We have had a very busy and productive month here at the Trotwood Chamber...participating in Feller’s Annual Gardening Seminar, Trotwood Rotary Pancake Breakfast, and DPL Energy’s Chamber Benefit Program. In addition, delivered benefit information to current and new members.

The Chamber hosted the “State of the City Address” for the City of Trotwood. The mayor presented information on growth/challenges facing our community. There were over 50 in attendance, including State and local officials. For more information on the Mayor's presentation, visit www.trotwood.org. Our sincere thanks to the community and surrounding areas for supporting this event.

The Chamber has the capability of sending special event and other marketing information to members, businesses and individuals on our email list by using Constant Contact. This service is offered at a discount to chamber members as well. Members using this service will save 25% off of their Constant Contact account.

Marie Battle, Executive Director

Trotwood Chamber’s Health & Business Enrichment Expo
Saturday, April 27, 2013
10 a.m. to 2 p.m.
Hara’s Silver Arena
1001 Shiloh Springs Road

If your business or service seeks to improve health, outlooks, efficiency or bottom lines, the Health & Business Enrichment Expo can get you connected! In addition to its own marketing campaign, the event will benefit from considerable foot traffic from the Dayton Metro Library Book Sales being held in an adjoining hall.

FREE ADMISSION & PARKING

For information contact Marie Battle, Trotwood Chamber (937) 837.1484, fax (937) 837.1508, or visit our web at www.trotwoodchamber.org for registration and pricing.

DON’T FORGET TO REGISTER!
PREPARING YOUR BUSINESS FOR HEALTH CARE REFORM

Health Care Reform poses changes for business, individuals and organizations. As leaders of your business, you may find yourself dealing with an abundance of questions from your employees about the impact this law will have. On May 9th, the Northern Miami Valley Chamber Alliance will host a Health Care Reform Seminar where we will present the key provisions within the Patient Protection and Affordable Care Act that will affect your business, your employees and YOU.

Speaker:
Scott McGohan, CEO at McGohan Brabender
Thursday, May 9, 8:00a.m. - 9:30a.m.
8:00am - 8:30am: Registration and Breakfast
8:30am - 9:30am: Presentation with Q & A

Miami Valley CTC - Adult Education Building
( 6801 Hoke Road, Clayton, OH 45315 )
Visit www.mvctc.com for directions

Admission:
$15 for Members with RSVP
$20 for Future Members with RSVP
*$25 at the door if not pre-registered

To register contact your local Chamber Office by Friday, May 3:
Brookville: 833-2375
Huber Heights: 233-5700
Northmont: 836-2550
Trotwood: 837-1484
Vandalia-Butler: 898-5351

SOCA Benefit Workshop

You are invited to attend a benefit workshop sponsored by Southern Ohio Chamber Alliance (SOCA), our members benefit provider. Benefit providers will be in attendance—United Health Care, Cintas Document Management, Infintech, Superior Dental, EyeMed Vision, Worker’s Comp and Mutual of Omaha.

When: Thursday, May 23, 2013
Time: 8:00 a.m.
Where: Madison Lakes Learning & Conference Center, 581 Olive Road
RSVP by Monday, May 20 to 937.837.1484 or email mbattle@trotwoodchamber.org.
You will not want to miss this very informative workshop!

DPL Energy Chamber of Commerce Benefit

Review of current program
- Energy program for eligible small business accounts
- DPL Energy provides price better than the DP&L (regulated utility) standard offer
- Additional benefit as chamber member
- Chamber member rate of 5.3 kwh
- Fixed price of .2¢/kWh below DPL Energy price
- Non-chamber members (currently 5.7¢kWh)
- Members will have ability to shift from one DPLER rate to another standing offer program without penalty
- Chamber will receive a $20 Royalty for each account successfully enrolled; additional royalty when contracts are successfully renewed
- On an annual basis and if requested by the chamber, DPL Energy will provide a list of chamber members taking advantage of the chamber’s Program

For more information contact Stephen Match at 937.410-0558 or nesco.smatch@dplinc.com.
Understanding your Power

In our previous message, we discussed the Second Leadership Principle of being technically and tactically proficient... Leaders must be both. In the same way that great athletes do not necessarily make great coaches, the smartest people do not necessarily make the best leaders. Although there are several reasons for this divergence, leaders would be well-served to understand their power (or authority) and how it is derived.

In 1959, social psychologist John French and Bertram Raven developed a model for the types of power that they observed in a study. This model is widely accepted, even though the five original bases of power that they described have been expanded to seven bases.

Generally, power is divided into two broad categories: formal and informal. Formal power is derived from the job description or Bylaws. In the Chamber world, your job involves exercising some of your legitimate authority by virtue of your position in the organization. As an Executive Director or CEO, you are the direction of the organization. You also determine the needs of your organization to get the job done. Some of your legitimate authority may be outlined in your job description or Bylaws.

Referent Power is the authority to reward subordinates with promotions, pay raises, bonuses, or comp time. The goal of reward power is to provide incentives for desirable behavior. Coercive Power is the authority to issue corrective action, reassign jobs or tasks, or demote employees. The goal of coercive power is compliance. Consequently, punishment may be used to correct the behavior of the “offender”, but also to establish a deterrent effect for others.

Most managers understand these three types of power since they are almost universally built into managerial positions. However, there is a big difference between managing and leading... and there are several informal types of power, or authority, that all good leaders possess. Because they are derived from individual characteristics, they are sometimes called Personal Power.

Expert Power is the power an individual possesses as a result of expertise in a given task or field. In the Chamber world, your job entails several areas of responsibility and many tasks. It is not humanly possible to be an expert at everything. And if you pretend that you are, you will come across as a know-it-all to your members and subordinates.

Referent Power is derived from the admiration, trust, or respect of others. A timely example might be the election of the Pope Francis I, who apparently earned the moral authority from his peers to also earn their votes. And now that he is elected, he possesses the Legitimate Power of the papacy. The world of politics is fraught with legislators whose chief marketable skill is the charisma to be elected. Referent power can be described as all of the personal qualities in a person that makes him or her persuasive.

Most great leaders have high degrees of expert power (in at least one area) and referent power. Their charisma helps them to gain an audience. However, it is their expertise that helps them gain a following over the long haul.

I highly recommend that you read The Role of Power in Effective Leadership, published by the Center for Creative Leadership. This paper also outlines the power of relationships and informational power, and it is quite useful.

To wrap up, part of being tactically proficient in your leadership role entails knowing the types of power that are most effective in motivating people to action. Once you understand your power, I believe you will be better equipped in learning when and how to use it.

Matt Appenzeller
Southern Ohio Chamber Alliance
Toll free 1-866-486-9482—Direct 937-395-4533

In addition to the New Employee Safety Orientation Training the following types of training should be included in your training program:

- Ongoing refresher safety training.
- OSHA required follow-up training.
- Job specific when employees are transferred to different jobs.
- Follow-up training when behavior indicates retraining is needed.
- Anytime a new substance, process or procedure or equipment is introduced.
- On any accidents that could be repeated.

Training should be documented and the documentation should include the date, subject, instructor’s name and names of employees receiving the training.

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Step 7
Written Orientation & Training Plan

Proper safety training is one of the most important aspects of an effective safety program. New employees need to be taught the company’s safety policies, specific job safety requirements and mandated OSHA training. The goal of safety training is not only to convey knowledge, but to develop the proper attitude towards safety and establish safe work practices from the beginning.

All supervisors and management employees need to be put through a thorough safety training orientation. To ensure that new employees are put through the necessary safety training, and that this training is documented properly, new Employee Safety Orientation guidelines should be developed.

In addition to the New Employee Safety Orientation Training the following types of training should be included in your training program:

- Ongoing refresher safety training.
- OSHA required follow-up training.
- Job specific when employees are transferred to different jobs.
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