



# DEVELOPING LEADERS

January 2009

Session 4  
Issue 4

## ***BUSINESS AND ECONOMICS***



On Friday, January 9<sup>th</sup>, 2009 the members of the *Community Leadership Program* met at the Wardflex plant in Lawrenceville to begin their day of activities designed to gain an understanding and awareness of how Tioga County's economy is affected by work force issues and the Global Economy. The sites chosen for this session were ideal for meeting this objective. Speakers and activities were also chosen to meet other objectives for the day, to motivate the participants to return to their organizations to incorporate change and to bring an awareness of job creation and retention.

Brian Nowak, from HMAC (Hitachi Metals Automotive Components) Human Resources department welcomed the group then introduced them to Anhua Yu who gave a presentation on the background of HMAC and an overview the business. The company makes car parts and has several machining and casting division plants throughout the Northeastern United States. HMAC, formally ACP, was a division of WARD Manufacturing LLC, but separated. HMAC's impact on the economy of Tioga County is huge, not only by employing 800 people but through the use of utilities and their contribution to the tax base.

CLP Class of 2009 Participant Alan Zellner introduced Lillian Smith, the *Tioga County Development Corporation's* Economic Development Coordinator. Lillian spoke to the group about the economy of Tioga County, and plans that are in place to bring economic development into the County, as well as past efforts. She explained that there are 5 components of the economy and explained each one. To bring about economic development, communities need to create jobs, retain jobs, and increase the tax base. Lillian talked about the route 49 Corridor Enterprise Zone, and the newer ***Tioga County Enterprise Zone***, and how those projects bring about economic development in Tioga County.



*Tioga County Development Corporation*



Next, CLP Class of 2009 participant Nancy Stamilio introduced Jeff Himes who works for the Penn State Cooperative Extension. Jeff spoke on leadership styles, and the group learned of different styles and when each may or may not be effective. He also talked about McDavid's Leadership myths, such as the boss who believes he or she can change people, or that it isn't necessary to ask employees how they are doing. The group practiced a leadership style assessment, some assessing themselves and other assessing leaders they know. Jeff encouraged the group to pick a symbol that represents their leadership styles. His presentation was informative and thought provoking information for the group to take back to their work places.

Andy Franks and Karl Hutcheson from HMAAC spoke to the group next. Andy is the Director of Quality Assurance and Carl is the Process Control Supervisor. Through these two speakers the group learned about LEAN manufacturing and The Toyota Way. The Toyota Way is a system of 14 principles designed to provide the tools people need to improve their work. The 14 principles are grouped in 4 categories, which are 1) Long Term Philosophy 2) The Right Process Will Produce the Right Results 3) Add Value to the Organization by Developing Your People and 4) Continuously Solving Root Problems Drives Organizational Learning.

LEAN manufacturing is a systematic approach to the elimination of waste – not waste as trash, but of 11 forms of waste such as unnecessary processing, work activity, or having to reprocess due to defective parts.

The above information is fascinating and there is a lot of information on it for anyone who would like to research it further - google "lean manufacturing".

After the group donned their hardhats and earplugs, and Dennis was provided with a special VISITOR hardhat, the group was provided an opportunity to tour the plant, which is a foundry that starts with large piles of metal and turns them into pieces that are put into cars, for example, to hold the wheels to the car.

Those large buildings we see on our trip to New York no longer hold mysteries for this group. This tour ended another fascinating day with the *Community Leadership Program*.



# C LP Class of 2009 Profile



The session #4 *Community Leadership Program* spotlight shines on **Debra Wivell**. Debra resides in Covington, PA with her husband Todd, where she is actively involved with the Elder Services Group. Debra is employed by Laurel Health System where she has been for the past seven years and holds the designation of Registered Nurse (RN). Currently, her job title is Administrator of The Laurels Assisted Living where she is responsible for all aspects of running the facility and managing the staff.

Debra is thankful for the opportunity to participate in this year's *Community Leadership Program* and hopes to expand upon her leadership and public speaking skills. When asked her definition of leadership, Debra responds "Leading in a way that others are willing to follow and to empower those that you lead to not be afraid to take a chance on something new or different. Having them grow and learn is very satisfying."

As all *Community Leadership Program* participants either live or work in Tioga County, each has their own special thoughts on the county. Debra enjoys the county because of its beautiful countryside and the friendliness of the residents. Debra's favorite place to visit is her in-law's property in the Cherry Flats area, where she can take in the spectacular views of the countryside.

Additionally, Debra enjoys taking trips with her husband on their Harley Davidson motorcycle. She also enjoys spending time with friends playing cards or sitting around a bonfire.

# YOUTH LEADERSHIP SPOTLIGHT



## Evangeline Krajewski

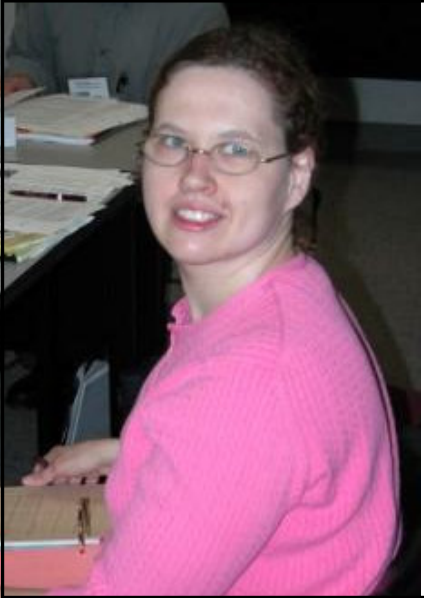
We are excited to introduce you to current *Youth Leadership Program* participant **Evangeline Krajewski** this month. Evangeline is a Junior at Liberty Area High School. She is the daughter of Ellen and Philip Krajewski and has two siblings. Evangeline is actively involved with track, soccer, Student Council, Peer Helpers, band and chorus. Some of her hobbies and interests that she enjoys include music, dance, friends, animals, having fun, sports, good food and reading.

Evangeline feels that the *Youth Leadership Program* is really helping her learn about the opportunities in Tioga County and how to become a more efficient leader.

Her favorite part of the Leadership Program so far was participating in the mock trial at the Court House and learning about the legal system.

Evangeline plans on attending college once she graduates she hopes to be one who affects society in a positive way. With Evangeline's determination and commitment she will have no problem achieving those life goals. Good luck Evangeline!

# Community Leadership Program Alumni



**Kristen Haase** is being featured in this month's **Alumni Focus**. Kristen was in the *Community Leadership Program* Class of 2006. She resides in Wellsboro. Kristie wears many hats. She works in the Election Office at the Tioga County Courthouse, she is Boarding Assistant at the Wellsboro Veterinary Clinic and she has her own dog and cat sitting business which is Kristie's Critter Care.

Kristie's hobbies include reading, scrap booking, and watching movies. Spending time with her family and friends is one of her greatest joys in life; the other is running her side business, Kristie's Critter Care. Kristie is very fond of animals and this is a good fit for her.

Getting to meet and work with everyone involved in the *Community Leadership Program* is the fondest memory of her *CLP* experience.

Taking part in the *Community Leadership Program* has helped Kristie to gain more confidence in herself.

Kristie shared a comical moment that she experienced during the opening retreat at *HIS* Thousand Hills. Her team was going through the "web" course and her team members picked her up so they could put her through one of the holes without touching the cords. That was an experience she had never encountered before. Kristie said, "I have never been picked up like that by anyone. I had fun doing the web though."

Participation in the *Community Leadership Program* has provided Kristie with skills that have helped her to better serve people that come into the Election Office.

Kristie urges others to participate in the *Community Leadership Program* as she feels that it is a confidence builder, as well as the fact that you get to meet lots of interesting people.



***The best example of leadership, is leadership by example.***

***- Jerry McClain of Seattle, WA***

## SUPER BOWL BITES

- 1 lb. Lean Ground Beef
- 1 (8 oz.) Pkg. Shredded Cheddar Cheese
- 1 Tbsp. Mayonnaise
- 1 (1 oz.) Pkg. Dry Onion Soup Mix
- 24 (2 in. square) Dinner Rolls, split (i.e. Pepperidge Farm)  
(2 pkgs. Of Pillsbury Flaky Biscuits can be substituted for rolls if desired)



Preheat oven to 350 degrees F (175 degrees C).

In a medium bowl, thoroughly mix ground beef chuck, cheddar cheese, mayonnaise and dry onion soup mix.

Spread even amounts of the ground beef onto the bottom half of each roll. Place top halves on, forming little sandwiches. If you purchased the rolls in aluminum foil pans, you may return them to the pan for baking. Otherwise, place them on a baking sheet or baking pan. Cover the pan tightly with aluminum foil.

Bake for 30 to 35 minutes in the preheated oven, or until meat is cooked through.

### **Tioga County Fun Fact**

Tioga County was formed on March 26, 1804 from parts of Lycoming County. The name, derived from an Indian word meaning "the forks of a stream", which honors the Tioga River.

Courtesy of: <http://www.tiogacountypa.us/tioga/site/default.asp>

# 2009 Youth Leadership Program



**PHOTO CAPTION:** Pictured are members of The *Youth Leadership Program* Class of 2009 who participated in the mock trial: (Back Row) Mary Morris, Assistant District Attorney; Jim Weiskopff, Tioga County Probation Officer; Sheena Christman, Wellsboro Area High School; Steven Tews, Wellsboro Area High School; Miranda Kline, North Penn High School; Sarah Colegrove, New Covenant Academy; David Higham, Mansfield High School and Ann Marie Nasek, Defense Attorney. (Front Row) Honorable Judge Robert E. Dalton Jr.

## ***Youth Leadership Program***

### **Studies The Law**

On January 13, 2009 The *Tioga County Development Corporation Leadership Tioga County Youth Leadership Program* Class of 2009 participated in Session 4 **Teens & The Law**. Session 4 was sponsored by the Tioga County Probation Department and held at the Tioga County Court House. The session was coordinated by Jim Weiskopff, Tioga County Probation Officer. Students participated in an unscripted mock trial regarding a stolen vehicle and received information on the Court System Offices and the Tioga County Prison.

***Session 5 Communications, Art & Entertainment will be held at the Gmeiner Art and Cultural Center on February 4, 2009***

# YOUTH LEADERSHIP SPOTLIGHT



## Sarah Whiting

We are excited to introduce you to current **Youth Leadership Program** participant **Sarah Whiting** this month. Sarah is a Junior at New Covenant Academy. She is the daughter of Matthew and Linda Whiting and has two siblings. Sarah is actively involved with soccer and track. When she is not working at her part-time position at Preston's Market, you can probably find her volunteering at the Lawrenceville Library.

Sarah enjoys reading, hunting, running and watching football.

Sarah feels that the *Youth Leadership Program* has given her the tools to become a better public speaker and to make decisions in a group setting.

When asked what her favorite part of the program was, she stated "being able to do things that normal people my age wouldn't have the chance to do".

Sarah hopes to attend Houghton College and Cornell University when she graduates high school. She hopes to become an animal veterinarian some day. Good luck Sarah!

# CLP Class of 2009 Profile



This session's *CLP* spotlight shines on **Wendy Swingle**. Wendy resides in Mansfield, PA with her husband Bill and their three children Taylor, Sara and Ella. Wendy enjoys spending time with her family and attending all the activities the children are involved in.

Wendy is employed by Bradford– Tioga Head Start / Laurel Health System where she has worked for the past 15 years. Wendy began as a teacher with Head Start but her current job title is Assistant Director. This position involves assisting in the managerial functions of planning, organizing, monitoring and evaluating the entire Bradford-Tioga Head Start Program. Wendy really feels fortunate to work in a place that is so team oriented and to work with such dedicated staff.

Wendy is excited to be a participant in this year's *CLP* Program. Wendy hopes to learn more about Tioga County to become more active in the community. Wendy stated "I have already learned more about Tioga County than I ever thought imaginable". Wendy also expressed how thankful she is for the opportunity to participate in such a outstanding program.

Wendy has lived in Tioga County for many years and expressed a true sense of "loving Tioga County and everything it stands for". Wendy really feels that Tioga County is an excellent place to raise a family and feels the communities within the county are like extended families.