



Update on the 3 on 3 Ball Hockey Tournament

by Jim Abernethy, Publisher
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Hey what a great day it was last Saturday May 19. Weather was perfect, the turnout was great and we all had a lot of fun helping Big Brothers & Big Sisters of Clarington (BBSC) raise funds for their important community organization.

Volunteering your time is a great way to give back to our community. Trust me, volunteers at this event have a lot of fun and it is a rewarding experience. Simply go online to: <https://ribsandbrews.com/volunteer/> or send your email to: kevin@kccgourmetcatering.com

50/50 Draw – prize up to \$15,000

This year the Neonatal Intensive Care Unit (NICU) at Lakeridge Health has organized a 50/50 Draw at Rotary Ribs & Brews. The grand prize could be as high as \$15,000. Tickets can be purchased before or during the event. The proceeds of this draw go to the NICU. See Draw details on page 7 of this edition.

The NICU provides acute care for the tiniest of patients (known as preemies) until they are strong enough to come home. Did you know - one in ten babies is born prematurely across Canada.

In Ontario that is over 16,000 babies every year! Many of these babies require extra special care to help them develop to their fullest potential.

Our family can attest to this having experienced the care that the NICU provided to bring our youngest grandchild into this world. Today, he is as healthy and rambunctious as any 3 year old and for that we thank God for the staff at the NICU everyday.

Putting Our Provincial Debt in Perspective.

Here is something to think about when you are eating your next meal.

In the length of time it takes to eat that meal, say 15 minutes, our Provincial debt will have grown by about \$1,000,000. and it continues to grow by another \$1,000,000 each and every 15 minutes thereafter..... do the math, that is a lot of debt.

You can view the Federal and Provincial Debt Clocks



Team Roster: (L to R) Darlene Brown, Hon. Peter McKay, Tyson Gimblett, Bryan Bickell, Lindsey Park (C), Evan Cormier, Bill Bickell (Coach), and Jennifer Wakefield. Absent for photo: Hon. Bev Oda (Scout) and Jim Abernethy (Mgr.)

online in real-time at www.debtclock.ca I visited this site and found it to be a real eye opener.

Also, according to Wikipedia (the free online encyclopedia), in the 151 years immediately following Confederation, the Province of Ontario accumulated a total debt of \$132.6 Billion. Shocking ?

Yes, but what is more shocking - in the last 15 years, consecutive McGuinty/Wynn Liberal Governments have managed to double that number to \$325 Billion and they are projecting to continue borrowing money right thru to 2025, if re-elected.

Add to this the \$655 Billion owed by our Federal Government and you may not feel like finishing your meal.

For verification of these numbers visit the Wikipedia site online at:

https://en.wikipedia.org/wiki/Ontario_government_debt
Sorry if you find these numbers unsettling..... perhaps it is something you do not want to discuss over a meal ahead of casting your vote on June 7, 2018..... or perhaps you should.

Cheer up..... you can always save \$3.00 off with this coupon below for a rack of ribs, good only 12- 4 pm on Friday June 8.



(L to R) Deke, Hon. Peter McKay and Lindsay Park, Provincial Conservative Candidate

A big shout out to Brad Kelly (BBSC) who coordinated the event, and of course to the Lindsey Park Celebrity Team who brought out the best in some of the teams who showed up to compete.

Call for Volunteers!

The biggest community event of the year is about to take place in Clarington.

The Bowmanville Rotary Ribs & Brews, coming on the weekend of June 8, 9 & 10 2018 is shaping up to be better than ever. This edition contains everything you will need to know about this 11th annual event.

Entrance to the event is free! However donations to the Bowmanville Older Adults Association are gratefully accepted at the entrance gate.

Organizations and individuals who are available to volunteer a few hours of their time to help with this event are encouraged to contact Kevin Anyan. No experience need!

Compliments of:

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June 8, 9, & 10, 2018

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WHERE DO I FIT?



by Peter Hobb

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Everyone has their own natural strengths, personality style, technical strengths, work styles, communication styles and leadership styles. People are also motivated by different stimulus. If you are planning to transfer your business to family members or employees or a combination of the two it is important to understand the personality traits and the unique skills of the people who will be play-

ing a key role in your business once you hand over the reins. This understanding will help ensure that these people are put in roles where they will be motivated to excel and add the greatest value to your business. These roles will give them the greatest satisfaction and energy. In contrast, if people are given positions that they are not suited for and that do not utilize their unique skills, these people will experience significant stress. Rather than giving them energy the positions will drain their energy eventually leading to possible burnout. People love to succeed so you want to put your people in the best possible position to do that. Assessing an individual's unique skills and personality patterns is invaluable to the individual in helping them evaluate different potential career paths, areas for personal development and the potential for personal growth. It will help your people to identify how they can further develop their unique skills to make them

more valuable in the work place. It will also help your people become more self-aware. An individual may have certain behavior patterns that they may want to temper when working with others. By making people aware of these patterns it will help them in their relationships with others.

As mentioned previously, assessing an employee's unique skills and personality patterns can be very beneficial to a business. For example, it will help you to, depending on the task, assemble effective teams comprised of people whose skills complement each other and have personality traits that will allow them to work constructively together. In the context of the transition of your business it will help you to identify the people who have the qualities to lead the business in the future. It will also help you to identify positions, for the other people who will be stepping into key management roles, that will fit with their aspirations and skills maximizing their contributions to the business. Such an assessment will also help you identify gaps in the skills of your management team so you can implement training and mentorship programs to upgrade skills. You may find that it is necessary to hire outside the company to fill management gaps.

Understanding the personality patterns of the people working for the business will also be invaluable to the new management group. "One size fits all" does not apply in motivating your people. For example, some people need regular positive feedback and may not react well to negative feedback. These people need help in learning non-defensive responses to improvement suggestions. This compares to people who react posi-

tively to suggestions for improvement. These people want to get better and they recognize the importance of feedback, good or bad. Management cannot treat these two people the same. Understanding the personality traits of these two people will help management to maximize their contributions.

A few tools available for identifying a person's unique skills and personality patterns includes Myers Briggs, KOLBE, and AVA (Activity Vector Analysis). Myers Briggs (www.myersbriggs.org) focuses on personality and communication styles. For example, it assesses how you prefer to take in information and how you make decisions. KOLBE (www.kolbe.com) focuses on assessing your natural abilities and instinctive talents. For example, this assessment will measure your instinctive method of operation and identifies ways it can be made more productive. You gain a better understanding of your own natural instincts to act. AVA (www.webava.com) will provide you with a behavioural assessment identifying peoples' natural tendencies and predicting their workplace behaviours. This assessment will help you to match the right person to the right job. AVA also provides behavioural demands of specific positions, again, invaluable information for management.

When transitioning your business, you want to ensure that you are giving your successors the best possible chance to succeed. Your retirement may depend on it. Having a clear understanding of the unique skills and personality patterns of your successors and other key people in your organization is an important element in ensuring your successors will be successful.

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