment Services Seminar held at Oak Ridge on November 7.

1968 TECH SQUAD trainees promoted to permanent assignments include: RALPH E. WILCOXON, CARL E. BOARDWINE, and MICHAEL J. RAFFERTY to D-761; ROGER E. FISCHER to D-552; CHARLES B. NICKELL to D-522; JOHN M. MILAM to D-858; JAMES W. DOMAN to D-810, and CHARLES D. SAINOPULOS to D-554.

OUR CAFETERIA is offering the bargain of the year on November 27. You can eat roast turkey, giblet gravy, choice of potatoes, your choice of vegetable, and hot rolls, all for 89 cents.

NEW EMPLOYEES include: BRENDA S. HOWELL, D-225. She graduated from Waverly High School last June and has been working at the City Loan office in Waverly.

RECENT PROMOTIONS include: J. M. DUNCAN to section head of Control and Communications, D-761; W. G. RUSSELL to section head of Power Distribution, D-761; DAVID A. DONOVAN, Administrative Squad Trainee, to D-311; C. A. COTTLE, D-101, to D-227 as Industrial Relations staffman, sr.; and C. F. FERGUSON from welder--first class to D-201 as Industrial Relations staffman.

THE TWELFTH ANNUAL GAT mixed doubles tournament was held on Saturday, November 16 at Weiss Recreation in Waverly. A total of forty couples participated in the event. It was won by CARL WALKER and his wife MADGE with a score of 1161.

GAT'S NEW TELEPHONE number will be 289-2331 effective December 1. As part of General Telephone Company's plan to convert to a direct dialing system, they are closing the long distance exchange at Waverly. Our telephone system will be tied into the Portsmouth exchange, but this will not effect the Enterprise 05-100 number for the reporting of absences.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

THERE MUST BE MONEY in the Olympics. From August 26 to September 10, 1972, they will be held in Munich, Germany. The cost of all sports construction there for the big event is over \$200 million. In addition, city planners and private firms expect to have 31,000 new suburban apartments, several hotels and a broad range of amusement facilities ready for the expected 130,000 visitors.

MICHELL'S, with stores in Denver, Colorado Springs, and Beverly Hills, sells an ice cream sundae which costs \$19.50. They say it will serve 20 - 22 people.

THE NATIONAL Secretaries Association has amended its bylaws to admit men to membership. The reason is that about two percent of the nation's 2½ to 3 million secretaries and typists are men and more and more are applying for and getting secretarial positions. The pay is good, the work is pleasant and many young men see such positions as a springboard to managerial assignments.

MARTIN COLLIER, JR., who worked here from 1953-1964, is vice president of the L. D. Compton Construction Company in St. Louis.

CRUCIBLE STEEL COMPANY records their annual meeting in Pittsburgh, Pennsylvania, on video tape. It is then edited, duplicate tapes made, and employees at their other three plants -- Syracuse, N.Y.; Elizabethtown, Ky.; and East Troy, Wisconsin -- see it the following day.

"HOW TO LIVE LONGER and Better" is available from Harvest Years, Dept. PL, 104 E. 40th Street, New York, N.Y. 10016, for 25 cents.

CONSOLIDATED PAPERS, INC. attracts the attention of seniors on college campuses with a pop-up poster which is literally a stand-out on the placement office bulletin board. The 10½" x 6" poster is mailed flat, but it's folded in such a way that when it's thumbtacked to the board, the brilliantly colored right edge projects outward 2½". Copy gives a brief pitch for the company and lists the date the recruiter will hold interviews.

SIGN OF THE TIMES: 50% of the new employees hired last year by the Marietta (Ga.) plant of Lockheed Corp. were under 20 years of age; 70% were Negroes, 67% were grade school drop-outs; and 67% had police arrest records.

APPROXIMATELY 10,000 new industrial products are developed yearly, each at a cost of approximately \$410,000. One hundred of these are selected for rewards as being outstanding. A check of award winners in recent years shows that 80% never make the grade.

THE CHINESE, at least most of them, still travel on foot. In 1966, there was only one car for every 3,000 people.

DU PONT MANAGEMENT at their Antioch, California, plant go to great lengths to insure good communications. The plant is working three eight-hour shifts and supervisors work days, but come in early and stay late so they can talk to every man on all three shifts every day. Every two weeks, every employee meets formally with his supervisor in an "information" meeting. Meetings last from 15 minutes to an hour. Usually there is an agenda but topics range far and wide -- production rates, medical care on weekends, administration of overtime, parking lots, etc. Each supervisor must answer every question on the spot or get the answer as soon as possible. After the meeting, the supervisor writes a detailed report. Copies go to his boss and to the personnel manager. Every new employee, after several months on the job, meets with the manager or his assistant and is invited to discuss frankly his feelings about his progress and working conditions. Once a year, the plant manager meets with all employees, in groups of about 50, and tells them how the company is doing. This is followed by a no-holds-barred question-and-answer session. Last, but not least, top men walk through all areas of the plant at least three times a week.

ALL FOREMAN who supervise union employees attend classes to learn how to speak effectively at the SKF Industries plant in Philadelphia.

BEMIS CO., INC., formerly a burlap bag maker, now has made a number of acquisitions and is an aggressive diversifier within the packaging field. Judson Bemis, current president and grandson of the founder, is aiming for a management structure which will synergistically organize all the different product areas into a coordinated corporate whole.

THE R.G. BARRY CORP. uses a balance sheet developed by a U. of Michigan professor. Amounts spent on recruiting, training and employee development are shown as investments. It's called "Human Resources" accounting.

THOUGHTS ON MANAGEMENT

THE BOSS ORIENTATION, the idea that one man can work for only one boss, is changing. We are beginning to realize that we can no longer live with this concept in the complexities of today's world. In any given situation today, a product engineer or a computer programmer or a salesman may have more real authority and power than the president of the company. The lines of authority run every which way, depending on the demands of the situation and the locus of competence. Today's businesses are simply not boss determined in the sense of someone sitting on top, master-minding the whole process -- or even a significant part of it. They are people determined in many subtle ways.

- Dr. Richard A. Norman

IT HAS BEEN SAID that "life can only be understood backwards, but it must be lived forward." So, as we seek to look forward, we will need to look at what capabilities we have accumulated to date.

- Elmer R. Brown, Director of Personnel Services, General Mills, Inc.

DECISION in the modern business enterprise is the product not of individuals but of groups. The groups are numerous, as often informal as formal, and subject to constant change in composition.

- John Kenneth Galbraith

THE ONLY SICK THING about America today are sick editors who in attempting to create sensational eye-catching headlines to attract the attention of the consumer in an over-sensationalized society, constantly harp on this issue. Self-criticism is fine, providing it doesn't compound the ever-present disease of despair, lack of self-confidence and deteriorating faith in a system so prosperous that it boggles the imagination.

- Dr. S. W. McCracken, III

THE SECRET of success is constancy to purpose.

- Disraeli (1804-1881)

IF THE MANAGEMENT of any business enterprise accepts the fact that its management staff is, individually and collectively, one of the more important assets of the company, it follows without challenge that the process of management development must assume a very high place in the hierarchy of business activities.

- E. T. Reeves, "Management Development -- A Conceptual Continuum"

THERE IS NO QUESTION that the costs of graduate research education are high. To educate one engineering graduate student costs an average of 20,000 per year. Eighty percent of the support for basic research in our engineering schools is currently provided by the Federal Government.

- Dr. Glenn T. Seaborg

CIVILIZATION has reached the point where the new frontier now lies in the mind itself. We must conquer knowledge as formerly we conquered the wilderness.

- Admiral Rickover

NO ONE encounters many natural teachers . . . Indeed there are a great many people who in 12 or 16 years of school have not experienced a single good teacher. This is exceedingly low productivity. How low we do not know, for we have no measurements for education. We have statistics on how many people are in school and how many graduate. But we do not know whether they learn anything, let alone how much. The one thing we do know is that it is frightfully expensive. Nothing else we do (except waging war) is half as expensive

- Peter F. Drucker

SALESMAN (at door): Madam, I'd like to show you a little item your neighbors said you couldn't afford.

- Laughing Glass

THERE IS probably no subject of greater importance to our future than creativity, a subject which will emerge from what we now pursue often as a fad, sometimes as a hope, and, to an undesirably lesser extent, as a discipline.

- Dr. Coler, Chairman of Board, Markite Corp.

OBJECTIVES are like targets -- make sure you have one before you start shooting.

THE MERE FORMULATION of a problem is far more often essential than its solution, which may be merely a matter of mathematical or experimental skill. To raise new questions, new possibilities, to regard old problems from a new angle requires creative imagination and marks real advances in science.

- Albert Einstein (1879-1955)

SOME ELEMENTS in a single report may be too costly to justify the total report.

- Cost Reduction Newsletter

WHO'S WHO IN MANAGEMENT

CHARLES A. MENTGES, D-810, Superintendent of Cascade Operations, is responsible for plant production of U-235 in various assays via the gaseous diffusion enrichment process. Reporting to him are 131 hourly and 37 salary employees. He reports to R. M. RUTHERFORD, Manager of Production Division.

Mentges graduated from Lakewood High School (Lakewood, Ohio), received a B.S. in Chemical Engineering from what is now known as Case-Western Reserve University, and a M.S. in Chemistry from Akron University. He was an ensign in the U. S. Navy (1943-46) before joining GT&R in April 1946 as a compounder, and working in Akron and Lincoln, Nebraska plants. Transferred to GAT in 1953 as a chemical engineer, he was promoted to supervisor of Cascade Coordination the same year, and to his present position in 1958.



“Chuck” and his wife, Jean, have two children, Cheryl, 21, a student at Miami University and Mark, 16, a senior at Waverly High School. They live at 41 Barker Road, Lake White, and are members of the Grace United Methodist Church in Waverly where he is a trustee, a member of the board and choir. He is a member of the GAT Foremen’s Club, Pike County Chamber of Commerce, American Chemical Society, and the Elks.

GAT NAMES AND FACES IN THE NEWS



J.R. SHOEMAKER



H. McCLELLAND



W.D. HUGHES



W.L. OVERMAN

J.R. SHOEMAKER was the guest speaker at the November 11 dinner meeting of the Fraternal Order of Police Associates held at Moore’s Restaurant in Portsmouth. His subject was “The Portsmouth Story”.

H. McCLELLAND presented “The Management Process” and “Applying Management Skills” (management programs presented here in 1967) to the membership and guests of the Central Ohio Chapter of the American Society for Training and Development on November 12. The occasion was the stated November workshop-dinner meeting held at Ilanka’s Provincial House, Columbus, Ohio.

W. D. HUGHES is to speak tonight at the bi-monthly dinner meeting of Technical Division Supervision. The meeting will be held at Harold’s Restaurant, Portsmouth, Ohio, and the topic of his talk will be “A Review of Labor Relations at Goodyear Atomic Corporation”.

W. L. OVERMAN, D-523, bowled games of 220-221-276 for 717 series at Weiss Recreation in Waverly on November 12. It was probably the highest score ever bowled by a GAT bowler during league play.