

GAT Management NEWSLETTER



Editor - H. McClelland

R. L. DUFFEY

D-761

July 4, 1973

R. J. HART, AEC manager of Oak Ridge Operations (which includes this plant), was here recently. It was his annual visit and with him were other ORO officials including C. W. Hill, C. A. Keller, and J. H. Hill. Dr. C. R. Milone, Gdys-Akron v.p., was also here.

SALARY EMPLOYEES with 20-year anniversaries before the end of the month and the dates are:

R. E. CHILDERS	7/6	E. STRAUSBAUGH	7/6	J. R. THOMPSON	7/13
G. D. HARRIS	"	N. J. VULGAMORE	"	R. H. ALLEN	7/15
R. D. JACKSON	"	C. B. WAKEFIELD	"	M. M. BRUNO	"
W. G. KENSINGER	"	W. W. WEEKS, SR.	"	G. F. KAUFFMAN	"
H. H. RUEL, JR.	"	R. B. CASARI	7/13		

YOUTH OPPORTUNITY (YOP) summer employees, schools and assignments follow: Portsmouth H.S. grads are: STEVE COOPER, D-551; JOYCE ANN JORDAN, D-212; RALPH T. WHITE, D-542; KEITH WILLIAMSON, D-241; and JEFFRY WOODARD, D-212. THOMAS COOPER, D-541, is a Rio Grande College student. GERALD E. DAILEY, JR., D-720/730, is a Waverly H.S. grad. Ohio U. students are: LEVI GAUSE, D-532; and BARBARA HIXON, D-424. SHIRLEY JENKINS, D-301, is a Scioto Tech College student. Chillicothe H.S. grads are: CARLEENA LEWIS, D-423; and LANNY SMITH, D-375.

R. O. MICK has returned from almost a year on special assignment at Oak Ridge. He is now engineer, sr., in D-532. Other recent salary personnel changes include: SHIRLEY COUSER from secretary-steno, D-220, to secretary, D-201; ANITA BROWER from clerk, sr., D-224, to secretary-steno, D-220; PEGGY CUNNINGHAM, stenographer, D-411, to secretary-steno, D-240; JOYCE HOPPER, clerk-typist, D-224, to clerk, D-227; BONADEAN DAVIS, clerk, sr., D-227, to D-224; W. S. COLLEY from section head to coordinator, Data Processing, D-541.

RICHARD E. BLAKE is a new engineer in D-432. He graduated from Eastern H.S. in Beaver, just graduated from O.S.U. with a B.S. ChE degree. VIRGINIA CASTEEL has returned as a clerk in D-311. She was here last in 1969.

MAIL SERVICE, D-423, reports that they processed 85,967 pieces of outgoing mail in 1972.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

PURDUE PROFESSOR Jim L. Windle, an authority on industrial supervision, claims that a "nobody gives a damn syndrome" is the basis for most worker problems today. He says, no matter what motivational technique is used, if a worker doesn't have self-respect and respect for others, the treatment will not have a long-lasting effect. He recommends that efforts be made to help such people regain their sense of personal worth--the feeling that their jobs and their lives count for something. Professor Windle points out that even if a job is boring, a person is better off if he sets for himself the challenge of doing it better.

IT'S STILL POSSIBLE to become a millionaire in America and Dan Lasater is an example. At 17, he made 60¢ an hour. Now, at age 30, he is worth \$30 million. The story of how he did it is in the May issue of Dun's.

NATIONAL LATEX Products Co. recently sent four hourly employees on a week-long holiday overseas as a reward for surpassing production standards established by the company. Cash awards go to individuals picked as "Record Breaker of the Month." Selections are made by computer and are based on the employees' general performance of their duties, quality of workmanship and their cost consciousness. Cooperation and attitude also play a large part in their being chosen. From the 12 monthly winners, the names of the four prize winners are drawn. A company spokesman reports the incentive program has resulted in many benefits for both the company and employees and has been far more successful than anticipated.

BEST THING about a vacation in Mexico, perhaps, is the cost. A dollar still buys 12.5 pesos worth of hotel rooms, services or goods, the same as it has since 1954.

T. W. LEARY, who was a superintendent in our 700 Division (D-730 and D-760) until his transfer back to Gdyr-Akron in 1957, has a new title. He is now director, Films, Flooring & Adhesives Manufacturing Operations. Five plant managers--Ashland, Calhoun, Merced, Plant B, and St. Marys plus the superintendent of Plant C report to him. Tom is 53, already has 36 years of service.

GERRY SLAVIN is the founder and president of an international organization known as the S.O.B.'s, the Sons of Bosses. Although it is relatively new, membership is almost 1,000 with 20 active chapters and twice that number being formed.

DID YOU KNOW that residents of Alaska, America's coldest state, are the largest per-capita consumers of ice cream? The average Alaskan eats more than six gallons of ice cream a year, about twice the national average.

THE MAXIMUM Social Security a couple retiring at age 65 this year can get is \$399.20 a month (Unless the wife has worked long enough and made enough to exceed a wife's benefits). If prices rise 2.75 percent, wages go up five percent a year, and the law isn't changed, the maximum for a couple retiring at age 65 ten years from now would increase to \$709.50.

MONEYSWORTH says that if you are considering the purchase of a new refrigerator and/or freezer look at Philco-Ford's new line. They use 30 to 50% less electricity than other comparable models because of a new insulation system.

HOLIDAY INN University opened in October, 1972 on an 88-acre campus near Olive Hill, Mississippi. Holiday Inn employees from all over the world are brought to HIU to further develop their professional and managerial abilities. The university also offers Extension Institute programs to all of their managerial personnel in the U.S., the Caribbean, and Belgium. By the end of 1973, enrollment should reach 1,500. Any manager who completes 150 credit hours receives the coveted "Perseverance Award;" completion of 1,000 hours earns him (or her) the "Enthusiasm Award."

C. F. JOSVANGER was recently appointed plant manager, Films & Flooring Manufacturing, Gdyr-Plant B in Akron. Charles was a Technical Division employee here a total of about 25 months. He was transferred to Akron in 1957. He reports to T. W. Leary, another former GAT employee.

DID YOU EVER HEAR of "Hydroponics?" It is a novel and little known form of farming in which fruits and vegetables are grown in water instead of soil. Yield is as much as four times greater than field-grown crops but hydroponics is usually done in a framed enclosure (greenhouse) where crops are grown under ideal conditions. Tomatoes are the most frequently grown crop.

AEROJET-GENERAL CORP. used to have seven volumes of Standard Practice Instructions to guide its managers. Two years ago, they installed "Management By Commitment" and MBC has reduced the seven volumes to a two-page memo.

THOUGHTS ON MANAGEMENT

THIS FLAG, which we honor and under which we serve, is the emblem of our unity, our power, our thought and purpose as a nation. It has no other character than that which we give it from generation to generation. The choices are ours. It floats in majestic silence above the hosts that execute those choices, whether in peace or in war. And yet, though silent, it speaks to us--speaks to us of the past, of the men and women who went before us, and of the records they wrote upon it. We celebrate the day of its birth; and from its birth until now it has witnessed a great history, has floated on high the symbol of great events, of a great plan of life worked out by a great people...

-- Woodrow Wilson (in 1917)

AT ODDS with our city, we traveled to Rome; and thought what a pity, it wasn't like home.

-- Nova Trimble Ashley

IT IS THE FATE of each of us to die at some future date. Until recently, we have in America been engaged in a vast repression of that fact. But if we frankly accept the fact of death, we can drive our car more carefully or stop smoking in order not to bring on our death so quickly. In our freedom we can mold fate though we cannot escape it.

-- Rollo May, "The Tragic Sense"

SPEECH is civilization itself. The word, even the most contradictory word, preserves contact. It is silence--which isolates.

-- Thomas Mann (1875-1955)

THE MODERN MANAGER strives to be a total individual. He constantly seeks ways of improving himself. He reads a variety of business publications, attends important seminars, and participates in courses for self-improvement. He takes these actions to meet increasingly complex job requirements. The modern manager must be totally involved. The business world recognizes that to be effective, a manager should grow through active involvement in all facets of society.

-- from Xerox publication

MAN is the only animal that can be skinned more than once.

-- Laughing Matter

DOCTORS TELL US that hating someone can cause ulcers, heart attacks, headaches, skin rashes and asthma. It doesn't make the person you hate feel very good either.

-- The Haskel Booster

THE PAST continues to serve as a prologue to the future. But just as it has been necessary to "study the past or be doomed to repeat it," it is essential that the manager consider the future or be doomed to destroy it. The future--even more than the past--belongs to those who are prepared for it. The meek may inherit the earth, but the competent will control it.

-- Robert M. Fuller, professor of Mgt., Georgia St. U.

THE LIFE of every man is a diary in which he means to write one story and writes another. And his humblest hour is when he compares the volume as it is with what he hopes to make it.

-- James M. Barrie (1860-1937)

I WANT TO WARN that anti pollution is not what we politicians call a "warm puppy" issue, one which if we pass enough laws, spend enough money, and have a good heart, happiness is assured and soon America will be beautiful again. Anti pollution means that someone will be hurt. Profits must be cut; comforts reduced, taxes raised, sacrifices endured.

-- Senator James B. Pearson

OVERHEARD in the Garden of Eden--Eve: "Adam, do you love me?" Adam: "Who else?"

-- The Houghton Line

WE SHOULD DRAW OUT the other person's thinking when we disagree with him or find his position questionable, rather than immediately throwing back our counterargument. How can we reply to the other person's conclusions when we don't know the premises underlying them? We must explore each other's premises in order to link our thinking. Otherwise, we're just taking turns talking, with neither of us reaching the other.

-- Jesse S. Nirenberg, "Communicating for Greater Profit"

LIFE is like an onion; you peel off one layer at a time, and sometimes you weep.

-- Carl Sandburg (1878-1972)

A THOUGHTFUL MIND when it sees a nation's flag, sees not the flag, but the nation itself. And whatever may be its symbols, its insignia, it reads chiefly in the flag, the government, the principles, the truths, the history that belong to the nation that sets it forth. The American Flag has been a symbol of Liberty and men rejoice in it.

-- Henry Ward Beecher (1813-1887)

WHO'S WHO IN MANAGEMENT

H. DAVID DAUTEL is an industrial relations staffman in the General Training Department (221). His duties include preparing and presenting programs for first-line supervision, instructing apprentices, and coordinating the GED, Personnel Upgrading, and the "Successful Supervisor" home study course. He also compiles ALERT, the monthly newsletter for first-line supervision. He reports to H. McCLELLAND, training director.



Mr. Dautel graduated from Portsmouth High School, received a B.A. in Social Science from Cedarville (Ohio) College, a B.S. in Education from Central State College (Wilberforce, O.), and used our Educational Assistance Program to gain a MBA from Marshall University (Huntington, W. Va.). After high school, he was an apprentice carpenter for 15 months; taught school at Clay, West Portsmouth, Portsmouth and New Boston, a total of nine years. He became a GAT employee in September, 1969.

Dave, his wife, Donna, and their two daughters live at 1427 Rosemount Road, Portsmouth. Debra (14), is a sophomore at Clay H.S., and Dawn (11), is a sixth grader at Rubyville Grade School. They are members of the Temple Baptist Church in Portsmouth, where he is vice chairman of the Board of Deacons and a member of the finance committee. His memberships include the United Commercial Travelers, Association of MBA Executives, and the GAT Foremen's Club.

GAT NAMES AND FACES IN THE NEWS



M. W. HARTLE



M. G. WEBB



N. F. REITER



E. HARTNETT



C. A. ECKHART

M. W. HARTLE was recently elected to the Board of Directors of the Ohio Society for the Prevention of Blindness. He and his wife were in Alberta, Canada recently where Merle spoke to 1,500 members of Lions International at a convention in Calgary.

M. G. WEBB is now president of the United Commercial Travelers Secretary-Treasurer Association of Ohio. Jack is secretary-treasurer of UCT River City Council No. 11 and was presented a "roving" trophy for being the top enroller in Ohio at the 84th grand convention of the UCT in Cincinnati.

N. F. REITER is secretary and E. HARTNETT a vice president of the Portsmouth Area Management Club Board of Directors.

MRS. CONNIE ECKHART is chairman of the Future Secretaries Associations committee for the Buckeye chapter of the National Secretaries Association. The chapter will sponsor a Future Secretaries chapter at Scioto Technical College.

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