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**OED advances the business prosperity of Ozaukee County collaborating with community, regional and business partners ensuring a growing and diversified economy.**



## Kracken Pinion...

The City of Mequon’s Economic Development Board, the MATC—Mequon Campus, the Mequon-Thiensville Chamber of Commerce and Ozaukee Economic Development held a joint program on Tuesday, October 23rd recognizing the Mequon-Thiensville School District’s Robotics Program - “Kracken Pinion” - for taking 6th place in the World Championship. The international program provides each team with a set of specifications that the teams utilize to build a robot to perform certain functions (picking up and moving objects, sorting objects and traveling over obstacles) both autonomously and via a controller. The teams then compete at tournaments throughout the region. Points are assigned for the completion of the tasks within a certain time-frame. Kracken Pinion not only developed one robot to do this, but during the competition cycle took it apart and rebuilt the robot several times. Developing this robot involved a variety of skills including engineering and technology.



The program at MATC allowed the business community to get a chance to see their winning robot as well as hear about the process that the students went through to both develop the robot and compete. Additionally at the program, two MATC instructors demonstrated some of MATC’s newest equipment—including CNC and laser robots. These training pieces are portable and allow MATC to provide training at local businesses. Following the presentations, attendees had time to try out both Kracken Pinion’s robot and MATC’s equipment. This was a great opportunity for our businesses to see what our schools are training our next generation to be able to do. Thanks again to MATC for providing a great venue and refreshments for the program.



Kracken Pinion is a school club that is currently sponsored not only by the school district, but also by numerous businesses. If you are interested in connecting with the club regarding sponsorships, please call our office for more information.



## “History takes a long time”

I have that quote, which I loosely attribute to President George W. Bush, at the bottom of my emails. It's to remind me that today's happenings, no matter how exciting or unsettling they may be, will generally take a while to play themselves out. Wait awhile, then see what's happened.

These are heady times for many businesses in Ozaukee County, with strong growth in our companies a pretty common denominator. The other commonalities seem to revolve around hiring, workforce development, wages and trying to figure out how to keep our best teams together while adding badly needed new talent. To handle the business we have to grow a bit more. My favorite economist, Alan Beaulieu said back in June 2016 “Manufacturers will not be ready for how good it's going to be in the next 5-7 years.” I think he hit that nail on the head, and we're all dealing with it whether yours is a manufacturing or service business. What we've had to focus upon has changed.

OED had to change our strategic focus this past year from bringing in new businesses to bringing in new potential employees. It happened over time, but pretty quickly. Changing some of our programming and support services for the Ozaukee business community allowed OED to focus on the problems of the day to help our communities grow and prosper.

Economic development resources will be challenged in Wisconsin in the coming years. OED is funded by Ozaukee County, local communities and numerous private companies in the area. The organization has a reputation for delivering a strong ROI on the money invested each year to attract, develop and retain businesses and jobs to our county. No matter what happens, you can count on OED's commitment to service Ozaukee County with programming that fits their needs of today and tomorrow. No matter what history throws our way.

Cont.

I've reached the end of my two year stint as President of OED, and will hand the gavel to Dean Rennicke of Concordia University in January

It's been my pleasure to work with the Board of Directors and the terrific Staff of Kathleen, Jean and Liz. We have an abundance of talent with which to serve the businesses of this county, and look forward to putting them to work for you in 2019-2020. It's not so far away now, who knows where we will be in two more years.

“History takes a long time.”

*Jim*

Jim Winistorfer, President OED

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## Partners working together...

The State of Wisconsin provided a WAT (Workforce Advancement Training) grant to Pace Industries to deliver workforce training on site. The company worked with MATC to provide over 10 hours of instruction on Basic Robot Operation for Operators to 30 associates. The training took place over two months.

The course introduced operators to manipulating a preprogrammed ABB robot. MATC brought two robots from the downtown campus to Pace to teach associates about the safe operation and how to jog the robot using various motion control operations and the joystick. They identified production screens, error messages and how to resolve errors. They also learned how to place the robot back to the home positions to start the program.

Betsy Romo of Pace stated, “Our Associates really enjoyed the interactive aspect of the training and expertise knowledge the instruction provided.” “Through this type of training MATC is positioned to make that critical difference in developing the skills of Ozaukee County employees.”

For more information on MATC training or the 2019 WAT grant process, contact Mike Kuehnl at [kuehnlm@matc.edu](mailto:kuehnlm@matc.edu)



# Conflict Management...

On November 15th, OED partnered with MATC—Mequon to host a Conflict Management seminar. The sold out event was sponsored by von Briesen & Roper, s.c. Attendees started with lunch and a short networking session. Tom Myers, shareholder from von Briesen & Roper introduced our speaker Attorney and Professor Joanne Lipo Zovic. She explained to the group that conflict is inevitable, but learning what kind of communication style you have and how you respond to conflict can often help with situations you find yourself in not only at work, but in all areas of your life. Professor Lipo Zovic discussed with the group the different styles we may use when resolving conflict; Competing Style, Collaborating Style, Comprising Style, Avoiding Style and Accommodating Style. Each of these styles has advantages and disadvantages. Individuals then did a Dynamic Negotiating Approach Diagnostic (DYNAD). We had 20 scenarios and scored on how we would respond to those situations, those scores were then put on a Conflict Management Style Preference tally sheet and broken down into a “calm” score and a “storm” score. People with higher scores in the Competing Style often have a more assertive approach, where those with high scores in the Accommodating Style will often use a more cooperative approach. The important thing she pointed out is there is no right or wrong style, and that some situations require different approaches. A small group activity followed where each group was given one of the five Conflict Handling Modes and they had to come up with the Pros and Cons using that specific style, as well as think of examples of when this approach makes the most sense. Each group then presented their findings to the whole group. Professor Lipo Zovic closed by talking about the challenge in any communication is really our perception and that we all see things differently and because of that we all have different ideas and conclusions.

Thank you to MATC—Mequon for hosting and providing lunch for all the attendees.



Tom Myers  
Von Briesen & Roper



Joanne Lipo Zovic  
Attorney



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