

December 2020

THE HP WAY: RULES TO LIVE BY

Last month, as I was researching topics to write about, I stumbled upon Dave Packard’s 11 Simple Rules. That is David Packard of the multi-million-dollar empire Hewlett Packard. Not only did Dave Packard and Bill Hewlett create a successful business they also developed one of the greatest companies to work for. These 2 electrical engineers shared the same work ethic and created a Business Philosophy that can also be applied to everyday life. In 1937 they hung their 1st set of rules in the garage where they started their company. This list was a short, to-the-point and just the beginning.

The Rules of Bill Hewlett and David Packard's Garage:

- Believe you can change the world.
- Work quickly, keep the tools unlocked, and work whenever.
- Know when to work alone and when to work together.
- Share tools, ideas. Trust your colleagues.
- No Politics. No bureaucracy. (These are ridiculous in a garage.)
- The customer defines a job well done.
- Radical ideas are not bad ideas.
- Invent different ways of working.
- Make a contribution every day. If it doesn’t contribute, it doesn’t leave the garage.
- Believe that together we can do anything.
- Invent.

That list of rules was the 1st step in the development of a set of operating practices and cultural norms that formed what is known as the ‘HP Way’ Bill and Dave made official in 1957 when their company went public.

The HP Way:

- We have trust and respect for individuals. We approach each situation with the belief that people want to do a good job and will do so, given the proper tools and support. We attract highly capable, diverse, innovative people and recognize their efforts and contributions to the company. HP people contribute enthusiastically and share in the success that they make possible.
- We focus on a high level of achievement and contribution. Our customers expect HP products and services to



In 1937, Dave and Bill started Hewlett Packard in Dave’s garage behind his Palo Alto, CA home. It was designated a National Historic Place in 2007.

be of the highest quality and to provide lasting value. To achieve this, all HP people, especially managers, must be leaders who generate enthusiasm and respond with extra effort to meet customer needs. Techniques and management practices which are effective today may be outdated in the future. For us to remain at the forefront in all our activities, people should always be looking for new and better ways to do their work.

- We conduct our business with uncompromising integrity. We expect HP people to be open and honest in their dealings to earn the trust and loyalty of others. People at every level are expected to adhere to the highest standards of business ethics and must understand that anything less is unacceptable. As a practical matter, ethical conduct cannot be assured by written HP policies and codes; it must be an integral part of the organization, a deeply ingrained tradition that is passed from one generation of employees to another.
- We achieve our common objectives through teamwork. We recognize that it is only through effective cooperation within and among organizations that we can achieve our goals. Our commitment is to work as a worldwide team to fulfill the expectations of our customers, shareholders and others who depend upon us. The benefits and obligations of doing business are shared among all HP people.
- We encourage flexibility and innovation. We create an inclusive work environment which supports the diversity of our people and stimulates innovation. We strive for overall objectives which are clearly stated and agreed upon and allow people flexibility in working toward goals in ways that they help determine are best for the organization. HP people should personally accept responsibility and be encouraged to upgrade their skills and capabilities through ongoing training and development. This is especially important in a technical business where the rate of progress is rapid and where people are expected to adapt to change.

It was great to see all of these rules written out. And to be reminded that by sticking to the basic principles of honesty, ethics and education can you achieve success in anything you do.

Wendy Roberts

DECEMBER
COMMUNITY EVENTS

Dec. 2nd Intellectual Property 101:
How to Protect & Monetize Your Creative Work
<https://business.traverseconnect.com/>

Dec. 3rd Online Event
Solitary with Albert Woodfox
<https://www.nationalwritersseries.org/2020-fall-virtual-season/>

Dec. 5-6th Virtual
West Mi Youth Ballet present
The Nutcracker
<https://www.wmyb.org/nutcracker-ballet-grand-rapids>

Dec. 6th Virtual Planetarium
Show by Hurst Planetarium
<https://ellasharpmuseum.org/classes-and-events/virtual-planetarium-shows/>

Dec. 10-12th Interlochen Arts
Presents "The Nutcracker"
<https://tickets.interlochen.org/events/arts-academy-dance-company-presents-nutcracker/december-11-2020-730pm>

11th thru 14th
Walking in a Window Wonderland
<https://www.downtowntc.com/walking-in-a-window-wonderland/>

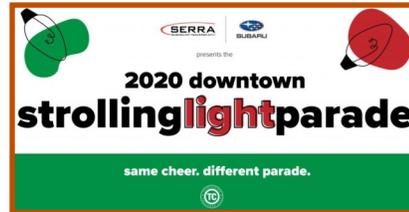
Dec. 13th "Home for the Holidays"
Stream by Saginaw Symphony Orchestra
<https://www.saginawbayorchestra.com/concerts/>

Dec. 15th Interlochen Live Stream
"Sounds of the Season"
<https://tickets.interlochen.org/events/sounds-season/december-15-2020-730pm>

Dec. 31st
Cherry Ball Drop - Broadcast
<https://www.traversecity.com/event-detail/traverse-city-new-years-eve-cherry-ball->



2020 has been a strange year and most of us are looking forward to bidding it a hardy farewell. But before we can welcome 2021, we have to get through the next few weeks. For some of us it is going to be much easier than others. We are all suffering from Pandemic Fatigue to some degree or another, but for many this year has taken a terrible toll. I don't think I am alone in feeling overwhelmed by trying to decide how I can help. Below is a wonderful website that provides links to all of the area nonprofits. Hopefully this will help you find a way to give to a non-profit that has special meaning to you and your family. <https://greatnonprofits.org/city/traverse-city/MI> Merry Giving!



Dec. 11-13 Downtown Traverse City
Enjoy the 20 businesses participating in:
Walking in a Window Wonderland
Find all 20 "loose bulbs" and enter to win a
Downtown Shopping Spree.

On **Dec. 12th, 5-9** the **Strolling Light Parade**.
There will be 12 different locations partnering
with 12 different non-profits offering their take
on the 12 Days of Christmas in light displays.

Maps of participants of both events are on
Downtown TC website.
<https://www.downtowntc.com>



WHAT IS YOUR ELF NAME

**Email your Elf name to wendy@gowyant.com*



First Letter of Your Name				Month You Were Born	
A	Dimples	N	Buddy	JAN	Cinnamon Shorts
B	Coco	O	Jingles	FEB	Twinkle Toes
C	Tootsie	P	Perky	MARCH	Sweet Socks
D	Frosty	Q	Tipsy	APRIL	Merry Bottom
E	Joyful	R	Tinkles	MAY	Snow Balls
F	Tiny	S	Sparkles	JUNE	Glitzy Mittens
G	Pudding	T	Sprinkles	JULY	McJingles
H	Dasher	U	Kringle	AUG	Prancing Paws
I	Twinkle	V	Vixen	SEPT	Pointy Socks
J	Blitzzy	W	Pixie	OCT	Twinkle Lips
K	Jolly	X	Sweet	NOV	Tinsel Top
L	Cookie	Y	Sugar Plum	DEC	Floppy Bumm
M	Sparkles	Z	Zaney		

This monthly publication
provided courtesy of
Tom Wyant, President of
Wyant Computer Services.



WYANT WORD SCRAMBLE

Renee Youker from Benzie Leelanau Health Dept. won the gift card drawing!
November's Answers:
Knowledgeable, Commentaries, Thermometer, Vegetables, Casserole, Stuffing,
Prepare, Turkey. Bonus: Thanksgiving Parade

Jan's Business Book Pick of the Month

It's in the Cards! By: Ivan R. Misner, Candace Bailly and Dan Georgevich

This book was written in 2003 so some of the concepts were a bit outdated. Also, living in the time of COVID-19 the exchange of business cards is not happening much.

What I found interesting about this book was the origin of the business card. There are two ancestral lines both can be traced back to the 17th century. One line was used by the European aristocrats to communicate with one another and convey social status, it was called the calling card. The other was the trade card, printed and distributed by merchants to attract customers to their shops.

A business card is an integral part of a good marketing plan. For its size and cost, it is probably the most powerful part. One size doesn't fit all. When designing your business cards be distinctive about you, your business and your products or services. Your card needs to stand out or it may end up in the circular file.

There were several different formats and I learned what works and what doesn't when it comes to being noticed. Putting a picture on your card, splashing colors or using full color will make your card stand out. Also, using different textiles such as wood, metal and plastic will sometimes cause people to take a second look at your card.

Always have your business cards with you. You may never know when you will start a conversation with someone who is interested in what your business has to offer.

Janice L. Wyant,
CFO & Co-Owner

If you have a business book suggestions please email:
Janice@gowyant.com



Holiday Parties 2020 Style

This year, circumstances are demanding changes to everyone's holiday party traditions. Maybe you use the annual affair as an opportunity to reward those who have made contributions over the past year or perhaps this is when you show everyone your appreciation for their hard work. Either way it is nice to celebrate in a relaxed atmosphere and enjoy each others company. Because of the pandemic many companies are working remotely and haven't had the day to day interactions they would normally enjoy. No breaks in the employee room, going out to lunch together; not even small talk in the hallways. It is time to plan something special, time to reconnect even if it is online. Below are some suggestions I have found while cruising through multiple blogs and websites.

Virtual Party – There are so many different party ideas available, from boxed Murder Mysteries & Escape Rooms to virtual parties that offer dancing and karaoke. If you are looking for games to play there are a bazillion ideas for all types of icebreaker activities that can get everyone in a playful mood.

Party Kits – How about a virtual spa or holiday craft workshop? You can send your own little boxes of fun or have a local store put them together and mail them to each staff member. Then set up a date and time, grab a glass of wine and spend time together building a wreath or doing a nice foot soak via whatever virtual room your company already uses. There are plenty of vendors that will send out prepared

kits and provide tutorial videos. There are yoga and meditation classes for those of you who really need to chill out.

Dining Together – Many companies have annual holiday banquets. How about having a local restaurant deliver a tasty meal? Or take advantage of one of companies like Flavor Pot and join your co-workers from your own kitchen. The recipe & ingredient list is provided and they offer a choice of skilled instructors with a private Zoom meeting invite.

Zoom Cocktail Parties - Virtual happy hours have been getting more and more popular. If you know your employee's favorite beverage why not send it to them before your online get together. There are also great kits that you can order with directions, so that everyone can play mixologist. Make sure you have prepared a list of the company successes of 2020 and toast to 2021.

Give to the Community – This is the season for giving as well as receiving. Plan a Food or Coat drive and offer to pick up the items, make sure you call your local non-profit to get their drop off hours.

There are still ways to celebrate together that include safety and social distancing. You could bundle up for hot cocoa and smores around a firepit. Plan a walking tour of a festive part of town. 2020 has been a tough year for everyone, it has been scary and stressful. Which makes it that much more important to enjoy the holidays and celebrate what we have to be thankful for. Happy Holidays Everyone! WR

Holiday Arts Market
Fine Arts & Crafts by Local Artists
ONLINE
November 14 to December 13
<https://www.northportartsassociation.org/>

**Don't Forget to Support
Your
Local Artists**

DENNOS MUSEUM
+
MINI HOLIDAY ARTIST MARKET
December 1st—23rd shop local artists
<https://shop.dennosmuseum.org>



The 9 Best Charging Stations of 2020: Make sure you're always powered up

by [Emmeline Kaser](#)

Updated on October 27, 2020

Specialty vs. generic - If you only expect to charge a few devices at a time — like an iPhone and an Apple Watch — it's worth checking out options that look great, too. If you want more versatility, opt for a more generic model that's capable of holding several differently-sized devices and comes equipped with a bunch of charging ports.

Quick charge - Look for a charging station that supports Quick Charge if you have an Android phone that's capable of taking advantage of the extra power. If you have an iPhone that supports fast charging via USB-PD, a lot of great options also support that standard. Before you buy, check to see if a unit's capabilities fit your needs.

Wireless charging - Even if none of your devices support wireless charging just yet, it could pay off to invest in a charging station that does. If this seems like an interesting feature, choose a model that has a variety of traditional charging ports in addition to a wireless charging pad.

Lifewire: Best Overall: SIIG Smart 10-Port USB Charging Station - "The power is distributed evenly across all devices, which is essential when buying a charging station."

Runner-Up, Best Overall: G.U.S. Eco Bamboo Multi-Device Charging Station - "Wouldn't look out of place at a hip cafe and conveniently tucks away all your excess cables."

Best for Mobile Devices: Satechi 7-Port USB Charging Dock - "Easily one of the best charging stations available."

Best for Big Households: Simicore Smart Charging Station Dock - "A series of dividers ensure minimal clutter, letting you line up devices without having them scratch or touch."

Best for Desks: EasyAcc Multi-Device Organizer - "Features so many sneaky compartments for additional storage that you'll practically be able to toss your filing cabinet."

Best Wireless Charger: Anker 3-in-1 PowerWave 10 Stand - "The wireless charger supports standard 5W charging and fast charging for certain models of iPhone and Samsung phones, delivering 7.5W and 10W respectively."

Best Fast Wireless Charging: RAVPower Wireless Charging Stand - "This charging stand can juice iOS and Android devices at between 7.5W to 10W and includes a QC 3.0 adapter."

Best Secure Charger: Apple MagSafe Charger - "For a charging solution that works best with the new iPhone 12, this charger allows for easy and secure wireless charging."

For more detailed descriptions & price range: <https://www.lifewire.com/best-charging-stations-4155740>