



THOUGHTS FROM THE EDITOR

At the beginning of the 20th century, when Napoleon Hill was commissioned by America's first billionaire, Andrew Carnegie, to find a success formula that could be used by the average person, Hill interviewed over 500 millionaires including, Thomas Edison, Alexander Graham Bell, Henry Ford, Charles Schwab, Theodore Roosevelt, John D. Rockefeller, William Wrigley, Jr. and William Howard Taft just to name a few.

The result of these interviews was Hill's lifelong work, *The Law of Success in Sixteen Lessons*, which boiled down to 17 Fundamental Principles of Success and was condensed into his book "Think and Grow Rich". Many of America's most successful people, such as F. W. Woolworth, founder of Woolworth stores and George Eastman (Eastman/Kodak), along with those mentioned previously, by their own testimony, owe their success to these 17 Principles.

While the Principles were written with personal development in mind, there are three principles that come to mind when I think of the TTMA and its place in Tri-State Manufacturing. They are:

- ❖ **Mastermind Alliance**
 - A mastermind alliance consists of two or more minds working actively together in perfect harmony toward a common definite objective.
 - Through a mastermind alliance you can appropriate and use the full strength of the experience, training, and knowledge of others just as if they were your own.
 - No individual has ever achieved success without the help and cooperation of others.
 - The value of "gathering together those of a like mind" is self-evident.
 - A group of brains coordinated in a spirit of harmony will provide more thought energy than a single brain, just as a group of electric batteries will provide more energy than a single battery.
- ❖ **Teamwork**
 - There is no record of any great contribution to civilization without the cooperation of others.
 - Enthusiasm is contagious and teamwork is the inevitable result.
 - A good football team relies more on harmonious coordination of effort than individual skill.
 - Most people will respond more freely to a request than they will to an order.
 - Helping others solve their problems will help you solve your own.
- ❖ **Creative Vision**
 - Creative imagination has its base in the subconscious and is the medium through which you recognize new ideas and newly learned facts.
 - Synthetic imagination springs from experience and reason; creative imagination springs from your commitment to your definite purpose.
 - Imagination recognizes limitations. Creative vision sees no limitations.
 - Your imaginative faculty will become weak through inaction. It can be revived through use.
 - The man who dipped a chunk of ice cream in chocolate and called it "Eskimo Pie" made a fortune for the five seconds of imagination it took to create the idea!

We are at the beginning of a new year and we have new opportunities to grow our businesses and to grow the TTMA. As an Association, we have established our Mastermind Alliance—we share a common goal—to keep Manufacturing alive and prosperous in the U.S. and in the Tri-State. We can work together by sharing work and attending meetings to share knowledge and ideas. This face-to-face time with colleagues will build harmonious relationships, inspire Teamwork and promote a convivial competitive spirit among us. When we meet and share ideas, we produce an environment for Creative Vision, synergies can be developed that motivate us into action, and before we know it, we are a thriving, productive, and successful organization that affects positive changes in our business community!

We have a **POWERFUL RESOURCE** at our fingertips! We need only to decide to **PARTICIPATE** on any level and there are virtually **NO LIMITS** to the things we can accomplish and the **BENEFITS** we will enjoy as U.S. manufacturers!

Joy Cariaga
Administrative Director

Business Matters...

Burn Your Boat by John Boe

I believe that the great HFL Hall of Fame coach, Vince Lombardi, had it right when he said, “The quality of a person’s life is in direct proportion to their commitment to excellence, regardless of their chosen field of endeavor.”

Do you agree with Coach Lombardi, or are you the type of person who has difficulty staying focused and keeping commitments? Do you allow the negative influences of fear, anxiety, self-doubt and worry to dominate your thinking and sabotage your results?

Sadly, most people fail to achieve their goals, not because they’re lazy or lack self-motivation, but because they were never “fully committed” to succeed! I can’t think of a single great achievement that has ever been attained without first a plan of action and then an unshakable commitment to its accomplishment. Walt Disney was arguably one of the most creative dreamers and determined men of the 20th century. Disney understood the power of commitment and would frequently tell those around him, “When you believe in a thing, believe in it all the way, implicitly and unquestionably.”

The ancient Greek warriors were both feared and respected by their enemies. In battle, the Greeks established a well-deserved reputation for their unsurpassed bravery and unshakable commitment to victory. The key to their overwhelming success on the battle field had far more to do with how the Greek commanders motivated the warriors than it did with issues of tactics or training. The Greeks were master motivators who understood how to use a “dramatic demonstration” to infuse a spirit of commitment into the heart of every warrior. Once the warriors had been offloaded from their boats onto their enemy’s shore, the Greek commanders would shout out their first order...“burn the boats!” The sight of burning boats removed any notion of retreat from the warriors’ hearts and any thoughts of surrender from their heads. Imagine the tremendous psychological impact on the soldiers as they watched their boats being set to the torch. As the boats turned to ash and slipped quietly out of sight into the water, each man understood there was no turning back and the only way home was through victory.

In your sales career your battles are not fought with weapons on foreign shores, but within the confines of your own mind. A truly committed salesperson does not have the luxury or the time for the self-indulgence of negative thinking. The true underlying motivation for all success is a deep and unwavering

commitment to the task at hand. The sales profession is a demanding and challenging career, but it also is personally rewarding and financially lucrative for those who are fully committed to becoming successful. If you are being pushed around mentally by thoughts of fear, anxiety, self-doubt and worry, it’s time to “burn your boat” and become fully committed to your sales career!

“Until one is committed, there is hesitancy, the chance to draw back, always ineffectiveness. Concerning all acts of initiative and creation, there is one elementary truth, the ignorance of which kills countless ideas and splendid plans: that the moment one definitely commits oneself, and then providence moves too. All sorts of things occur to help one that would never otherwise have occurred. A whole stream of events issues from the decision, raising in one’s favor all manner of unforeseen incidents, meetings and material assistance which no man could have dreamed would have come his way. Whatever you can do or dream you can, begin it. Boldness has genius, power and magic in it. Begin it now.” ~ Johann Wolfgang von Goethe ~

John Boe presents a wide variety of motivational and sales-oriented keynotes and seminar programs for sales meetings and conventions. Boe is a nationally recognized sales trainer and business motivational speaker with an impeccable track record in the meeting industry.

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The TTMA Student Reimbursement Program

The Student Reimbursement Program provides reimbursement to eligible students for the costs of course-required tools and books/manuals that are not otherwise covered. **The program is designed to award monies to students based on two separate categories of eligibility: Academic Excellence or Financial Need and Hardship.** It is offered to students enrolled in **Welding and Precision Machining programs** at Great Oaks, Butler Tech, and Cincinnati State; and not only will the instructors play an important part in identifying eligible recipients, but TTMA member companies will be key in promoting this new benefit to their employees.

The new program is designed to benefit all eligible students, whether they are juniors and seniors in high school or experienced adults who are enrolled in the designated programs for retraining and who are already part of the manufacturing workforce.

This benefit of membership replaces the Scholarship Fund, so be sure your co-workers get the information by making copies of the applications and announcement that were e-mailed to you in October available to them!

For more information about the new Student Reimbursement Program or for additional copies of the Announcement Posting or Applications, contact the TTMA at ttma@fuse.net or 859/431-8862

Company Bulletin Boards

While federal law does not require that a company have a bulletin board, the federal government, the federal government, as well as most states, requires that certain official notices be posted conspicuously in the workplace. Failure to do so may result in fines. Bulletin boards also serve as the most basic means of communicating with employees, including legally required postings and general interest information posted by employees. Union contracts often require bulletin board space be provided for use by the union. Employers should have a written policy on the use of bulletin boards.

Bulletin Board Checklist

Complete the following checklist to determine if you are making effective use of your bulletin boards. The goal is to answer “yes” to all questions.

- Do you have separate bulletin boards for company announcements and employee announcements?
- Are the number of bulletin boards appropriate for the physical size of your facility?
- Are bulletin boards prominently displayed?
- Do you have a policy concerning what may be posted?
- Is the policy in writing?
- Do you maintain a file of all notices posted on the bulletin board with notations as to the dates of posting and removal?
- Is there one individual designated to approve items posted on the bulletin board?
- Do you have a system for replacing notices that are torn, defaced, or lost?
- If a significant number of your employees cannot read English, do you include notices in their languages or provide other means of assistance?
- If employees are permitted to post “for sale” notices, do you have a company notice disclaiming responsibility for the accuracy of those advertisements?
- Do the bulletin boards contain all of the posters and notices required by law?
- If you have a union, do you maintain a separate bulletin board for it?

The preceding articles were copied from the NTMA Record – November, 2010 and December, 2010 Editions respectively.

2011 TTMA Calendar of Scheduled Events

February 21, 2011	John Gresehover – Federated Insurance – Changes in Healthcare and their Impact on Manufacturing – An Overview
March 21, 2011	Monica Pfarr – American Weld Society
April 18, 2011	John Veatch – “Waste in the Business Process”
May 16, 2011	Annual TTMA Golf Outing – Crooked Tree Golf Club – Supports the Educational Fund
September 19, 2011	Grady Cope – Chairman, National Tooling & Machining Association (NTMA)
October 17, 2011	Federated Insurance – “Distracted Driving”
November 14, 2011	John Veatch – “Lean Manufacturing”
December 12, 2011	To Be Announced

Except where otherwise noted, meetings will be held in the Redwood Room at the Embassy Suites Hotel in Blue Ash:

4554 Lake Forest Drive
Cincinnati, OH
513/981-3763

Monthly Meetings are suspended from June through August and will resume in September, 2011

HEALTH CARE CHANGES—When do they become effective? How are YOU as an EMPLOYER affected and how are YOU as an EMPLOYEE affected? Overwhelmed by the myriad of legislation regarding the new healthcare??

Then you need to come to the February monthly meeting and pre-meeting Roundtable. While NOBODY can explain ALL the proposed legislation regarding the changes, John Gresehover, Federated Insurance's regional expert on healthcare, will help us navigate some of the more pressing issues.

John will lead the pre-meeting Roundtable discussion, which will address your concerns about changes that will most likely occur in 2011. He will then join us for dinner and give a more formal Overview of Health Care changes and their effect on Manufacturing in his after-dinner presentation.

DATE: Monday, February 21, 2011

TIME: Roundtable – 5:00 p.m.; Dinner Meeting – 6:00 p.m.

WHERE: Redwood Room – Blue Ash Embassy Suites

Register by no later than 5:00 p.m. on Thursday, 02/17/11 in order to ensure your entrée of choice

Communications

In a famous study, it was found that when listeners judge the emotional content of a speech, they; give most weight to the speaker's facial expressions and body movement. They concluded that 55% of the speech's power of persuasion—its effectiveness—depends on visual, not verbal, cues.

The next most important factor, accounting for 38%, was vocal quality—not the words used, but the tone of voice, voice pitch, and pace of delivery. The words themselves accounted for a mere 7% of the speech's effectiveness.

This lesson applies to everyday communication as well as to formal speech: The business communicator ignores body language and quality of voice at his or her peril.

~How To Say It At Work ~

OHIO WORKERS' COMPENSATION

2011 Ohio Safety Congress and Expo March 29 to 31 at the Greater Columbus Convention Center

Join 6,000 safety-minded individuals at Ohio's largest and most established occupational safety and health event.

- There's no cost to register and attend
- Select from 150 educational sessions
- Earn free CEUs for accreditation and BWC discount programs
- Streamline your product purchases at the Expo Marketplace
- Discover solutions to real-life safety scenarios
- Avoid out-of-state travel expenses
- Fewer injuries mean lower workers' compensation costs

Safety congress will help attendees:

- Prevent workplace injuries and illnesses;
- Reduce workers' compensation claims costs;
- Meet training needs;
- Shop for products in a single location.

BWC designed safety congress for:

- Company owners, presidents and chief executive officers;
- Safety, health and risk managers;
- Human resource directors;
- Safety officers and consultants;
- Loss prevention and control managers;
- Workers' compensation managers and directors;
- Health care and wellness personnel;
- Paralegals and attorneys;
- Small business owners;
- Ergonomists;
- Industrial hygienists.

Special services

If you require special services while attending the Ohio Safety Congress & Expo, notify BWC in advance by calling 1-800-OHIOBWC.

**"The man who views the world at 50 the same as he did at 20, has
wasted 30 years of his life."**

~ Muhammad Ali ~

BE A PART OF THE SOLUTION! SUPPORT THE BOTS COMPETITION!!

What is Bots? Bots is a program where local students design and build custom-built, remote controlled robots face-off in competition. Through the process of robot building, student's imaginations are captured as they design, build, and compete with their own robotic creations; and through this hands-on effort, students gain practical knowledge of math, science, engineering, and manufacturing.

Two Dayton regional competitions, produced by Dayton Tooling and Manufacturing (DTMA) , will be held each year. The spring competition is in April and is held in different locations (often at schools) and the fall competition is part of the Advanced Manufacturing & Technology Show at the Dayton Airport Expo Center. This Spring, the competition will be held at the Great Oaks' Scarlet Oaks Campus on Saturday, April 16th.

Why is TTMA Involved?

The Tri-State Tooling and Manufacturing Association sees that this program provides the “wow” factor for students and is, therefore *the* method to attract students to careers in manufacturing.

Not only does it help to create intelligent, bright, self-confident kids with a full palette of engineering skills, and make engineering cool, but Bots is also creating our future innovators and is training a future workforce who knows how to trouble shoot, problem solve, and invent new technology – the exact kind of employee that employers need; indeed, the exact kind of employee that will help keep local manufacturing companies thriving in this ever-changing climate of globalization.

What is DTMA's Plan?

DTMA, through a large group of volunteers, holds two regional Bots competitions each year. Components of this plan include:

- Working with schools to put together teams
- Recruiting mentor companies for each team
- Helping to find financial support for each team
- Conducting teacher training
- Growing the program in the greater Dayton region

Teachers & Companies -- Want to Get Involved?

If you feel passionate about the importance of keeping the pipeline filled with bright, energetic young people, get involved in the Bots initiative by starting a team in your school or in another student based organization, joining the planning committee, by mentoring teams, or by making financial contributions.

For more information, contact Bethany at the DTMA at Bethany@DTMA.org.

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The TTMA mission is to be the best metalworking and manufacturing trade association with comprehensive information resources for its members and interfacing with community partners.