

Happy November 1st

Hard to believe – Santa Claus will be here in only 54 days. Be sure you are on his nice list and not his naughty list. Merry Christmas.

Congratulations

“If it is to be – it is up to me!”

ALP = Advanced Leadership Program
CLP = CommScope Leadership Program
ELD = Enterprise Leadership Development - CommScope
EMP = Executive Management Program
IMP = In-house Management Programs
MCG = Managing Change Workshop
NEG = Negotiation - CommScope
PSP = Professional Sales Program

CASTLES, Dan – (IMP) – Founder & CEO Telestream, Inc. – 848 Gold Flat Rd., Nevada City, CA 95959 – Bus – 530-470-1304 – Cell – 530-906-5944 – danc@telestream.net - has sold his company to Thoma Bravo a private equity firm. Dan and Board Member **FRIEDLAND**, Rick – (IMP-retired Chairman, CEO & President of General Instrument – friedlands@gmail.com) - are planning a celebratory bone fishing trip to the Bahamas. (*I hope they will all so catch some fish!*)

CARLSON, Don – (IMP-retired) – 1439 Crestview Drive, Camano, WA 98282 – 360-387-8727 – Cell – 360-722-9345 – snookiedon@gmail.com - has been elected President of the Mt. Baker Council. The State of Washington has a State Federation of Square and Folk Dancing comprised of a number of regional councils. The Mt. Baker Council covers Seattle north to the border and east to the Cascade Crest. The Mt. Baker Council has over a 1,000 dancers. (*Do-Si-Do.*)

GROTE, Brandon – (EMP-24) – is now Global Marketing Manager – Swagelok, 31500 Aurora Rd., Solon, OH 45011 – Bus – 440-649-3482 - Cell – 216-650-1161 - Brandon.grote@swagelok.com.

KAMMERER, Edward – (PSP-01) – is now Director of Global Product Management - OPW-Fueling Components, 9393 Princeton Glendale Rd., Hamilton, OH 45011 - Bus - 513-370-0411 – Cell – 513-235-2555 – ekammerer@opw-fc.com.

MOORE, Bob – (EMP-11) – is now Region Engineer, North Central – CONTECH Engineered Solutions LLC, 11155 Chaparral Ave., Shakopee, MN 55379 – Bus & Cell – 612-247-7134 – bmoore@conteches.com.

SWENSON, Scott – (EMP-11) – is now Vice President Manufacturing – Heiltrailer, 500 Randall St., Rhome, TX 76078 – Bus – 817-430-1472 – Cell – 817-832-7455 sswenson@heiltrailer.com

THOMAS, J. T. – (PSP-12) – is now Sales Representative – Company Wrench, 123 Wilson’s Mill Rd., Extension, Smithfield, NC 27577 – Cell – 843-655-5352 j.thomas@companywrench.com.

TOWNSLEY, Linda – (ALP-03) – is now Director HR/Global Safety – OPW-Fueling Components, 9393 Princeton Glendale Rd., Hamilton, OH 45011 - Bus - 513-870-3247 – Cell – 513-504-3920 – ltownsley@opw-fc.com.

Correction

The October Newsletter had the wrong email address for **SMITH**, Gerado – (PSP-03.) The correct address is gsmith@leespecialties.com.

2013 → 2015 - Seminars

Executive Management Program

2014

Class 46

(Only three openings left)

▶ **Week 1 – Feb. 10 – 14, 2014** ◀

Week 2 – May 19 – 23, 2014

Week 3 – Aug. 11 - 15, 2014

Week 4 – Nov. 17 - 21, 2014

Week 5 – Feb. 16 – 20, 2015

Class 47

▶ **Week 1 – Jun. 16 – 20, 2014** ◀

Week 2 – Sep. 15 – 19, 2014

Week 3 – Dec. 08 – 12, 2014

Week 4 – Mar. 16 – 20, 2015

Week 5 – Jun. 15 – 19, 2015

Class 48

▶ **Week 1 – Oct. 13 – 17, 2014** ◀

Week 2 – Jan. 19 – 23, 2015

Week 3 – Apr. 13 – 17, 2015

Week 4 – Jul. 13 – 17, 2015

Week 5 – Oct. 19 – 23, 2015

Professional Sales Program

Class 14

▶ **Week 1 – Jan 13 – 17, 2014** ◀

Week 2 – May 05 – 09, 2014

Week 3 – Sep. 29 – Oct 3, 2014

Week 4 – Feb. 16 – 20, 2014

(To enroll participants in any class or to obtain detailed information please contact Tom Stevens at inmco@mindspring.com or call 865-458-3429.)

Chronological Calendar – 2013 - 2014

2013

EMP 43/4 – NOV 11 – 15

EMP 45/2 – NOV 18 – 22

EMP 42/5 & PSP 13/4 – DEC 09 – 13

2014

▶ **PSP 14/1 – JAN 13 – 17** ◀

▶ **EMP 46/1 – FEB 10 – 14** ◀

EMP 43/5 – FEB 17 – 21

EMP 45/3 – MAR 10 – 14

Steven's Statement

Work (wûrk) n. Physical or mental effort or activity directed towards the production or accomplishment of something.

Work is both a burden and a need, both a curse and a blessing. Unemployment can create severe psychological disturbances, not because of economic deprivation, but primarily because it undermines ones self-respect. Work is an extension of personality. It is achievement. It is one of the ways a person defines herself or himself, measuring their worth and their productivity.

Outstanding performers love what they're doing. I'm not saying they like everything they do. Everybody has to do many mundane and routine things. In fact, there is an enormous amount of the routine in every job. Every great pianist has to do at least three hours of playing scales each day. And nobody will tell you they love it. You have to do it. It's not fun, but you enjoy it because even after many years you still feel your fingers improving. Pianists have a wonderful expression – "I practice until I have my life in my fingers!"

The same is true of the great managers I've known in business - they enjoy their work. Their comments about routine are – "It's got to be done, and I enjoy it because I enjoy my work!" And that is the difference, I believe in what is called a "learning organization" – one where the whole organization grows, learns and develops as compared to an organization that nobody misses after five o'clock.

I am concerned that parents, our educational system and the government are turning people against work. By parents saying, "I don't want my child to have to work like I did." The government is making it easy to be on various entitlement programs. The belief that everyone should have a college degree has led to the student loan program. Today's graduate leaves college owing \$100,000 to Uncle Sam, a Bachelor's and Master's degree in Eastern Mongolian Literature and no work experience – not even part-time. And parents go along with the idea by signing their kids up for the loan program. How about you? What are you teaching your children about work? Do they constantly hear you complaining about your work?

ACTION PLAN – 1. Make a list of things you like about your job. 2. Make a list of things you don't like about your job. 3. Come up with suggestions on how to change the things you don't like. 4. Discuss this list with your supervisor.

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"Those who consider work beneath them will be above doing it well." Alexander Chase.

"To crush, to annihilate a person utterly, to inflict on them the most terrible of punishments so that the most ferocious murderer would shudder at it and dread it beforehand, one need only to give them work of an absolutely, completely useless and irrational character." Dostoevsky.
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John's Jottings

On a recent trip to Massachusetts, we visited an old cranberry farm. It had 35 acres, an old building near a sandy parking lot and bog full of water. The farmer saw us get out of the car and walk towards the bog. He came over and offered to explain the process.

One bog was filled with water. About 4 inches deep except in the area of the ditches which were two or three feet deep. The water was cleaning the field by floating the clippings, husks, etc. to the surface where the wind caused them to move against the banks.

He explained that 97% percent of the cranberry crop was water harvested. Each cranberry has four air cavities, which cause them to float to the surface, pulling up against the fragile stem. A cutter pushed by a machine causes the berries to separate from the stem and fall into a catcher. The catcher loads a specific amount into containers sized to prevent the berries on the bottom from being crushed by the ones on the top.

Containers are stacked and tied together. In an effort to protect the bog and plants helicopters pick up the stacked containers and transport them to the sides of the field where they are collected on trucks and taken to the central processing facility. It takes between 4 and 6 weeks to harvest all 35 acres.

Cranberry plants are perennials. The ones we saw were 135 years old and still producing! If scraps had roots, they were carefully wrapped in wet paper and replanted at the end of the harvest. Careful husbandry.

The central location until 2007 used the same hundred-year-old hand process for separating the berries according to quality. A mechanized process was introduced that year, tried for two years, sidelined in favor of the old process while being "adjusted" and reintroduced in 2011. The adjusted process worked. Now cranberries are machine processed in four locations around the US.

Lessons learned -

1) Take care of your assets. The plants were still producing after 135 years! All harvesting processes, i.e., cutting, packing, transporting by helicopter, were designed to minimize stress on the field and plants.

2) Plan ahead. It takes new cranberry plants 3 to 5 years before they begin bearing.

3) Just because something is old doesn't mean it's bad. All cranberries were packaged the same old fashioned way until about 5 years ago. It worked.

4) Quality drives improvements. The packaging process was not changed until the end product exceeded the quality of the old process, even though expense savings were immediately realized. Are you as smart with your business as a cranberry farmer?

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"Getting the facts is only half the job – the other half is using them intelligently."
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Automobiles

In response to the October article on Automobiles **COTY**, Giles – (EMP-31) – Development Manager for Industrial Products – Mouvex, - Part of Pump Solution Group - ZI Plaine des Isles - 2 rue des Caillottes F-89000 Auxerre / France – Bus - +33 3 86 49 87 02 – Cell - +33 386 49 86 24 - coty@mouvex.com wrote –

“The first car to go 100 km/h, 114 years ago, was an electrical car. The La Jamais Contente was the first road vehicle to go over 100 kilometers per hour - (62 mph.) It was an electric vehicle with a light alloy torpedo shaped body using Fulmen batteries. The high position of the driver and the exposed chassis spoiled much of the aerodynamics. The light alloy, called partinium, is an alloy of aluminum, tungsten and magnesium. The land speed record was established on May 1st, 1899 at Achères, Yvelines near Paris, France. The vehicle had two direct drive Postel-Vinay 25 kW motors, running at 200 V drawing 124 Amperes each for about 68 hp, and was equipped with Michelin tires.

The Wooden Bowl

A frail old man went to live with his son, daughter-in-law, and his four-year-old grandson. The old man's hands trembled, his eyesight was blurred, and his step faltered.

The family ate together at the table. However, the elderly grandfather's shaky hands and failing sight made eating difficult. Peas rolled off his spoon onto the floor. When he grasped the glass, milk spilled on the tablecloth. The son and daughter-in-law became irritated with the mess.

“We must do something about father,” said the son. “I've had enough of his spilled milk, noisy eating, and food on the floor.” So the husband and wife set a small table in the corner. Grandfather ate there alone while the rest of the family enjoyed dinner. Since Grandfather had broken a dish or two, his food was now served in a wooden bowl. When the family glanced in Grandfather's direction, sometimes he had a tear in his eye. Still, the only words the couple had for him were sharp admonitions when he dropped a fork or spilled food. The four-year-old watched it all in silence.

One evening before supper, the father noticed his son playing with wood scraps on the floor. He asked the child, “What are you making?” The boy responded, “Oh, I'm making a little bowl for you and Mama to eat your food in when I grow up.” The four-year-old smiled and went back to work. The words struck the parents so, that they were speechless. Then tears started to stream down their cheeks. Though no word was spoken, both knew what must be done.

That evening the husband took Grandfather's hand and gently led him back to the family table. For the remainder of his days he ate every meal with the family. And for some reason, neither husband nor wife seemed to care any longer when a fork was dropped, milk spilled, or the tablecloth soiled.

What I've Learned With Age

I've learned that, no matter what happens, how bad it seems today, life does go on, and it will be better tomorrow. I've learned that you can tell a lot about a person by the way he/she handles four things - a rainy day, the elderly, lost luggage, and tangled Christmas tree lights.

I've learned that making a living is not the same thing as making a life. I've learned that life sometimes gives you a second chance. I've learned that you should not go through life with a catcher's mitt on both hands. You need to be able to throw something back sometimes. I've learned that if you pursue happiness, it will elude you. However, if you focus on your family, your friends, the needs of others, your work and doing the very best you can, happiness will find you.

I've learned that whenever I decide something with an open heart, I usually make the right decision. I've learned that even when I have pains, I don't have to be one. I've learned that every day, you should reach out and touch someone. People love that human touch - holding hands, a warm hug, or just a friendly pat on the back. I've learned that I still have a lot to learn. What have you learned my friend?

Political Economics 101

It's a slow day in the small town of Rocky Top, TN and the streets are deserted. Times are tough, everybody is in debt, and everybody is living on credit.

A tourist drives through town, stops at the local motel, and lays a \$100 bill on the desk saying he wants to inspect the rooms upstairs to pick one for the night. As soon as he walks upstairs, the motel owner grabs the \$100 bill and runs next door to pay his debt to the butcher. The butcher takes the \$100 and runs down the street to retire his debt with the pig farmer. The pig farmer takes the \$100 and heads off to pay his bill with his supplier, the Co-op. The guy at the Co-op takes the \$100 and runs to pay his debt to the local prostitute, who has also been facing hard times and has had to offer her “services” on credit. The hooker rushes to the motel and pays off her room bill with the motel owner.

The motel proprietor then places the \$100 back on the counter so the traveler will not suspect anything. At that moment the traveler comes down the stairs, states that the rooms are not satisfactory, picks up the \$100 bill and leaves.

No one produced anything. No one earned anything. However, the whole town now thinks that they are out of debt and there is a false atmosphere of optimism and happiness in Pinhook, TN.

And that, my friends, is how the politicians believe a “stimulus package” works!

“Americans have learned it is easier to vote for something they want than to work for it.”
