

Liven Up Meetings, Bosses Are Advised

The professional manager can and should improve his methods and skills in conducting group meetings, a University of Michigan psychologist says.

Research on group problem-solving indicates that both the methods and the skills of a discussion leader play a key part in determining the quality as well as the acceptance of group decisions, says Prof. Norman R. F. Maier who has for many years studied group decision making.

"It appears that group decision not only is a way to develop a sense of responsibility for, and an interest in, the success of decisions, but also can serve as a means for improving the quality of decisions," Maier observes.

"A GREAT deal of potential talent appears to be dormant in lower levels of management because supervisors are unable to draw upon it. Subordinates would welcome the opportunity to contribute more creative effort and become more emotionally involved in the success of the business. At present, much of their emotional involvement is in the form of frustration and fear."

Writing in his latest book, "Problem-Solving Discussions and Conferences," Maier says research has demonstrated the need to distinguish between leadership methods and leadership skills.

There are more than 8,000 bridges on Michigan's highway system.

"If a leader wishes to follow the authoritarian method, his success will depend not only upon his ability to persuade and inspire subordinates."

"PEOPLE differ in the degree to which they possess these abilities, and undoubtedly both abilities could be improved through training."

On the other hand, "the group decision method as a way of management creates quite a different situation." Often "the skill of the discussion leader tends to upgrade the quality of the decision, while the method tends to ensure acceptance."

For this reason, a professional manager who favors group decisions must have a knowledge of various methods and sharpen his leadership skills to reach effective group decisions, Maier asserts.

"If one regards management as a profession, the skill requirements are less likely to appear as an unreasonable demand to make of a manager. Once the management of people is regarded as having a scientific basis, problems involving people become a challenge rather than a headache," Maier says.



Forum of Four Senators

Highlight of the American League 18th annual "Boys Nation," July 19-26 in Washington, for Michigan's two "junior" senators was a visit with the two real Michigan senators—Hart (left) and McNamara. The boys representing Michigan were Lawrence Mattecki of Charlotte, (second from left) and Michael Fleming, 7096 Riverstone, Birmingham. The boys were selected during "Boys State" in Lansing as senators.

Legal Notices

Hewlett, Hartman & Beier, Attys., Pontiac State Bank Bldg., Pontiac 82-652
STATE OF MICHIGAN—The Probate Court for the County of Oakland.
 At a session of said Court, held at the Probate Office in the City of Pontiac in said County, on the 18th day of July, A. D. 1963.
 Present, Hon. Donald E. Adams, Judge of Probate.
 In the Matter of the Estate of BESS OREN, Deceased.
 Paul Oren, Jr., having filed a petition praying that an instrument duly admitted to Probate in the State of Florida, be admitted to probate and recorded in Michigan and that administration with will annexed of said estate be granted to James L. Howlett or some other suitable person. And having filed all required copies required by statute.
 It is Ordered, That the 25th day of August, 1963, at nine A. M., at said Probate Office is hereby appointed for hearing said petition.
 It is further Ordered that notice be given to all interested parties as shown by the records in this cause by delivering a copy of this order to each of them personally, or by mailing such copy to each of them by registered or certified mail with return receipt demanded addressed to their respective last known addresses as shown by the files and records in this cause.
 And it is further Ordered that public notice thereof be given by publication of a copy of this order once each week for three successive weeks previous to said day of hearing in the Birmingham Eccentric, a newspaper printed and circulated in said county.
 DONALD E. ADAMS, Judge of Probate. (13-22-23)

Legal Notices

Hewlett, Hartman & Beier, Attys., 1001 Pontiac State Bank Bldg., Pontiac 82-648
STATE OF MICHIGAN—In the Probate Court for the County of Oakland.
 In the Matter of the Estate of FURBERT H. KANE, Deceased.
 At a session of said Court, held at the Court House in the City of Pontiac, in said County, on the 14th day of July A. D. 1963.
 Present: Honorable Donald E. Adams, Judge of Probate.
 National Bank of Detroit, Trustee of said estate having filed in said Court their Fifth Annual Account and petition praying for the examination and allowance thereof; and for the allowance of fees.
 It is Ordered, that the 26th day of August A. D. 1963, at nine o'clock in the forenoon, at said Probate Court in the Court House in the City of Pontiac, Michigan, be and is hereby appointed as the time and place for hearing said petition.
 It is further Ordered that notice be given to all interested parties as shown by the records in this cause by delivering a copy of this order to each of them personally, or by mailing such copy to each of them by registered or certified mail with return receipt demanded addressed to their respective last known addresses as shown by the files and records in this cause.
 And it is further Ordered that public notice thereof be given by publication of a copy of this order once each week for three successive weeks previous to said day of hearing in the Birmingham Eccentric, a newspaper printed and circulated in said county.
 DONALD E. ADAMS, Judge of Probate. 21-22-23

Keep Elbows Straight

Scrub the roughened skin on your elbows every night with warm water and soap. After they are clean, rinsed and dried, massage them with warm olive oil. If you'll persist in this treatment for a couple of weeks, you should see some improvement.

If you are a discriminating shopper, you'll find it pays to read the classified pages of The Eccentric today and every week. Read and advertise in the Classified pages. Call MI 4-1100.

Med Student Lodges For 75 Cents a Week

Making ends meet while away at college was a problem for which a group of students at The University of Michigan a hundred years ago found a simple solution.

In a letter to his sister, dated Oct. 15, 1862, Wilson E. Huston, a medical student at the U-M in 1862-63, described "clubbing." His letter is now in the U-M historical collections.

"My boarding house is very pleasant. There are six of us, two from Ohio, two from New York, one from this state and myself. We are clubbing. We purchase our own victuals, pay the landlady of the house 30 cents each week for cooking for us, 50 cents per dozen for washing, besides our room rent."

"MY ROOM MATE and I pay 75 cents per week for room rent. I think we will save at least 50 cents per week by clubbing and live much more comfortably than most boarders do as we always have plenty to eat. As we will all be here six months, each of us will purchase our own clothes for one month."

"Ann Arbor is a very nice little city located in a beautiful country. The University brings students here from every two-day pheasant. It is estimated that the students bring \$80,000 here per annum.

EGG NUMBERS VARY

The egg-laying pattern of birds varies almost as much as the birds themselves. Petrels, and some other sea birds, lay a single egg. Loons, many humming birds, eagles, some owls and the night hawk family often lay only two. Three eggs are common among gulls. Four is the rule with the sandpiper tribe, and four or five with many songbirds.

Numbers continue on up to the ducks and partridge and grouse families, where a dozen eggs are common. However, if you should come across a clutch of, say, twenty pheasant eggs in one nest, don't think you've uncovered a prodigy. In all probability, this is merely a case of two-tasty pheasants sharing the same nest.

Mrs. Forti Named International Secretary of NSA

Mrs. Lenore S. Forti, CFS, was elected to the office of International Secretary of the National Secretaries Association, International, on July 20 at the 18th international convention held in Denver, Colo.

Mrs. Forti is the personal secretary to Read Jenkins, 710 Kennebec Court, Bloomfield Hills, senior vice president of the J. L. Hudson Co.

JOINING HUDSON'S IN 1953 as a supervisor, Mrs. Forti became a Certified Professional Secretary in 1955. She was chosen Michigan's first Secretary-of-the-Year in 1960.

A "Lenore S. Forti Secretarial Award" has been established by Northwood Institute and is awarded annually to the outstanding secretarial science major graduate.

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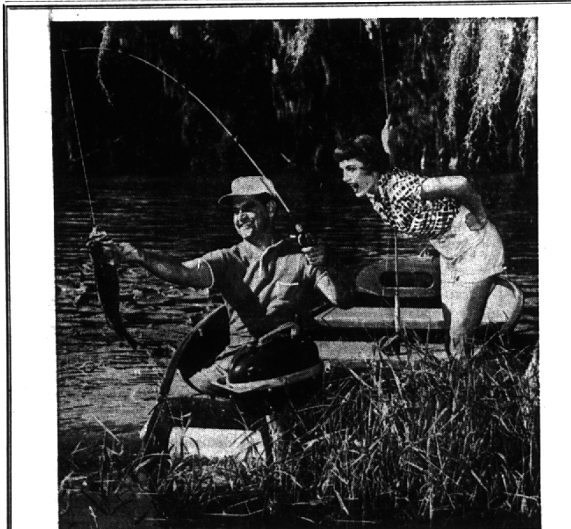
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