

# GAT Management NEWSLETTER



Editor - H. McClelland

R. L. DUFFEY  
ENGINEERING

D-761  
X-100

August 21, 1974

MOST OF OUR EMPLOYEES live in Jackson, Pike, Ross or Scioto Counties, but as of August 1, 46 live "elsewhere in Ohio," 47 live in Kentucky, and four in W. Va. It would be interesting to know who lives the farthest from the plant. If you have a nominee, please call Ext. 2298 and give us name, address and distance driven.

SALARY EMPLOYEES with 20-year service anniversaries before our next issue (Sept. 4) include: W. E. DUNCAN, SR., D-523, on August 24; R. D. NEWMAN, D-532, and C. E. OSBORNE, D-113, on August 30; MRS. ALMA J. CORRIELL, D-730, H. E. GOWDY, D-737, E. LITTERAL, D-552, and D. J. PROSCH, D-331, all on September 1.

GAT COLLEGE RECRUITERS will visit 32 colleges and universities (some of them twice), starting in October and ending in February. Sixteen schools will be visited before Christmas, 18 in January-February. Following these visits, a number of seniors will be invited to come to plantsite. Last year, our recruiters were at 24 schools.

NEW SALARY EMPLOYEES include STEVEN R. AKERS, buyer in D-411. He has a B.S. in Industrial Technology from Morehead St. U. LARISSA N. ROSE, steno in D-411, has an Associate Degree in Business from Scioto Tech. College. LEROY D. McMANIS, engineer, sr. in D-761, has certificates in engineering from Ohio U. and International Correspondence Schools, has been an engineer at the Mead Corp. since 1952. WILLIAM S. TERRY, mail clerk in D-423, has been attending Ohio U. at Ironton.

RECENT TRANSFERS include B. E. VANCE from D-423 to D-242; MRS. BONADEAN L. DAVIS from D-224 to D-734; MRS. VICKI E. RATLIFF from D-852 to D-823; L. E. DEACON from D-551 to D-521; MRS. DOROTHY M. KALFS from D-411 to D-511; L. W. SMITH from D-423 to D-375; and H. E. GOWDY from D-732 to D-737.

"WATER: FRIEND OR FOE" is a good film to show to those who are interested in water safety. It is in our film library, is in color and runs 22 minutes. A number of dramatic episodes are shown set in a variety of situations involving accidents in both still and running water. Basic water safety and rescue information is also given.

W. R. MILLER has been named director of Equal Employment Opportunity for the parent company on a corporate-wide basis, Bill was a GAT employee until his transfer to Akron in 1962. He has been Goodyear's director of Corporate Safety.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

PEPSICO'S board chairman is a jogger and exercises regularly in the company's gym. He says, "If I find someone who hasn't been in the gym, I let him know he'd better get there." A sign in the gym reads: "We make young colts out of old 45's."

AT THE MOTOROLA CORP. plant in Fort Lauderdale, Fla., a pocket-size electronic signaling device called the "pageboy" is produced. Instead of assembly lines, each unit is assembled in its entirety by a member--usually a woman--of work teams that set their own production goals. The teams compete and each member of the team that produces the most each month is treated to a dinner by the company. Officials say that productivity is about five percent lower than it would be on normal assembly lines, but the quality is better and the morale of employees vastly improved.

SIGN OF THE TIMES: Quebec has a \$100,000 tower for pigeons near a city park. There is room for 1,000 of them and there are individual balconies, a pool, free food and a sophisticated heating system. The only trouble is, not a single pigeon has moved in!

THE ALUMINUM CO. of America has developed a magnet that repels aluminum. It functions on an eddy current principle, inducing electrical polarity in non-ferrous metals. First commercial use will be in a solid waste recovery system at Ames, Iowa, where the device will be used to repel aluminum as it moves along a conveyor with other waste. Trash, after it is separated, will be burned to supplement fuel for electrical generators.

FORD MOTOR CO. engineers tested a full-size 1974 car with a V-8 engine and found that at normal idle speed it consumed .0125 of a gallon of fuel per minute. But when the car was started up for 30 seconds every three minutes, the engine used only .005 of a gallon per minute.

GOODYEAR now has 67 production facilities outside the U.S. They are located in 33 countries.

THE BOB EVANS Farms, Inc. people, who are well known because of their sausage, also own and operate the Kentucky Fried Chicken restaurant in Gallipolis (curb and carry-out plus inside seating for 62). In fact, they do it so well--1973 sales increase of 29%--that they just won the KFC National Achievement Award.

IF YOU ASK any group of people (25 or more) to either individually list (use pencil and paper) or to collectively list (someone writes them on a big blackboard) all the things they dislike about other people--their friends, business associates or acquaintances, neighbors, anybody they come in contact with, you can count on three things heading the list. Tactlessness and impoliteness will show up 23% of the time. Being too aggressive will be listed by 19% and "sloppy dress" by 10% of the group. Then if you ask yourself, "Is it possible people don't like me for some of these same reasons," you can probably pick out defects, which if you work on them, can improve your personality.

--William J. Tobin "You Can Do Something About Your Personality"

THE BIGGEST MISTAKE you can make is to believe that you are working for someone else.

--Supervision Magazine's "The Last Laugh"

THE ABILITY of a brain to function has nothing to do with the sex of the body housing it. Too many women are still stunted by sex stereotyping that has governed the education of women for many generations and their opportunities in the business world.

--John H. Vogel, president, National Bank of America

VIRUS is a Latin word used by doctors which really means "your guess is as good as mine."  
--from "What's New in Electronics"

BUSINESS ENTERPRISE (or any other institution) has only one true resource: man. It performs by making human resources productive. It accomplishes its performance through work. To make work productive is, therefore, an essential function. But at the same time these institutions in today's society are increasingly the means through which individual human beings find their livelihood, find their access to social status, to community and to individual achievement and satisfaction. To make the worker achieving is, therefore, more and more important and is a measure of the performance of an institution. It is increasingly a task of management.

--Peter Drucker, "Management: Tasks, Responsibilities, Practices"

WATCH OUT when a man's work becomes more important than its objectives, when he disappears into his duties.

--Alan Harrington

## THOUGHTS ON MANAGEMENT

THINK BIG and you'll live big. You'll live big in happiness. You'll live big in accomplishment, big in income, big in friends, big in respect. --Dr. D. J. Schwartz, author of "The Magic of Psychic Power"

GO PLACIDLY amid the noise and haste and remember what peace there may be in silence. As far as possible without surrender, be on good terms with all persons. Speak your truth quietly and clearly; and listen to others, even the dull and ignorant; they have their story. Avoid loud and aggressive persons, they are vexations to the spirit. If you compare yourself with others, you may become vain and bitter; for always there will be greater and lesser persons than yourself. Enjoy your achievements as well as your plans. Keep interested in your own career, however humble; it is a real possession in the changing fortunes of time. Exercise caution in your business affairs; for the world is full of trickery. But let this not blind you to what virtue there is; many persons strive for high ideals; and everywhere life is full of heroism. Be yourself. Especially, do not feign affection. Neither be cynical about love; for in the face of all aridity and disenchantment it is perennial as the grass. Take kindly the counsel of the years, gracefully surrendering the things of youth. Nurture strength of spirit to shield you in sudden misfortune. But do not distress yourself with imaginings. With all its sham, drudgery and broken dreams, it is still a beautiful world. --Plaque in old Saint Paul's Church, dated 1692

NINETY PERCENT of management development takes place on the job, 10 percent can be acquired through formal training.

--William F. Cone, in Training and Development Journal

I WONDER if I'll live to see people also rated "G"; or those with too much blood and sex, "PG" or "R" or even "X." There was the scarlet letter "A," but that was in a bygone day. And now, though knowing at a glance a movie's nature in advance, you can't be sure of people thus, and this can cause a lot of fuss. A people lover, not a hater, I'd rather like the job of rater. I think that I, no sinless star, would probably be rated "R"! --Richard Armour

IT IS BETTER to say, "This one thing I do," than to say, "These 40 things I dabble in."

--Washington Gladden (1836-1918)

TELECOMMUNICATIONS encompasses all transfers of information both internal and external to an organization by electromagnetic means, including telephone, data, telegraph facilities, and "picture" transmission facilities and services. One management consultant firm claims that a telecommunications boom is about to begin and over the next 15 years telecommunications will have an impact on industry far greater than computers did in the last 15 years. Predictions include the almost complete elimination of the traveling salesman and a huge reduction in business travel because teleconferences will allow groups of people to communicate visually, verbally and graphically (including sending written material) over long distances.

THE BEST TWO safety suggestions of the month at Gdys's Topeka plant win the suggesters special parking privileges for the following month.

DID YOU KNOW the Young Men's Christian Association is not what the name implies? It is not just for young men, it is for men of all ages. It's not just for men, a third of its programs are for females. It's not just for Christians either. Anyone is welcome, regardless of religion (or lack of it), race, sex, color or creed.

THE PARENT CO. had an average of 152,929 employees last year. They were paid \$1,344,152,000.

ANALYSIS of over 200,000 association meetings by "Sales Meetings" magazine shows that Chicago leads all cities in the number of convention attendees with New York second--that's not too surprising, but would you have guessed that Atlanta is third? In order, the rest of the first 10 are: Washington, D.C., Dallas, Los Angeles, Detroit, Atlantic City, Philadelphia, and San Francisco. Cleveland is 21st, Cincinnati, 23rd, and Columbus, 24th.

W. R. BRYAN, executive director of Community Services for the parent company, will be the speaker for the United Way of Scioto County's kickoff dinner for their annual fund-raising drive on September 26.

OLDER PEOPLE are the fastest growing minority in the United States. According to an official of the U.S. Administration on Aging, the number of Americans over 65 shows a net increase of 1,000 a day. By the year 2000, if present rates continue, one in every nine persons (more than 29 million) will be 65 or older.

## WHO'S WHO IN MANAGEMENT

ELOISE THOMAS is the group leader, key punch machines in D-541. She is responsible for the activities of 6 key entry operators who take data from various plantsite operations and punch it in cards or put it on discs (all entries must be verified). Her duties also include the work distribution and scheduling, training and retraining of new machine operators, and informal personnel appraisals. She reports to P. E. FORSYTH, supervisor of Data Processing Operations.



Mrs. Thomas attended Roosevelt High School in Dayton, obtained an IBM certificate from Chillicothe Business School, took a Data Processing Equipment Operations Course at the National Institute of America (Chillicothe), an IBM Documentary Writing Course from the University of Dayton, and received Inforex Supervisor Station Training from the manufacturer in Cincinnati. She previously worked in the Data Processing Departments of Inland Mfg. Co. and Wright-Patterson Air Force Base. GAT employed her on July 1, 1966 as a keypunch operator. She also operated a verifier until she was promoted to her present position on March 1, 1974.

Eloise lives at Box 125, Sinking Spring, Ohio, and is a member of Grace Brethren Church. She is a widow, has a son Robert E., who is a career Navy man and lives in Virginia Beach with his wife Brenda and a year-old daughter. Her daughter, Mrs. Joseph (Kathy) Wollenhaupt, lives in Dayton with her husband, two sons and a daughter. She is a respiratory therapist at Kettering Hospital. Eloise enjoys interior decoration and traveling. She hopes to visit Hawaii some day.

## GAT NAMES AND FACES IN THE NEWS



F. E. PICKENS



J. D. HAMILTON



J. R. GEDEON



J. F. HALL, JR.



W. D. HUGHES

F. E. PICKENS and J. D. HAMILTON are co-chairman for the annual company picnic at Camden Park on August 31.

J. R. GEDEON and J. F. HALL, JR. judged the science exhibits at the Scioto County Fair.

W. D. HUGHES judged the art exhibit at the Scioto County Fair this year as he has for at least the last 10 years.

**FOR GAT USE ONLY**