

GAT Management NEWSLETTER



R. L. DUFFEY
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SALARY EMPLOYEES with 20-year anniversaries soon include: K. B. BOOTH, D-561; W. F. BYERS, D-113; W. T. DURBIN, D-814; J. E. GRANT, D-112; C. R. McNISH, D-113; A. W. REMY, D-737; J. E. RATLIFF, D-811, on 5/17; Q. ENGLAND, D-711; C. N. HILL, D-212; S. A. KOHUT, D-761; H. D. SMITH, D-533; E. K. STORER, D-851; A. L. WILLIAMSON, D-232, on 5/24; J. R. HOWERTON, D-761, on 5/26; E. L. DARDENNE, D-241; H. H. HATTAN, D-554; O. W. LOZIER, D-551; W. E. MARTIN, D-531; G. W. PARKS, D-731; W. W. STUMP, D-331; G. R. TOWLER, D-761; J. O. ZOELLNER, D-211, on 6/1.

F. A. KOEHLER was a judge at the Southwestern Regional Science Fair at Hamilton, Ohio on April 13. N. F. REITER was a judge at the regional science fair (exhibits by students from three states) at Marshall U. on April 19. J. E. RATLIFF is president, C. B. BURKHOLDER and W. D. HEHL are trustees of Indian Valley Swim Club. F. E. BAKER has been re-elected secretary-treasurer of the Pike County Pilot's Association. W. B. CHURCHILL has been advised by the Pennsylvania Board of Law Examiners that he passed their examination and is now eligible to practice law in their state. J. R. GEDEON and A. L. WILLIAMSON are two of the five members of a new housing development committee appointed by the president of the Pike County Chamber of Commerce to see what can be done to relieve the area's acute housing shortage. C. D. TABOR was one of the speakers at a Lake White Club meeting (April 29) where the problem was discussed.

THE COMPANY wishes to remind all employees that United States Savings Bonds are an excellent investment in their future and the future of the country. Interest rates have recently been increased. The Payroll Department will be happy to furnish information on payroll deductions to start a systematic savings account.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

UNIROYAL, INC. is conducting three-day "Self-Improvement Skills Seminar(s)." They are designed to provide management personnel with plans for action and different approaches to various management problems. Topics include: Problem Solving, Leadership Styles, Work Planning, Job Hindrances, and Job Enrichment. Initially, hypothetical problems are used. Then, via role playing and discussion, class members solve the problems themselves. In the job enrichment portion, jobs are broken down by each member and discussed by the group with a view to making the jobs more attractive to employees.

THE LOCKHEED-CALIFORNIA CO. (started in 1935) had 412 employees retire in January 1974.

THE CONNECTICUT MUTUAL Life Insurance Co. is running an eight-week pre-retirement seminar to "help employees greet retirement as an exciting and fulfilling way of life." Subjects being covered include: Health and Safety; Housing; Legal Affairs, Financial Planning; Meaningful Use of Time--including various volunteer opportunities such as Service Corps of Retired Executives, and the Retired Senior Volunteer Program.

THE CENTER for Democratic Institutions says that if current population trends continue, by the year 2000, half of the population will be over 50, and a third will be over 65.

EIGHT GOODYEAR PLANTS had no disabling injuries in 1973. Included were: the Ashland, Ohio plant (adhesives); Buenos Aires, Argentina (tires, tubes, industrial and shoe products); Cali Columbia, (tires and tubes); Chehalis, Washington (tread rubber); Luxmold in Luxembourg, Europe, (tire molds); Manila, Philippines, (tires and tubes); Melbourne, Australia, (tires and films); and New Delhi, India, (tires and tubes).

THE 950 EMPLOYEES at the PPG Industries Inc. plant at Crestline, Ohio, are receiving birthday cards from the plant manager this year which say: "We hope the cumulative experiences of this coming year of your life are worthy of the time elapsed."

WITHIN FIVE YEARS every Ohio high school graduate choosing not to go to college will be trained to go to work, says Ohio State U. vocational trade and industrial training expert Dr. Robert M. Reese. Fifty-seven vocational schools are planned, 22 are already in operation. Ohio's vocational school budget has increased from \$750,000 in 1954 to about \$20 million today.

SOME 680 Goodyear inventors, with a total of more than 1,800 patents to their credit, were honored by the parent company in February. The man with the most inventions has 42.

GENERAL MILLS offers its more than 2,900 employees in the Minneapolis area 24-hours a day telephone feedback (even from their homes) to three minute daily messages from management. Connected to the telephone at General Mills are three units of a machine called "Code-a-Phone." The message receiving tapes on each of the units have a two-hour capacity and as long as a caller doesn't pause more than 11 seconds, his entire message is recorded. G.M. calls the service "FactFone" and averages 160-175 calls daily and has had as many as 866 calls in one weekend. Every afternoon, messages are transcribed by a secretary exactly as spoken. They are typed on a specially designed form. If it is a question of a subject requiring special knowledge, it is forwarded to the company executive best qualified to answer. The program, by responding almost completely to comments and questions from employees is contributing to better informed, better satisfied and more highly motivated employees.

MANAGEMENT WORLD says some firms have placed live plants on shop floors to improve morale and efficiency. Some managers, too, take pleasure in caring for live plants in their offices.

FOR \$6.95 and your birthdate, Success Resources, Box 11831, Salt Lake City, Utah 84111, will use their computer and send you a printout that will chart your physical, emotional, and intellectual highs, lows, and changes day by day for an entire year. According to them, after 70 years of research, it has been determined that ever since birth, each person goes through physical cycles every 23 days, emotional cycles of 28 days, and intellectual cycles of 33 days. Thus you can know in advance when you will be at your best or worst and can plan accordingly.

WOMEN EMPLOYED, a Chicago group organized last April, has over 200 members. They are intent on combatting "low wages, lack of respect, deadend jobs, and unequal pay."

CELANESE COATINGS CO. has developed a new powder-painting technique. Objects are charged electrically and sprayed with similarly charged powder paint which adheres firmly when baked in the same way as liquid coatings. Overspray is recoverable through vacuuming and is entirely reusable.

THOUGHTS ON MANAGEMENT

WE HEAR A LOT OF TALK these days about the individual's right to do his own thing. But the only organization structure in which this is remotely possible is a hierarchical one. It makes the least demands on the individual to subordinate himself to the goals of the organization or to gear his activities into the needs and demands of others, Teams, by contrast, demand above all, very great self-discipline from each member. Everybody has to do the team's "thing." Everybody has to take responsibility for the work of the entire team and for its performance. The only thing one cannot do on a team is one's own "thing."

--Peter F. Drucker "New templates for today's organizations"

IF YOU BET on a horse, that's gambling. If you bet you can make three spades, that's entertainment. If you bet cotton will go up three points, that's business. See the difference?

--Blackie Sherrod

MANAGEMENT DEVELOPMENT is not training. Organizations often do themselves a grave disservice by confusing the two. There is value in giving managers the new data bases they need to operate effectively in a climate of rapid technological development. But knowing all there is to know about computer applications, finance, international trade, or marketing research is not management development. The difference between knowing a technology and knowing how to manage is so apparent that it is difficult to understand why some organizations cannot seem to make the distinction.

--Charles P. Bowen, Jr., "Let's Put Realism Into Management Development"

GO MAKE YOUR GARDEN fair as you can, you do not work alone; perhaps he whose plot is next to your will see it and improve his own.

--author unknown

MOST PEOPLE think that old people are living longer than those in past generations, but it's not true. It is young people who, escaping illness formerly fatal, are living longer. Americans over the age of 65 constitute 10% of the population; in 1903 they were only three percent of it. The span of life for those who escape its early perils is about the same today as when David played on his harp before king Saul.

--Dr. Francis J. Braceland

NOTHING IS GOOD or bad except by comparison.

--Thomas Fuller (1608-1661)

WE BELIEVE that every man bears the unalterable responsibility for keeping out of harm's way. This he owes to himself, his family, his fellows and his job. We believe that no man lives or works entirely alone. He is involved with all men, touched by their accomplishments, marked by their failures. If he fails the man beside him, he fails himself, and will share the burden of that loss. The true horror of an accident is the realization that a man has failed himself--and more--that his fellows have failed him. We believe that accidents are conceived in improper attitudes, and born in moments of action without thought. They will cease only when the proper attitude is strong enough to stop thoughtless or careless action. We believe that the prevention of accidents is an objective which covers all levels of rank, organization and procedure. We believe that freedom from harm is not a privilege but a goal to be achieved and continued day after day. We believe that the elimination of injury and pain through accidents is a moral obligation upon which the final measure of our performance directly depends.

--Safety Creed of Greater Chicago Chapter, A.S.S.E.

SCIENCE may never come up with a better office communication system than the coffee break.

--Earl Wilson

SOLITUDE is not the exceptional state of man; it is normal. Every man spends much of his time alone with himself, and even more in periods of illness or of sorrow. A whole world, invisible without, a man creates within his own personality. There he lives; there he adventures; there he is happy, if he is happy; there he suffers. If he cannot command this world of his own making, he is miserable indeed.

--David Grayson in "Sunshine Magazine"

IN THE NEXT CENTURY, it will probably be the early mechanical bird that gets the plastic worm out of the artificial grass.

--General Telephone's "Generally Speaking"

EXPERIENCE is a very funny thing. Experience is a tool. It has very little value by itself. Its real value depends on the skill and the intelligence of the person that's holding it. What can he do with it? An individual can use his experience as a springboard to leap into the future, or he can use it as a rearview mirror to focus his attention on the past. If he uses it as a rearview mirror, it is about as valuable as a parachute that opens on the second bounce.

--J. Lewis Powell, speaker and management consultant

WHO'S WHO IN MANAGEMENT

ROY M. HINTON, JR. is a foreman in D-711, Electrical Maintenance. He directs the activities of several electricians as they maintain all electrical systems and equipment in the X-333, X-705, X-744G and X-744H building and warehouses 17 and 18. He reports to Q. ENGLAND, supervisor.

Mr. Hinton attended Union Scioto High School in Chillicothe for one year, got his high school equivalency certificate through our GED program in 1971. He served in the U.S. Navy (4/43-12/45); joined the Naval Reserves when the War was over and served 26½ years, retired in 1972 as chief petty officer. In 1947, he attended the National Electrical Trade School in Kansas City, Mo.; then returned home and worked as an electrician in Chillicothe and vicinity from 1948 until becoming a GAT employee as an electrician on 11/8/54. He became an instrument man in September 1970; was transferred and promoted to his present classification 4/1/73.



Roy and his wife, Shirley, live in Huntington Township, Ross County. Their three children, two daughters, Sharon and Jenifer, and a son, Danny, are all married and the Hintons have six grandchildren. They are members of First Assemblies of God Church where Roy is a board member. He is also chief of the Huntington Township Volunteer Fire Department, a member of American Legion Post #757 in Chillicothe and the GAT Foremen's Club.

GAT NAMES AND FACES IN THE NEWS



H. STEINHAUSER, JR.



C. R. MILLHUFF, II



D. J. BLANTON



N. H. HURT

H. STEINHAUSER, JR. was awarded the Scout Statuette for outstanding service to the Boy Scout Program. The presentation was made at the Chief Logan Council BSA Annual Appreciation dinner in Chillicothe on April 20. Henry is presently a member of the Executive Board.

C. R. MILLHUFF, II is the new president of the Goodyear Men for Christ, a group that meets monthly for a luncheon program in the cafeteria.

D. J. BLANTON spoke to the faculty and student council of Notre Dame H.S. on April 25 on how education at the high school level is meeting GAT's needs and how it could be improved.

N. H. HURT was the speaker at the Portsmouth Evening Lion's Club dinner meeting on April 22. His subject was "The Portsmouth AEC Plant--Past, Present and Future."

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