



# Chamber Connection

Trotwood Chamber  
5790 Denlinger Road  
Trotwood OH 45426  
[www.trotwoodchamber.org](http://www.trotwoodchamber.org)

April 2013  
Volume 8, Issue 4

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](http://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](http://www.trotwoodchamber.org) for registration and pricing.

**DON'T FORGET TO REGISTER!**

### Officers

President  
Jackie Brockman  
Trotwood YMCA

President Elect  
Gregory Carson  
Maria-Josephs Living  
Care Center

Vice President  
Dr. Karen Celik  
Summit Towing

Secretary/Treasurer  
Sandra K. Allen  
Salem Woods Apartments

### Board of Directors

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Ray Garner Realty

Loren Gross  
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Deborah Smith  
Alexis Enterprises

John Smith  
Trotwood-Madison  
City Schools

Karen Wampler  
Hara Arena Complex

Bethany Yost  
Frontier Communications

**Executive Director**  
Marie Battle, CAP

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Chamber's Expo  
New and renewal members  
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DPL Energy Benefits  
SOCA Update  
BWC



# Chamber Connection

## Welcome New Members

Andrea Foy  
Andrea Foy Consulting  
5163 Well Fleet Drive  
Trotwood OH 45426

Tom Bartlett  
Nationwide Homecare Sales  
136 Lookout Drive  
Dayton OH 45409

## Membership Renewals

Dayton Hara Complex  
Grismer Auto Svc. Center  
Salem Woods Apartments  
Stryver Manufacturing

Trotwood Library  
VFW Post 4270

## 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.



Scott McGohan

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](http://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](mailto: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](mailto:nesco.smatch@dplinc.com).



# Chamber Connection

## 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. The 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 associated directly from your position in the organization. Informal power is associated with your personal characteristics.

Three types of Formal power (or authority):

**Legitimate Power** is the authority that you have by virtue of your position in your organization. As an Executive Director or CEO, you set 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.

**Reward 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 job 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.

It is possible, however, to be an expert within certain domains of your leadership job. Some leaders are very skilled at public relations or motivating people to action, others are exceptional with finances. You would be well-served to write down the areas of your job where you perform at an expert level. This will help you identify areas of strength and, by default, weakness.

**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

## 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.
- 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.

**Tammy Purcell,**  
**Group Rating Manager**  
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## Flash Quick Copy

We Copy Up a Storm  
2572 Shiloh Springs Rd.  
Trotwood OH 45426  
Phone: 937.854.5648  
Fax: 937.854.7006



## Friendship Village Retirement Community

5790 Denlinger Rd.  
Dayton Ohio 45426  
(937) 837-5581



## NEW YORK Pizzeria Restaurant

[trotwoodpizza.com](http://trotwoodpizza.com)  
498 E. Main Street  
Trotwood Ohio 45426  
Store: 937.837.3333  
Fax: 937.837.3334

## Summit Towing, Inc.

Over 65 years in Dayton  
4164 Gardendale Avenue  
Dayton OH 45427  
Phone: 937.268.6100  
Fax: 937.268.0277



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