DEVELOPING LEADERS

January 2011 **Session 4**

Business and Economics

Friday January 7, 2011 brought the *Tioga County Development Corporation's Community Leadership Program* back to HMAC (Hitachi Metals Automotive Components) and WARDFLEX in Lawrenceville for an informative session on business and economics. Under cloudy skies with some early morning snowfall, the participants, presenters and facilitators gathered at the security building to gather hardhats as well as ear and eye protection. We were welcomed to the facilities by Anhua Yu, Vice President of Technical Services for HMAC. His presentation gave the audience an in-depth understanding of the global nature of products produced by HMAC and in turn the globalization of business in Tioga County. His presentation detailed interesting and specific explanations of products produced specific to vehicles on the road today.

Our own Robert J. Blair, President and CEO of the *Tioga County Development Corporation* then stepped up to present participants with an understanding of "The Economy of Tioga County." As professionals we often fail to see the global impact of our work and of the work that surrounds us. For many participants in this year's class, the industrialization of business and manufacturing was truly an eye-opening experience. Focusing in part on the changes in our county's economy related to the Marcellus Shale natural gas industry, Bob covered multiple industries and their dynamics in our county economy.

Jeff Himes with the Penn State Cooperative Extension specializing in Community Development and Rural Leadership was the next presenter. He shared a presentation titled Leadership Styles: Learning Today and Leading Tomorrow. Using a specialized tool all participants were able to evaluate and determine their own leadership styles and the ways that those styles may be perceived by others. Using the Basic Dimensional Model participants were able to determine if the leadership style was based in part on dominance, submission, hostility or warmth and multiple combinations of the four presented.

As an assignment for this session, participants were asked to complete an on-site tour and interview with an industry representative that is different than their professional area of specialization. Participants in this year's class selected the following local businesses: The Gaines Tackle Company, MetalCraft, Electri-Cord, the Tyoga Container Company, The Tioga County Conservation District, Cole and Burd Ford, Keystone North, and Highland Chocolates. As the group continues to work together and

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gain experience in public speaking, we continue to learn more and more about our county.

The day continued with a presentation and tour of the WARDFLEX system. Paul Kurtz, WARDFLEX manager did an excellent job explaining the production systems and end product as well as allowing an up-close glimpse of the mechanization of the many steps in the processing. After our tour we enjoyed lunch sponsored by HMAC and catered by the Antlers Inn.

The afternoon part of our day was spent predominantly with Andy Franks of HMAC. He presented on the LEAN manufacturing system at HMAC which is a more environmental and less impact system of manufacturing which allows for continued increase in production with less waste product. Included in this are tenets of The Toyota Way, a fourteen principle approach dedicated to quality production and continuous slow growth. After the presentation we were given an opportunity to see first-hand the LEAN system in place as we toured HMAC Lawrenceville. It was certainly a new experience for many in our group who might have been unfamiliar with the mass production system and the mechanization of industry.

As our day ended and we headed back out into the cold, we were very appreciative of the safety and security aspects of our various vehicles, many of which contain parts produced right here in Tioga County by our new friends at HMAC and WARDFLEX. Next month we will descend upon the Pennsylvania College of Technology's North Campus for presentations and programming on Continuous Learning and Workforce Development.

L-R: Katie Mays, Peggy Cressman, Tracy Fousnought, Tammy Cleveland, Rebecca Charles, Robin Flynn, Herb Frank, Brett Huzey, William Post. Not Pictured: Alex Miller and Melissa Belz.

CLP Spotlight— Robin Flynn

Robin Flynn is the first featured member of the *Community Leadership Program* Class of 2011 for January. Robin is a Tioga County native who was born in Wellsboro, graduated from Cowanesque Valley High School and currently lives near Little Marsh. She is married to Kelvin and has a wonderful daughter, Amber, and son in law who live in Maine; where her daughter is attending graduate school for Anthropology. Robin attended Elmira Business Institute for Accounting, but admits she has never used that part of her education. Instead, she had held a variety of positions in the human service and health care fields. She is currently the Wellness Coordinator for Laurel Health System in Wellsboro. In that position, she performs a variety of duties that relate to workplace wellness. She assists with drug and alcohol screening, health risk analysis, and Multi-Diagnostic Blood Analysis for local businesses. She goes to schools and health fairs to promote healthy lifestyle choices. She also assists with the Community Multi-Diagnostic Blood Analysis clinics that are held throughout Tioga County in September. They typically screen 1500 people during the month of September. In addition, she works with Laurel Health System employees through their wellness program to promote and encourage healthy living. Prior to that, she was a Supported Living Coordinator with Laurel Health System for approximately 10 years. In addition, she worked for 10 years at the Northern Tier Children's Home in Harrison Valley. She also worked as a Contract Recruiter for the state of Louisiana while her husband was stationed there in the military. In this position, she worked with human service agencies to place foster and adoptive children. She found that job to be one of the most rewarding of her career.

One of Robin's job responsibilities is as an American Red Cross CPR and First Aid trainer as well as a Babysitter trainer. She has previously worked with Special Olympics because she loves working with individuals with disabilities; she feels they have the qualities of children that we as adults lose. In addition, she and her husband were foster parents for many years. Robin confesses that the reason she is participating in the *Community Leadership Program* is because "her boss made her do it", but is happy to say that she is now enjoying it. She loves meeting new people and learning new things. She hopes to use what she learns in the program in all aspects of her life, not just work. During her free time, Robin loves to be outdoors. Her favorite thing to do in the world is garden. She finds growing her own food very rewarding and thinks everyone should try it. She cans and freezes most of the fruits and vegetables she consumes. In addition, she likes to hike, bike, kayak, snowshoe, and go camping. She likes to read and sew if the weather is keeping her indoors. It should come as no surprise, that the perfect day in Tioga County for Robin would be spent at home. She would hike around her family's 125 acres of "wooded bliss", work in her garden, and if anything was ready to be picked that would be their supper. Her favorite meal is always the first thing from her garden each year. Robin's generous and carefree spirit is reflected in her leadership philosophy that encouraging people to believe in themselves and do their best is the best way to lead. Her favorite quote is "What if the Hokey Pokey is what it's all about?"

CLP Spotlight— Peggy Cressman

Peggy Cressman is our second featured member of the *Community Leadership Program* Class of 2011. Peggy is also a Tioga County native who grew up in Middlebury Center and lives outside of Wellsboro, near Morris. She has a daughter who is a freshman at Slippery Rock University. Peggy is a Quality Systems coordinator at Hitachi Metals Automotive Components USA, LLC in Wellsboro. She has been in her position for four years and has the responsibilities of document control, gage tracking, addressing customer concerns, and ISO/TS 16949, 14001. In the four years she has been with the company, the business has grown from employing 70 people to 214, so to say the least, she is very busy.

Outside of her normal duties at HMAC-W, Peggy serves as the President of the Community Action Committee. Hitachi offers the local company locations a certain amount of funds that the committee can distribute to local non-profit organizations. The committee polls the workforce to see which organizations they would like to support. The goal of the program is not only to provide funds, but also to get employees involved in these organizations. The committee uses a formula to determine the value of the time employees donate to local non-profits and Hitachi matches that with grant money. This is a fairly new program to HMAC-W, so they are still learning and striving to reach higher levels.

Peggy knows several people who have participated in the *Community Leadership Program* who have all spoken very highly of their experiences. This includes her daughter, who participated in the *Youth Leadership Program*. She has enjoyed every session so far because the topics have been so varied and interesting. When she's not working, Peggy spends a lot of time on her farmette. She raises chickens and has two miniature horses, Jasper and Sassy. She previously has had goats, pigs and full size horses, but the lack of free time limits what she can keep up with. Her family pets include her best friend, a Jack Russell terrier, a cat and fish. She and her boyfriend spend the warm weather months riding their Harley Davidson motorcycle all over the surrounding area.

Her perfect day spent in Tioga County would be with her closest friends, riding their motorcycles, sightseeing, and stopping for a good meal. Peggy's leadership philosophy is one of collaboration and teamwork within which members of a team can utilize each other's strengths to counter individual weaknesses.

Oh The Places We Will Go...

Ever wonder what happens to the participants of the youth leadership program. The focus of the follow-up is to address three main questions.

What you have done since participating in the leadership program?

What leadership roles have you undertaken since participating in the program?

How are you using what you learned in the leadership program?

This month we are featuring Stephen Banik II. Stephen participated in the program in 2002 as then went on to graduate from Wellsboro High School in June 2003 as co- Valedictorian. Following high school, he attended Tufts University in Massachusetts where he majored in Chemical Engineering.

While at Tufts, he was part of a work study program that worked on the continued development of a website for children and family. The Child & Family WebGuide is a directory for parents, professionals and students. The project is staffed by undergraduate and graduate students in diverse disciplines and draws from their disciplinary (and interdisciplinary) expertise. The most important feature of the WebGuide is that it systematically evaluates all of the sites that it lists. He originally started an entry level position but advanced to the Associate Director of the program during his senior year. As the Associate Director, he was a team leader on the project working on keeping the website organized and updated, worked directly with student assignments for the project, as well as public relations.

During his time in the *Youth Leadership Program* he learned a lot about himself . The selection to the program itself was very meaningful to him as it gave him the knowledge that there were many individuals in Tioga County that had the confidence in him as a leader, as well as providing him support to always achieve. His biggest take away came from the reading of "Seven Habits of Highly Effective Teens" by Stephen Covey. He constantly goes back to one habit 1, **Be Proactive**. Being proactive is more than taking initiative, it's about getting out in front of something instead of taking a reactive role . You can't wait for other people to do something for you. This habit and the program helped him to not be afraid to step up and take leadership roles by allowing him to become confident enough in his own abilities and to step outside his comfort zone by embracing new challenges when they arise.

After graduating from Tufts, Stephen worked for a private engineering firm in Boston, Massachusetts for three years. In the Fall 2010, Stephen began studies at the University of Maryland, College Park to obtain a Master of Science in Chemical Engineering.

--You have brains in your head. You have feet in your shoes. You can steer yourself any direction you choose. You're on your own. And you know what you know and YOU are the guy who'll decide where to go……..Dr. Seuss

Youth Leadership Program Learns About the Law

On January 5, 2011 The *Tioga County Development Corporation* Leadership Tioga County *Youth Leadership Program* Class of 2011 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 Luke Dunham, Tioga County Probation Officer. Students participated in an unscripted mock trial and received information on the Court System Offices and toured the Tioga County Prison.

Session 5 **Communication, Art & Entertainment** will be held at the at the Gmeiner Art & Cultural Center and The Warehouse Theater in Wellsboro on Thursday, February 10, 2011.

Pictured are members of The Youth Leadership Class of 2011 who participated in the mock trial: (Back Row) Krista Deats, Assistant District Attorney; Marissa Tice, Mansfield High School; Kortney Powlison, Mansfield High School; Judy Evans, Wellsboro High School; Jenna McCarthy, Wellsboro High School; Ann Marie Nasek, Defense Attorney and Ryan Shelmire, New Covenant Academy. (Front Row) Honorable Judge Robert E. Dalton Jr.

February 2011

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

Schedule of Events

February 12th– Winter Bluegrass Concert. Wellsboro High School. Www.cannyoncountrybluegrass.com

February 19th—winter Fest. Hills Creek State Park. 9AM-3PM

February 26th—Spay-ghetto. Second Chance animal Sanctuary Wellsboro. 888-724-6188.

Get Outside in Tioga County!

It is a minus five degrees here in Tioga County. The month of February does not get very warm. Luckily it's not always that cold here, but the day time highs seem to be lingering below the freezing mark.

So, with that being said, "What is there to do"? Well, one thing's for sure…..the many ice fisher men are very happy. The ice is already nearly 2 foot on our lakes. The lakes (Tioga, Cowanesgue, Hamilton and Beechwood) are reporting great success in fishing. I

f you've never been ice fishing before you may want to speak with an ice fisher man or woman first. The first assumption is you will freeze your tush off, but there must be something fun in the sport. Some fisher men say, "If you've ever ate a Crappie, Bass or a Perch that was caught through the ice, you may just decide to brave the cold".

Speaking of ice, you could always get out the old skates and hit many different places. Hills Creek lake is a very beautiful place to go ice skating and it has some nice hiking trails as well. The beauty of white snow on the trees while hiking through the snow; can be a breath taking experience! So don't be afraid to get out there and brave the cold.

Tioga County Development Corporation

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Were on the Web!
www.tcdc-pa.com

Session 5 Will take place on February 4th, 2011 at Pennsylvania College of Technology/ North Campus in Wellsboro. The topic will be Continuous Learning and Workforce Development.

The Town Crier—Lawrenceville Pennsylvania

Lawrence Township was formed in 1816 from Tioga and Elkland. Lawrenceville borough was formed in 1831 from Lawrence Township. In 1816 James Ford built his residence in what was considered the northern Pennsylvania wilderness. As he raised the roof on his new home, regional pioneers lent a hand and in celebrating the toast it was announced that this place shall be called Lawrenceville. Lawrenceville was derived from the former Captain James Lawrence who lost his life in the battle between the Chesapeake and the Shannon in the war of 1812.

Prior to 1849 few settlements were established in the area. And the ones that did were mostly small farms along the Tioga River. In 1846 a lumber mill was established by Caleb Sweet and was the first know business beyond farming.

The territory was most notable for its good hunting grounds. It was especially known for the large black bear and even panthers that once roamed the area. It was once said that a panther the size of a small cow was spotted. Many other hunting stories erected from this area with many records being taken for the time.

In 1847 the first school was erected out of a log home. Even though the student population was only around 20 students from four dominate families, the Middaughs, Keltzes, Sweets and Campbells, a new school house was built in 1852.

The Daggett House, a newly constructed hotel, was one of the first businesses in the area dating back to 1865. It met all the wants of the travelers at the time. Other businesses included the dry goods food store built around 1867, and a train station a mile outside of the town. The dominant business at the time was tobacco farming offering some of the finest grown in the northeast and soon after a large scale tobacco manufactory was established and gave way to hundreds of jobs.

The most notable resident was Hosea Hunt Rockwell who was a US representative from New York that was born in Lawrenceville May 31st 1840 and attended the Lawrenceville common school. He served in the 23rd regiment and went on to study law. He served as a member of the State assembly in 1877. He was elected as a democrat to the fifty-second congress on March 4th 1891. He died in Elmira NY on December 18th 1918 and is buried in Woodlawn National Cemetery.

Today, Lawrenceville has a population of 627 with 262 households and 175 families according to the 2000 census data.