

# GAT Management NEWSLETTER



Editor - H. McClelland

April 3, 1974

A COST SAVINGS luncheon was held March 13 to honor employees, 56 new and 27 "repeaters," who had their "I" deas implemented during 1973. Included in the group were three men who have been "winners" for all five years the program has been in existence. They are: G. W. PARKS, C. A. SECREST, and R. SIMPKINS. Four year winners are: W. A. HOCKENHEIMER and J. G. PHILLIPS.

THE ONLY SALARY EMPLOYEES with 20-year anniversaries before our next issue are: C. H. CANTER, D-112, on April 5; and C. R. HOLDREN, D-761, on April 12.

BOY SCOUTS from four counties hand-planted about 3,000 pine seedlings on plantsite March 30 as they helped in GAT's reforestation program this spring which is to total more than 25,000 seedlings.

THE SAFETY DEPARTMENT conducts an annual survey of all portable ladders on plantsite. The present total is 331.

SCIENCE DEMONSTRATIONS not previously reported include: J. R. ARMSTRONG and R. W. SPARKS for about 250 7th and 8th grade students at Zane Trace on February 21; a special radiation demonstration for 35 members of a 9th grade science class at Zane Trace by H. S. SPRING and C. R. WALKER on February 21; a regular demonstration for 300 7th and 8th grade students at Jackson H.S. on March 5 presented by J. R. ARMSTRONG and N. F. REITER; one at Chillicothe's Smith Jr. H.S. for 500 9th grade students on March 20 by R. D. JACKSON and L. G. SWOPE.

D. J. BLANTON, VIRGINIA McDONALD and MRS. CONNIE ECKHART are members of the 14-member Business Office Education Advisory Board at Piketon H.S., and they attended their annual Awards dinner at the Lake White Club on March 14. VIRGINIA McDONALD, G. J. WILLIAMS and JIM GRANT participated in the Career Day for Waverly and Piketon eighth grade students on March 20.

NEW SALARY EMPLOYEES include: MRS. JEANNE MOUNT, steno in D-224. She graduated from Chillicothe H.S., and from a business school in San Diego, Calif. Last employment was from 3/72-12/73 for a firm of lawyers in Portland, Oregon. W. D. NUNN is her father. MRS. DONNA J. MONTLER, clerk typist in D-224, graduated from Walnut Ridge H.S. in Columbus and took a key punch course at Automation Institute. Her husband works in D-541.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

FIRESTONE Tire & Rubber Co. had all of its 60,000 U.S. employees attend a three-hour program entitled "You and Firestone." Payroll costs alone were about \$1 billion. Covered in the program were the company's history and goals, employee benefits, quality control and productivity, and what the company was doing about the energy crisis and equal employment opportunities. Approximately 90% of the employees believe the program was valuable to them and the company.

FOR A FREE COPY of "Home Energy Saving Tips" write: Consumer Product Information Center, Pueblo Colo. 81009.

FOUR OUT OF FIVE PEOPLE over 18 in this country have drivers' licenses; five out of six households have automobiles; there are more than 117 million cars and trucks registered; and some 25,000 communities are entirely dependent upon road transport and car travel.

THE EDITOR of "Industry Week" says that at least 42% of the price of gasoline to the consumer ends up in a federal, state or local tax coffers.

INSTEAD OF COMMUTING to classes on the University of Southern California campus, part-time students in the Los Angeles area can take one or more of 30 courses which are now broadcast over four channels into company or USC's nearest regional classroom. A daily courier service picks up and delivers necessary class materials. FM radio lets students participate in class discussions. An estimated one million energy-critical commuter miles will be saved by 1975 with the new arrangement.

DID YOU KNOW that the flower buds, flowers, and young pods of redbud can be fried in butter and eaten while the flowers can be used for salads and pickles?

THE BEMIS CO. contacted 200 retirees and asked them to fill out a questionnaire about what they were doing. The answers left no doubt that remaining active is the key to successful retirement. The ones that were enjoying it most were starting a second career or traveling, gardening, fishing or engaged in community affairs.

THE AVERAGE GAS WELL costs \$170,000 to drill, and if it is an exploratory hole, it has less than a 20% chance of striking gas in commercially feasible quantities.

RCA recently demonstrated the largest solid state sensor announced to date. Known as a charge coupled device (CCD), it is a nickel-size silicon chip containing over 120,000 electronic elements. Possible future tubeless TV cameras using CCD's could be the size of a cigarette pack or smaller, rugged, highly reliable and low in cost.

IN 1973, for the 58th consecutive year, the parent company was able to say "More People Ride on Goodyear Tires Than on Any Other Kind."

THE CO-AUTHORS of an article in "Harvard Business Review" says that as U.S. industrial corporations have grown more complex, the number of middle managers has increased faster than either the worker or the top management population. The unavoidable result has been arrested career development for many thousands of managers (6% to 12% of the total in the average firm). The authors call these people "shelf sitters" and offer a plan to "cope with both the impracticality and the inhumanity of the present system." They suggest that organizations provide educational "green stamp" benefits that encourage managers to prepare for second careers. The value of a stamp would be the cost of a graduate-level course and a manager would earn five a year--a maximum of 50. A manager could not start redeeming the stamps until after five years as a manager. Eligibility for early retirement would be limited to those who had at least 10 years service, not over 45 years of age, nominated for a promotion and then passed over two successive times. In addition, there would be separation pay, medical and life insurance benefits would continue for two years, and if the individual wanted to start his own business, low-interest loans would be available.

THE LONDON DAILY MAIL cites a 10-year study of 912 people on controlled diets which concludes that genetic factors are more important than diet in determining the amount of cholesterol in the blood.

WOMEN WORK for the same reason now as they did 15 years ago according to a U. of Michigan study. Money. Not challenge or "fulfillment" or to escape boredom at home. It was the principal reason mentioned by 89 percent of the men and women polled during two Detroit-based opinion surveys, and the only reason given by 55 percent of them. Although 797 persons were interviewed in the first survey and 1,881 in the last, the responses were almost identical

## THOUGHTS ON MANAGEMENT

TIME MANAGEMENT contains one great paradox: No one has enough time--yet everyone has all there is. This paradox drives home the point that time is not the problem; the problem is how we utilize time. Most people take a haphazard approach to managing their time, but every hour spent in effective planning saves three to four in execution, and gets better results. Both long-range and daily planning, preferably formulated before or after business hours, are essential to effective utilization of personal time.

--Alec Mackenzie

THE BEST THING about spring is that it comes when it is most needed.

--New York Times

HOW DO YOU account for the difference between those who "make it" and those who "bomb out" in any effort in life. Talent isn't the whole answer. Nor is luck. There is another element that helps separate the winners from the losers and it's called attitude. When a winner makes a mistake, he says: "I was wrong." When a loser makes a mistake, he says: "it wasn't my fault." A winner goes through a problem; a loser goes around it, and never gets past it. A winner says: "I'm good, but not as good as I ought to be," A loser says: "I'm not as bad as a lot of other people." A winner listens; a loser just waits until it's his turn to talk. A winner feels responsible for more than his job; a loser says: "I only work here."

--Robert E. Kerper, Jr., editor KBI News

AS ONE WHO HAS JUST PAID for a load of topsoil, I can vouch for this: There may be some things that are dirt cheap, but dirt isn't one of them.

--Sylvia Bremer

IT IS EASY to define a liar. He is someone who has no respect for the truth and regularly departs from it. He tells the truth only by haphazard coincidence or because the truth seems to serve him better than a lie. It is also easy to define a fabricator. He is someone who respects the truth but permits himself the convenience of operating in the wide swath of gray area that exists between truth and lie. A fabricator stretches the truth. He bends it a little. Or a lot. There are many words to describe liars and fabricators. Significantly, there is no word for someone who always tells the truth. That shows how rare a bird he is.

--Richard R. Canarroe, "Bravely, Bravely in Business"

I CAN NEVER lose the feeling when I spread plant food on the lawn each spring, that I am doing something I will regret before the summer is over.

--Burton Hillis

EMPLOYEES who have a great deal of drive, initiative, enthusiasm, and spirit are often identified as "achievers," and they are much sought after as valuable assets to an organization. This search for achievers has become even more intense in recent years, with the increasing amount of attention given to improving productivity. "If only we could find more self-motivated people," is the cry of managers throughout the country, but there doesn't seem to be enough achievers to meet the needs. What's happened to them? Where have they all gone?...If business is your "game," and if you wonder where all the achievers have gone, look around you; they may be stagnating in your organization. Perhaps your work environment has been stifling employee motivation and productivity...

--George Truell, "Where have all the achievers gone?"

WE ARE probably entering an age of scarcity, but I don't believe that is bad. It **is an** axiom that disciplined children are happier **than** undisciplined ones. The same is true of grown-up nations.

--Howard K. Smith, TV newsman

A MERCHANT, hearing that the natives of a South Sea island had more gold than they knew what to do with, decided to help them out and sailed to the island with a boatful of onions. The natives, never having tasted onions, were so delighted with the new delicacy that they exchanged a shipload of gold for them. The merchant's business rival decided that if the natives liked onions they would like garlic even more. He visited the island with a shipload of garlic, and sure enough, they were delighted. When he asked gold in return, he was informed that they would not consider giving him anything so commonplace, and they, therefore, turned over to him their most prized possession--a shipload of onions.

--from "Sunshine Magazine"

THERE WAS an old man with a beard, who said: "It is just as I feared. Two owls and a hen, four larks and a wren have all built their nests in my beard."

--Edward Lear (1812-1888)

## WHO'S WHO IN MANAGEMENT

HENRY H. THOMAS, JR. is a senior technical man in D-523, Materials Technology. He heads the Materials Development and Evaluation section consisting of five salaried personnel. The section's functions include testing and evaluation of corrosion and consumption of materials, development of protective coatings and experimental alloys, and certain materials failure analyses. He reports to S. W. WOHLFORT, supervisor.



Dr. Thomas graduated from Homer (N.Y.) Central High School, and received a B.Met.E. (cum laude) and a Ph.D. in Solid State Science and Technology from Syracuse (N.Y.) University. He worked as both a research assistant and as a teaching assistant there while obtaining his Ph.D., and then accepted a post doctorate research assistant position with Pennsylvania State University for the following year. He became a GAT employee on 4-28-69.

Henry, his wife Sandra (a registered nurse who works for the Board of Health), and sons, Scott (11) and James (9), live at 105 West Fourth Street, Waverly. He is a member of the American Society for Metals, American Chemical Society, Ohio Historical Society, Ohio Academy of Science, Pike County United Fund (board member and past chairman), Waverly Planning Commission, Pike County Regional Planning Commission (past chairman), Waverly Jaycees (board member and past president), Waverly Little League (co-chairman), Tau Beta Pi, Phi Lamda Upsilon, Phi Kappa Phi (all honorary fraternities), and the GAT Foremen's Club (past trustee). With all of these activities it is not too surprising that he received the Waverly Jaycee's "Distinguished Service Award" in 1971. He is also an amateur beekeeper and reads history.

### GAT NAMES AND FACES IN THE NEWS



D. E. BOYD



H. D. DAUTEL



G. D. ALTHOUSE



N. H. HURT

D. E. BOYD will speak to the Chemistry and Physics classes at Marietta College April 17 on "The Electron Microprobe."

H. D. DAUTEL is a member of the board, Ohio Association of Adult Educators (O.A.A.E.). The Board meets five times a year, each time in a different part of the state. Dave was elected during an annual two-day conference in Columbus, March 27-28.

G. D. ALTHOUSE is president of the Pike County Airport Authority. He and his fellow members are responsible for operating, maintaining and making improvements to the airport.

N. H. HURT was the speaker at a dinner meeting of "Presby-Mates" (adult social group of First Presbyterian Church in Chillicothe) on March 12. His subject was "Energy, 1974" and there were 120 present.

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