

# MANUFACTURING MATTERS

**Join us for *Legacies in Manufacturing: Leading with Vision and Community Impact in Mind* at MACNY's 106th Annual Dinner!**



At this year's Annual Dinner, Robert and Nathan Andrews will be joining moderator David Freund for an in-depth conversation titled **Legacies in Manufacturing: Leading with Vision and Community Impact in Mind**. During the discussion, the renowned manufacturing executives will speak off-the-cuff on the value of manufacturing in the community, as well as their experience successfully transitioning a business from generation to generation.

Robert Andrews is the former President and current Chairman of the Board of Morse Manufacturing, a third-generation family owned business located in East Syracuse, New York that remains one of the world's leading manufacturers of drum

handling equipment. Robert is also a former Chairman of MACNY's board and was inducted into MACNY's Manufacturers Wall of Fame in 2008.

Nathan Andrews, Robert's son, is the President of Morse Manufacturing and the current Chairman of MACNY's Board. Nathan represents the third generation of family to lead Morse Manufacturing which was founded in 1923. Since joining the family business in 2002 the company has more than doubled its sales revenue and continues to grow.

Moderator David Freund, MACNY's Chief Leadership Officer, will conduct the dialogue in the conversational style that he is known for in his podcast series, *The Next Page*. Guests will be able to experience an in-depth conversation between the three, as they dive into memories, lessons learned, and both entertaining and challenging tales from their experiences.

MACNY's Annual Dinner and Awards Ceremony will be held at the SRC Arena and Events Center on May 23rd. For tickets, sponsorship, or additional information, please contact Julianne Pease at 315-474-4201 ext. 19 or [jpease@macny.org](mailto:jpease@macny.org).

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## Maximize Your Membership

Do you want to...

- Learn more about MACNY's services and how to better utilize your membership?
- Meet our staff and, more importantly, have an opportunity to meet other MACNY members and learn more about what they do in our community?

We are excited to be holding **Maximize Your Membership** sessions on the second Thursday of each month from 9 - 10 AM.

Mark your calendars for our next three meetings...

**March 14 April 11 May 9**

Please contact Julianne Pease at [jpease@macny.org](mailto:jpease@macny.org) or 315-474-4201 ext. 19 to sign up for any of our upcoming sessions!

## WELCOME OUR NEW MEMBERS...

### Eck Plastic Arts

Founded in 1949, Eck Plastic Arts offers quality, reliable, custom made plastic parts for all industries. From engineering and part design to finished assemblies, you'll find a creative and progressive partner in Eck Plastic Arts. Visit them at: <http://www.eckplastics.com>

### Metalico

Metalico, Inc. is a Ferrous and Non-Ferrous scrap metal processor operating in New York, New Jersey, Ohio, Pennsylvania, West Virginia, and also in Mississippi. Visit them at: <http://www.metalico.com>

### Presentation Concepts Corporation

Founded in 1997, PCC is a leading technology integrator specializing in audiovisual, performance audio, and commercial sound systems. They take pride in customizing presentation, communication, and collaboration solutions for clients in a range of industries. Visit them at: <http://pccav.com/>

# WELCOME



Randy Wolken  
President & CEO

## Manufacturing Growth

Manufacturing is undergoing a revival, especially among smaller firms and those using advanced techniques. We are seeing this within our membership and throughout New York State. Many developments give hope for future expansion.

- According to the Bureau of Labor Statistics, manufacturing employment increased by 261,000 jobs in 2018, reaching a total of 12.8 million jobs in the United States. This comes after a rise in 2017 of 207,000 jobs.
- The Institute for Supply Management's manufacturing purchasing-managers' index rose to 56.6 in January, up from 54.3 in December (a figure above 50 signals expansion). It has shown expansion for 29 consecutive months.
- Analysts at Goldman Sachs estimate that the big industrial firms of the S&P 500 index (leaving out the large technology firms) spent \$460 billion on capital expenditures during the first three quarters of 2018, which is up from \$400 billion in the same period of 2017.
- In a survey of leading American firms released on January 28th by the National Association for Business Economics, four times as many firms in the "goods-producing sector" (which includes manufacturing) expect to increase capital spending in the next three months as compared to those expecting to cut spending.
- Foreign direct investment into American manufacturing shot up to roughly \$185 billion during the first nine months of 2018, compared with under \$100 billion in 2017.
- Business activity grew modestly in New York State, according to firms responding to the February 2019 Empire State Manufacturing Survey.

All of these developments are positive and point to the need to further encourage growth in New York State manufacturing. To that end, we will be hosting our Annual Manufacturing Lobby Day in Albany on March 6th. We will gather manufacturing groups and companies from throughout New York State to advocate for pro-manufacturing policies that make it easier to do business. We will continue to push for a tax cut for small and medium manufacturers that was already extended to large manufacturers in 2014. We will seek effective energy policies and responsible regulation among many other important legislative and regulatory priorities.

During 2019, we will need your assistance to make the case to our local and state-wide political leaders that manufacturing has been, and can continue to be, successful here in Central and Upstate New York. We look forward to working with you, our members, and other critical stakeholders to make this not only possible, but an ongoing reality.



**Tiffany Latino-Gerlock**  
Director of Government Relations  
& Communications

## New York State Budget Process

For those of you who may not know me yet, I'm the Director of Government Relations and Communications at MACNY. I've been on the job for two months now - and enjoying every moment.

Over the past several weeks, I've had the great opportunity to tour some of the impressive manufacturing companies that call Central New York home. I've seen first-hand how their essential products are skillfully made, and I've met many of the talented and dedicated people who make it all possible. I've also traveled to Albany to monitor some of the pressing state issues that could have an impact on your own business and our local economy.

I was particularly pleased to learn that Governor Cuomo pledged his continued support of workforce development in his Executive Budget and included a \$175 million commitment for workforce training programs, which could help expand initiatives like the Apprenticeship Program. MACNY truly understands how important apprenticeship programs are for continuing to build a skilled workforce in Central New York, and throughout the state, while growing a strong economy through advanced manufacturing.

As I'm sure you're aware, the Governor held his State of the State and budget presentation this past January. Joint Legislative Hearings then took place in February to give members of the public the opportunity to testify on major state issues, including economic development and workforce development. Now it's the month of March, and a State Budget deadline of April 1st is quickly approaching. With this in mind, I thought I would provide you with a brief summary of the overall budget process.

First, the Governor submits his Executive Budget to the State Legislature. Then the Senate and Assembly hold joint hearings on the budget, and subsequently work toward passing their own one-house budgets by considering the public's testimony and the Executive Budget. Next, Senate/Assembly Joint Conference Committee Hearings take place so that legislators can debate different spending and revenue priorities and negotiate any possible amendments to the Executive Budget. Under budget reform legislation passed in 2007, the State Legislature is required to use a conference committee process between both houses to reach an agreement. Ultimately, a final 2019-20 State Budget will be presented, debated, and passed.

As this budget process unfolds, and the 2019 Legislative Session progresses, we at MACNY will continue to keep you up to date on our efforts to support and advocate for the hardworking men and women who keep our manufacturing industry running strong each day. I also encourage you to get involved with the legislative process to let your voice be heard. Please consider joining us for Manufacturing Lobby Day 2019 at the NYS Capitol on March 6th. It's not too late to sign up! Of course, you can contact me anytime to discuss other opportunities you may have in mind to get more involved in advocacy efforts on the local, state, or federal level. To register for Lobby Day, visit [bit.ly/mfglobbyday2019](http://bit.ly/mfglobbyday2019). I can be reached directly at [tiffanylatinog@macny.org](mailto:tiffanylatinog@macny.org).



Hilary Hext  
Training Manager

## Trends in Training and Retaining Millennials

You may be wondering how to train the new generation of workers – aged 17 to 37, commonly known as millennials. Millennials are hired into companies and are leaving faster than ever. According to *The Millennial Solution*, 12% of millennials think their employer did a good job of developing them. Only 12%! Most are looking for new work while still employed with your company.

Therefore, it's so important to think about your company's training programs regarding attracting and retaining the new generation of workers. There are two emerging trends in the training space to consider adopting into your current onboarding and training programs to keep millennial engagement high.

The first trend is called micro-learning which focuses on small learning groups with a limited amount of information spaced over a longer period. For example, when onboarding a millennial, it is important for them to learn in a small group, so they can converse with the group and whomever is facilitating. The second factor is to ensure the lessons are broken up over many weeks, so the material can be absorbed and applied. Back to the onboarding example, make sure to give a millennial one lesson to learn and give them a week to master it and provide feedback. This creates a habit-building mentality which reinforces your company's culture of learning and applying learned lessons to real-life situations.

The second trend is the “whole-person learning” approach, meaning company-provided training is not just focused on increasing practical work-related skills, but things to help employees become a better human being. This would include things like financial well-being, health and wellness best practices, and work-life balance skills. Millennials will have a mentality their company cares not just about their work outputs, but about them as an individual. This increases both loyalty and employee retention.

Not everyone believes in “trends,” but the fact is, by next year 60% of the workforce will be millennials. Inevitably, your company will have to work with this group of people and it's important you provide the training they enjoy and thrive from. Many companies have larger training budgets than ever – make sure yours is considering these new learning practices to attract and retain millennials!

Source: *The Millennial Solution*; <http://millennialsolution.com/>





Jim Beckman  
Consultant

## Is Noblesse Oblige Dead? *Part 2*

In last month's *Manufacturing Matters*, the concept, origin, and evolution of noblesse oblige was introduced. This month, I want to make the case that it is still relevant today, as an important leadership concept.

As I continue to interact with executives, I can't help but sense the need for and the power of this concept. Those in a position of authority within an organization are, in many ways, similar to those who were in positions of high social status or of great wealth in times past. As a leader, do you feel entitled to your position or do you feel grateful? A feeling of entitlement often breeds selfish behavior, or as I noted last month, the ideas of "every man for himself" and "greed is good." Conversely, being grateful can breed an attitude of generosity toward others, or a noblesse oblige attitude in the leader. A Michigan State University study published in the *Journal of Personality and Social Psychology* stated, "High ranking people...aren't always Machiavellian or selfish if they feel a sense of gratitude." But, as noted above, is this still relevant?

In their 2018 book *Leadership Agility*, authors Bill Joiner and Stephen Josephs take a deeper dive into this, which they refer to as the Servant Leader style. Opening with a quote by Benjamin Disraeli (the British Prime Minister in the late 1800s), "I must follow the people. Am I not their leader?" They postulate that leaders serve their followers (or in our case, employees) in three ways. The first is called *calculative*, in that the leader only "takes care" of those that are powerful or influential to the leader; such as customers, boards, or the boss. To me, while this is fundamentally important since it's critical to the success of the followers, it is a self-serving leadership approach at best.

The second is referred to as *affective* and is when the leader desires to serve with the only return being the satisfaction of seeing organizational success. Certainly a principle that all good leaders want, but being emotive driven, the question of motive must be considered.

In the third, the leader serves believing that it is their *obligation* to do so. It can be thought of as an ethical imperative. The authors state, "In our complex world, leaders who embrace this concept believe that they serve to ensure that the interests of the organization are protected."

As a leader, embracing the concept of noblesse oblige is a responsibility that appears to be all about giving to others. While there is truth to this, my experience has been that the feeling you get by seeing others succeed coupled with embracing this obligation can be beneficial. Is noblesse oblige still relevant? I will leave you to answer that.

### Sources:

*Journal of Personality and Social Psychology*, January 2017 Vol 112(1), Hays & Blader  
Meyers & Meijens, *Leadership Agility*, Routledge, New York 2018



Cindy Oehmigen

Director of Energy and Corporate Services

## **Nature vs. Technology. Sometimes they collide. Sometimes they synergize!**

It is a marvel to me how nature evolves to meet the challenges of living. I am just as impressed with human wisdom that looks to nature for solutions to existing problems, or ideas that provide solutions to problems we didn't know we had (better known as opportunities). The science of biomimicry (creating solutions by emulating nature) is rich with creative ideas.

This is a short list of some more recent technologies (and companies) that were founded in nature's designs.

Japan is known for their high-speed trains. At speeds of more than 300 kilometers per hour, the trains produce a sonic boom when emerging from tunnels because of the change in air pressure. So why is the Kingfisher, a small African bird with a very long beak, able to dart between air and water with hardly a splash? Borrowing the long slender beak design elements from the Kingfisher has resulted in improvements for the Bullet Train. It is now 10% faster, uses 15% less electricity, and the sonic boom is significantly reduced.

Who doesn't have an appreciation for Velcro? Did you know that it was invented by George Mestral who took the idea from how burrs stuck to the coat of his dog? Little hooks that grabbed the fur.

And then from the lotus leaf we emulate hydrophobia characteristics. Water is repelled because the surface of the leaf has a nano structure, the cells are so close together that the larger water cell can't stick. The water runs off and provides the additional benefit of self-cleaning – it takes dirt with it. A company by the name of CeNano created Nanotol, a spray on water repellent treatment. They have also created treatments that are fat repelling (lipophobic)

and oil repelling (oliophobic). Consider the benefits this concept brings to keeping skyscraper windows clean.

Termites are one of nature's most ingenious architects. Through a complicated maze of tunnels and pockets of air, their mounds are naturally cooling. The pockets allow for ventilation. Arup, an African engineering firm, designed and built a shopping center in Zimbabwe using these concepts. It operates 10% more energy efficient than traditional air-conditioning.

This last one is perhaps my favorite. It hasn't even begun to realize its full potential. The Woodpecker drills into the bark of the tree in pursuit of bugs resulting in shock of deceleration measured at 1,200 gravitational pulls (GS) 22 times per second. To put that in perspective, a severe crash results in 120GS on a passenger. A Woodpecker is well-designed for this task. First, the beak is semi-elastic, absorbing much of the shock. Second, there is a spongy bone material behind the skull, and cerebrospinal fluid aides in additional cushioning. There is work being done to develop a shock resistant black box flight recorder and micro-meteorite resistant spacecraft based on this learning. I have to believe there is something in this thinking that could make football helmets more protective, too.

These are only a few of the ideas currently being leveraged. There is much more to learn from Mother Nature.

The following links can provide more reading:

<https://www.sciencefocus.com/future-technology/biomimetic-design-10-examples-of-nature-inspiring-technology/>

<https://www.digitaltrends.com/cool-tech/biomimicry-examples/>

## Welcome, Laury!



MACNY is pleased to welcome Laury Ferguson to the team! Laury has joined the organization as the Assistant Director of Apprenticeship. In her role, Laury will be focused on the upskilling of the current and future workforce. In addition to working with New York State manufacturers, she will also work directly with Subject Matter Experts (SMEs) to help develop new training programs. In partnership with Partners for Education and Business (PEB), Laury will be working as a liaison between schools and businesses to further build the pre-apprenticeship program and expand the apprenticeship program.

In addition to her responsibilities within the workforce development team, Laury will work with MACNY's training department to deliver training to members and work directly with companies on developing their own internal training programs.

Most recently, Laury served as the Corporate Training & Development Manager at Anoplate Corporation. Prior to that, she worked for Great Lakes Cheese Co., Inc. and PPC. Laury has over 20 years of experience in manufacturing and brings a wealth of knowledge with her.

MACNY's President & CEO Randy Wolken states, "We are very excited to have Laury onboard. Laury's extensive experience in both training and manufacturing make her a great asset to the MACNY team. We hope that you will join us in welcoming her!"

Laury is excited to get to know MACNY's member companies and help them develop their future workforce. If you would like to connect with Laury, please email her directly at [lferguson@macny.org](mailto:lferguson@macny.org) or call her at 315-474-4201 extension 49.

## SAVE THE DATE!

### PEB's Annual Awards Program

June 12, 2019  
7:30 - 9:15 AM  
Le Moyne College

**Join us in honoring students, families, educators, and the business community!**

### 2019 CNY STEM Scholarships

**CNY Women in STEM  
STEM Business Champions  
Mentor Program**

**Students of The Year  
P-TECH Recognition  
Parent University**



**To sponsor this event, or to learn more, contact Joe Vargo at [joev@macny.org](mailto:joev@macny.org) or 315.448.1012**





**Martha Ponge**  
Director of Apprenticeship

## Leif – Where Do New Trades Come From?

Do you know what an Electro Mechanical Technician does? How about a Data Scientist or a Flexographic Print Operator? Did you know that a Flexographic Print Operator can work with a narrow or wide print substrate? I have been working in apprenticeship for the last three years and I am continually amazed at how a well-seasoned worker shares their knowledge and experience in such a way that an apprentice is able to develop a skill to take on the role of a fully trained journey worker.

The process of creating trade outlines is facilitated by the New York State Department of Labor, specifically by Leif Sagaas, who is located in the Albany office. He creates the Appendix A – On the Job Learning (OJL) process requirements as well as the Appendix B – related technical instruction requirements.

For those of us who have seen these documents, you understand that the OJL requirements are basically the expansion of the skills requirements for a particular job, expanded into specific skills and the approximate number of hours necessary to become fully proficient in that skill. This sounds a lot easier than it is.

Meet the investigation process and the job study. A job study is the specific tool that Leif uses to create these outlines. Not so difficult if you are a CNC Machinist creating a CNC Machinist outline – you know the job, you know the environment. But how does a man with a bachelor's degree in Social Studies and a Journey Worker Card from the Floor Layers Union do it?

A new trade outline starts with the investigation process. Does this new trade exist anywhere else in the United States? Very frequently we find similar trades, but often

the beginning is another trade that is active or inactive in New York combined with other similar trades and a lot of red ink. Usually on the part of the employer first. We also seek input from operations personnel, journey workers who currently work in the trade, HR and Training managers, and anyone else who can contribute to the conversation. Leif will guide the company to scratch out things that don't belong, add the critical skills and processes, and then discuss categorizing processes and determining how many hours are necessary to train to competency.

Next comes the job study. The job study starts with a tour of the facility and a lot of questions. Who is responsible for which tasks? What is the function of this machine? Where are the critical tools for this job located? Why is the work area set up this way? When do you know that someone is ready to do this job on their own? The next part of the study is really getting into the minutiae of the job. Step one, step two, materials, machinery, inspection, maintenance, etc. This comes from watching the job being done over an extended part of the workday along with watching how the skilled worker monitors their jobs and how they interact with other parts of the job such as inventory or quality.

Leif's final steps include going back and summarizing notes to broaden his understanding of the new trade and ultimately creating a Draft Training Outline to deliver to the company. More back and forth and a final draft is created. The draft is posted on the DOL website for 30 days for comments. If no objections are noted, it goes on to the Apprenticeship Training Council meeting for final approval.

This activity is one of my favorite parts of my job. It is really rewarding to see the whole process through from beginning to end.



Patty Clark  
HR Services Manager

## Take Charge of Your Retirement

Years ago, most people would retire after 30 or 40 years with the same company. They would head to sunny Florida with a gold watch and a sizable retirement package. My dad is one of those people, retiring after 38 years with the same company. He worked all those years knowing that his company had sponsored a defined benefit pension for him that guaranteed a certain amount each year. He didn't have to worry about being able to afford to retire and being able to cover his expenses. He knew he was taken care of. Sadly, those days of a guaranteed pension are gone. Most companies have replaced them with a 401(k) or even worse, have done away with them altogether.

The decline in pensions has forced retirees to go back to work. From 1977 to 2007 there was a 101% increase in the number of retirement-aged workers back in the workplace. Even for those workers aged 75 and over, there was an increase of 172%. The reason for such a large increase could be answered by several influences, one of which is deregulation. Deregulation occurred in the late 1970s and early 1980s leading to an increase in competition and cost cutting. Companies used this as a good reason to stop their contribution to employee pensions.

A company does not have to be struggling financially for the retirement of its employees to be impacted. Let me introduce you to a member of the Teamsters who was a truck driver for almost 40 years for the same company. His retirement fund was managed by a multi-employer fund and was tied to the stock market. When the recession hit, the fund value decreased, and the employers asked the employees to give back wages in exchange for a better retirement package, which they agreed to. Fast forward six years to the employee's retirement. He found out the manager of the fund asked the Treasury Department to decrease his retirement benefit by 50%. He and fellow Teamsters fought the request which was eventually turned down by the Treasury Department. According to Forbes, the fund may be insolvent by 2025 anyways unless cuts are made, which is what was being fought for in the beginning.

The days of defined benefit pensions are pretty much over, so employees have to be smart in their saving habits for retirement. It is never too early to start saving and to remember you are in it for the long haul. Ask if your employer offers a retirement investment option, when you can begin to contribute, and if they match contributions. Once enrolled, it is important to continue to revisit your level of risk, diversify your investments, invest with the future in mind, and continue to invest via your payroll deduction.

The days of working for one company your entire career is a thing of the past and so is your ability to rely entirely on your employer to support you financially in your retirement. You must envision where you want to be financially later in life and then take charge of your retirement. No one is going to do it for you!

Sources:

New York Post 1/27/19; Brown & Brown Financial Wellness, Earning retirement benefits; Brown & Brown Financial Wellness, Investing for the long haul

## Hot Off The Line

**Q** - My husband retired last year, and I am retiring this year. I have a question about Social Security. My co-worker said she is receiving ½ of her husband's Social Security, why am I not eligible for ½ of my husband's?

**A** - It is recommended that you call the Social Security Administration at 1-800-772-1213 for more information on your eligibility, as each person's situation is different.

## Stats & Facts

- A recent survey conducted by the American Heart Association of 22,227 heart attack patients showed those who were "constantly active" experienced a 71 percent lower risk of death in the two to four years after the heart attack compared to those who were inactive.  
*Source: In Good Health – CNY's Healthcare Newspaper*
- According to a recent study by Kaiser Family Foundation and the Health Research and Education Trust, 81 percent of large employers and 49 percent of small employers offer wellness programs to their employees.  
*Source: Workplace Wellness – Brown & Brown Empire State*

## DID YOU KNOW?

If you are a first-tier government contractor with \$50,000 or more in federal government contracts and 50 or more employees at one location; or, a second-tier government contractor (supplies to a first-tier contractor) with \$50,000 or more in contracts and 50 or more employees at one location you are required to have an Affirmative Action Plan. MACNY can audit your plan, rewrite it, or create one for you as well as complete your Adverse Impact. If you are interested in receiving a quote or would like additional information please contact Patty Clark, HR Services Manager at 315-474-4201 x 10 or [pclark@macny.org](mailto:pclark@macny.org).

## CPI

| Wage/Clerical                                                          | December | November | Pt. Chg. (Mo.) | % Chg. (Mo.) | % Chg. (Yr.) |
|------------------------------------------------------------------------|----------|----------|----------------|--------------|--------------|
| 1967=100                                                               | 729.1    | 732.6    | -3.4           | -0.5%        | 1.8%         |
| 1982-84=100                                                            | 244.8    | 245.9    | -1.1           | -0.5%        | 1..8%        |
| <b>Urban</b>                                                           |          |          |                |              |              |
| 1967=100                                                               | 752.6    | 755.0    | -2.4           | -0.3%        | 1.9%         |
| 1982-84=100                                                            | 251.2    | 252.0    | -0.8           | -0.3%        | 1.9%         |
| <b>Unemployment Rates</b>                                              |          |          |                |              |              |
| December - Onondaga County: 3.6; Metropolitan Syracuse Area (MSA): 4.0 |          |          |                |              |              |



Joe Vargo  
Executive Director  
Partners For Education & Business

## CNY STEM Job Shadow Day 2019

### *Area Businesses Raise Awareness of Careers and Opportunities for Local Jobs*

An annual event, CNY STEM Job Shadow Day serves as a practical way to bring awareness to students of the careers that exist within local industries in Central New York.

Two businesses were able to open their doors to students on February 1st. SRC, Inc. hosted 52 students (including one college student) from Weedsport and West Genesee High Schools. They participated in an HR activity called *The Dos & Don'ts of Interviewing*, were challenged with a Q&A STEM Feud (a take on the game show Family Feud), and toured the lab facilities. As part of their shadowing experience, students engaged in conversation with engineers through a panel discussion. SRC had representatives from the following career areas “team shadow” with smaller groups of students:

1. Systems, Test, Mechanical, and Software Engineers
2. Program Managers
3. Cyber Security Specialists

4. Communications and Marketing
5. Business Development
6. Legal

Gear Motions hosted 13 freshmen students from Solvay High School's “Success Academy.” After an overview of the company, students were divided into two teams, each led by Gear Motions' engineering staff. They observed various stations where employees did precision grinding, turning and cutting of gears, saw the operation of milling machines and robotics, and visited the Quality Control lab. The visit concluded with a Q&A session that included information about entry-level pay, benefits, and types of jobs the company employs.

On February 12th, Schneider Packaging Equipment hosted students from nearby Paul V. Moore High School in Central Square.

## Auburn P-TECH Update: Career Coach Interview Project

In December, students interviewed their career coaches and learned about the companies they work for, how they started out in their careers, their education, where their career path took them, and career advice they shared with the students. Those answers will become part of a PowerPoint that the students will put together to present to their career coaches. During their follow-up session, the career coaches will assess how they could make their presentations better and emphasize what the students did well.

The students are learning valuable life skills that will help them prepare for their future careers. These include basic soft skills, communicating with professionals, writing and speaking, collecting information, understanding details, project management, organization, and developing a presentation. Students also see their career coaches differently through the interview process, as the project allows the students to see them from a more personal perspective, and what are important building blocks in developing a career.

If you are interested in being a career coach, contact Jason Bjork at [jbjork@macny.org](mailto:jbjork@macny.org).

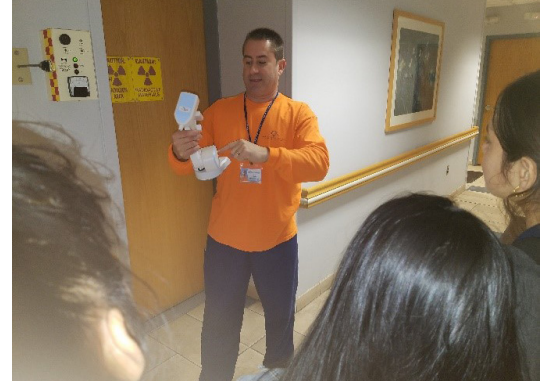
## Health Information Technology and Clinical Lab Technology Students Visit Hematology-Oncology Associates of Central New York

On December 18, 2018 students were greeted by Brian Barker, Director of Information Systems at Hematology-Oncology Associates of Central New York (HOACNY), who coordinated this presentation and tour for the students. Brian, who does a lot of interviewing for prospective employees, gave the students some sound advice: “Complete something.” He went on to explain the importance of completing their high school diploma, a 2-year or 4-year degree, a certification program, or any other class or program. He continued to reinforce that even if you must retake a course, or go back to finish a degree, complete it. Being able to see something through to the end says a lot to an employer. Brian also encouraged the students to be “well-rounded.” The most sought-after employees are those that not only have the proper education and skills for the job, but have other talents or hobbies, and volunteer in the community. Brian then introduced Terri Rogers, Director of Laboratory Services.

Terri informed the students about the critical work done in the lab at HOACNY. She explained the different tests performed in the lab by her employees, but more importantly she told the students about her own path to her current career. She thought she wanted to be a nurse but wasn’t enthused about contact with patients; she loved chemistry. Her chemistry teacher encouraged her to think about being a laboratory technician.

The laboratory teacher at Henninger, Janet Clark, has been teaching the students about a certain lab test and some of the students questioned whether they would ever use the test or not. Lo and behold when they toured the lab, that exact test was being performed, validating that they clearly are learning what is performed in today’s laboratories.

Next up the students met Chris Channels, Radiation Manager, who gave the students quite a presentation about radiation including everything from the accident at Chernobyl to HOACNY’s Cyber Knife. Some of the students were able to see the Cyber Knife room. Chris is shown in the photo with a much smaller model of the cyber knife, explaining the design, how it works, and its effectiveness.



Vicente Melendez-Tirado, the Lead Pharmacy Technician, explained how they create medications for patients based on the type of cancer they have. There are many variations and combinations of medications. He also explained how once treatment has begun, continued lab tests can determine if the medications are effective and sometimes adjustments to the medications are made. The students were able to understand the critical connection between treatments and laboratory testing and begin to see the whole picture of treatment and how it truly takes a team to develop effective treatments.

Matthew Korzeniewski, Director of EMR & Health Information/Referral Services, spoke to the students about HIPAA, RHIO and Healthe Connections. He talked about the importance of having an electronic record repository that would be readily available to any physician anywhere. He gave some great examples of the importance of medical providers being able to see records when a patient may not be able to convey or recall critical information needed in order to be treated.

Joshua Wilson, Manager of IS Support, spoke about the importance of keeping electronic health records safe and accessible. He also spoke a bit about protecting data and cyber security.

After their visit, the students completed Field Trip Reflections. They were impressed with the variety of jobs at this facility and were impressed with seeing the CT Scan and Cyber Knife. Several of them commented on how they felt seeing the patients receiving chemo treatments. One student wrote, “I can imagine myself working there...and I believe with enough training, I could do what they do.”





David Freund  
Chief Leadership Officer

## The Power of Choice

I have been sharing with you via the written word for over three years, so you know I am passionate about living intentionally. Recently I have become more intentional in managing my thought life, and it is been very exciting. Author and radio speaker Earl Nightingale once said, “We are, and become, what we think about.” This is such a sobering and yet empowering reality. Sobering in that if we are honest with ourselves, we often give in to self-limiting beliefs. Empowering because we can change everything in and around us by changing our thoughts. In this short article, I would like to only focus on choosing the right attitude.

Debra Searle, one of the speakers at 2018’s Live2Lead event, shared the power in choosing our attitude each day. For several weeks I thought about it but never moved on the idea, that is until a major event occurred. My family and I had planned to spend the week after Christmas together in Florida. Just so you can understand the magnitude of this, my family now includes our four kids, three of whom are married, and eight grandchildren under seven years old. To help with your math, we are a clan of 17. My family was concerned about how dad (me) would handle 17 people in a four-bedroom house for a week. I can struggle with a long weekend when most of them go to their own homes to sleep. As we left for the drive south, my wife commented on how long I would last. “I will be good all week,” I replied. I should have taken bets. I would have made a fortune. Once I declared that I would be “good” all week, I was locked in, and nothing was going to deter me. I shocked them all and, truth be told, amazed myself. It really worked. I chose my attitude for the week, reminded myself daily (sometimes many times during the day), and kept calm and relaxed for the entire week, including the four days of driving.

Here are some truths about our attitudes:

**It is our attitude at the beginning of a task that will affect its outcome more than anything.**

This is such a simple but profound truth. If we think something is a pain or will go wrong, it will. We program our non-conscious thoughts to look for the issues rather than the solutions. Using my Florida trip as an example, because I chose to be positive and stay calm, issues that came up were not as bad. I saw them as minor inconveniences rather than stress-inducing events. When a significant issue crept up, such as when my iPhone died, I kept reminding myself of the commitment I made to my family. The fascinating part was that I started looking for solutions and asking for help from others which resulted in a simple solution without a trip to the Apple store.

**We are interdependent human beings. It is impossible to succeed without others, and it is our attitude toward others which will determine their attitude toward us.**

This one is huge! I mean REALLY HUGE! My intentional choice to stay positive and not be stressed was made to honor my wife first and foremost and then to make a great week for my kids and grandkids. I wanted to give them a fantastic week. Success and happiness are not a journey we take alone; they are journeys we take with others. My attitude for the week was noticeable to my family. They, in turn, reacted differently with me. Together we made an amazing week for each other and memories that will last a lifetime.

How about you? Will you intentionally choose your attitude today? It really does work.

# Month at a Glance... MARCH

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| <p><b>5 Transformational Leadership</b><br/>Dates: 3/5, 4/2, 5/7, 6/4 &amp; 7/9; Time: 8 am - 12 pm; Registration required.</p> <p><b>6 Business Development Council: Presentation by Momentive Performance Materials</b><br/>Time: 8 - 10 am; Registration required.</p> <p><b>6 Manufacturing Lobby Day in Albany</b><br/>Time: 8 am - 4 pm; Location: Albany, NY; Registration required.</p> <p><b>7 Connecting Through Leadership</b><br/>Time: 2:30 - 4:30 pm; Registration required.</p> <p><b>12 Continuous Improvement, Factory Managers, and Plant Engineers Councils: Tour of Syracuse Label &amp; Surround Printing</b><br/>Time: 3 - 6:30 pm; Location: 200 Steward Dr., N. Syracuse, NY; Registration required.</p> <p><b>13 Finance Council: Tax Efficient Exit Strategies for Business Owners</b><br/>Time: 8 - 10 am; Registration required.</p> <p><b>14 Best Practices for Sustaining Continuous Improvement at the Point of Value</b><br/>Time: 8 - 10 am; Registration required.</p> <p><b>14 Maximize Your MACNY Membership</b><br/>Time: 9 - 10 am; No cost; Registration required.</p> <p><b>14 Supply Chain Management</b><br/>Time: 8:30 am - 4:30 pm; Registration required.</p> <p><b>15 Technology Council: Cyber Incidence Response Workshop</b><br/>Time: 8 - 10 am; Registration required.</p> | <p><b>18 Pathways to Jobs: Cayuga-Onondaga</b><br/>Time: 6 - 7:30 pm; Location: Cayuga-Onondaga BOCES, Auburn, NY; No cost; Registration required.</p> <p><b>19 HR Breakfast Briefing: Strategies for Solving Attendance Problems</b><br/>8 - 10 am; Registration required.</p> <p><b>20 Safety &amp; HR Councils: Workplace Violence</b><br/>Time: 9 - 11 am; Registration required.</p> <p><b>21 DISC: Understanding Yourself &amp; Others</b><br/>Time: 12:30 - 4:30 pm; Registration required.</p> <p><b>21 OSHA 10-Hour General Industry</b><br/>Dates: 3/21 &amp; 3/22; Time: 8:30 am - 2:30 pm; Registration required.</p> <p><b>21 Pathways to Jobs: Oswego County</b><br/>Time: 6 - 7:30 pm; Location: CiTi BOCES, Mexico, NY; No cost; Registration required.</p> <p><b>21 Factory Managers &amp; Plant Engineers Council: Tour of Liberty Tabletop-Sherrill Manufacturing</b><br/>Time: 4 - 6 pm; Location: 102 E. Seneca St., Sherrill, NY; Registration required.</p> <p><b>22 Strategic Sourcing</b><br/>Time: 8:30 am - 4:30 pm; Registration required.</p> <p><b>28 Crucial Conversations</b><br/>Time: 8:30 am - 4:30 pm; Registration required.</p> <p><b>28 Root Cause Analysis/Corrective Action</b><br/>Time: 8:30 am - 12:30 pm; Registration required.</p> |
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Please visit [www.macny.org/events](http://www.macny.org/events) to register. Details are subject to change.

Unless otherwise noted, all events and classes are held at MACNY, 5788 Widewaters Parkway, Syracuse, NY 13214.



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