

The Chameleon

Records in this
Organization are
only made to be
Beaten

MANAGERS
MEETING
NUMBER



The Chameleon

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Expansion and Progress are Key-Notes of 1914 Managers' Meeting

JUST what a "Sherwin-Williams Managers' Meeting" means is something that we are inclined to overlook in its broadest sense of significance, because we are so accustomed to meetings of this kind that we are apt to get too close to them to see their greatest good. For this reason I have asked our Editor to let me write a little introduction to this Managers' Meeting number of *The Chameleon*, because on account of my having been an outsider for some three years, I believe the meeting gave me an impression that will not leave in a hurry. About the only word that fully describes the meeting which closed on April 11th is "Wonderful."

The writer has had the privilege of being present at a number of meetings in other organizations, and can say with some degree of experience that this Company of ours has mastered a plan of holding meetings and conventions that is second to none. This can be attributed no doubt in a large measure to the qualities of leadership to be found in our executive officers, chiefly our President, Mr. Walter H. Cottingham. In him we must recognize a true leader, not only in the big things of a convention or a

banquet, but in his complete mastery of detail which enables him to carry out an intricate convention program in a manner that makes it look simple and easy to one who possibly does not understand all of the preliminary investigation and study necessary in collecting the various facts and figures to be presented at one of these meetings.

The decorations this year were given more time and thought than has been customary prior to managers' meetings in the past. The decorative scheme this year was carried out with a background for the speakers' table of a 24-sheet Government poster, which was converted by the brush of an artist into a Forward Again Campaign poster, reading across the top: "Leadership—The Test is Progress." Over at the right in bold letters were the words: "We're on Our Way." There were two Cover-the-Earth designs on the poster, and the artist very cleverly placed our Forward Again banners on the standards of the cavalry men in the picture.

At the right of this great poster were banked up a number of palms. The speakers' table was decorated with a flag draped over it. The



suitable explanations were made, explaining just what the Manufacturing Department were doing to correct these troubles.

On Thursday morning Mr. Hain again opened the meeting and gave a general outline of the Manufacturing Department organization, explaining what had been done in the way of improvement during the past year, stating that at the present time thirty-six experts were in our laboratories, as follows:

- 13 in the Paint Testing Laboratories at Cleveland.
- 8 in the Varnish Testing Laboratories at Cleveland.
- 3 in the Chemical Laboratories.
- 3 at Newark.
- 9 at Chicago.

He said that during the past year we have organized a Research Department, whose special duties it is to develop new and original ideas. Also that a Railway Department laboratory had been established with Mr. M. L. Sims as its head,

and this department is devoting its entire time to railway goods.

Mr. Hain, in closing, stated that we were constantly working to make each factory independent, self-sustaining units, by placing them in the position to give service to the districts served by them without the necessity of losing time by referring matters to Cleveland. During Mr. Hain's session, the following heads of Departments were called on for brief talks:

Mr. P. D. George, General Superintendent of Varnish Manufacturing; Mr. T. F. Creager, Superintendent of Cleveland Paint Laboratories; Mr. J. Sterling, Superintendent of Auto and Carriage Laboratories; Mr. E. C. Holton, Chief Chemist; Mr. W. J. Lawson, Superintendent Newark Factory; Mr. R. V. Brown, General Superintendent of Chicago Factory; Mr. F. R. Bigelow, Superintendent Paint Manufacturing, Chicago; Mr. G. A. Goodell, Superintendent Dry Color Manufacturing, Chicago; Mr. W. R. Sieplein, Superintendent of Factory Costs.

Our Auxiliaries in Better Shape than Ever

Mr. G. A. Martin Urges Pushing of White Lead

MR. GEORGE A. MARTIN, the Head of our Auxiliaries Department, was given a "big hand" and gave his usual splendid talk, which always seems to come "right from the heart."

Mr. Martin despaired of the fact that our White Lead business was not better. He told of his recent trip to the mines out in New Mexico, and of the splendid condition

in which he found them. He impressed the Managers with the importance of urging the men to go after more business. "We have the right product and we want the business," said Mr. Martin.



G. A. Martin



Suggestion Blank Winners

WE WERE pleasantly surprised this year by the number of good suggestion blanks that were returned to us by the majority of the Managers and Representatives, showing conclusively that a good deal of thought was spent in the preparation of them. The Committee read over every blank, and the best extracts were held out and read at the Managers' Meeting. Next year we plan to send them out earlier, so you may have plenty of time to go over them and jot down your suggestions as you meet them on your territory. The Committee want to thank each and every man who returned his suggestions, and take pleasure in

announcing the following winners in each District:

Central District	
1st Prize.....	Earl Hess
2nd Prize.....	F. B. Spangler
Western District	
1st Prize.....	W. F. Gallinger
2nd Prize.....	G. L. Lathrop
Mississippi Valley District	
1st Prize.....	J. D. Jones
2nd Prize.....	R. P. Bennett
Southwestern District	
1st Prize.....	E. H. Nolte
2nd Prize.....	J. Barker
Texas District	
1st Prize.....	J. J. Twaddell
2nd Prize.....	G. C. Conger
Atlantic Coast District	
1st Prize.....	G. S. Spettigue
2nd Prize.....	P. L. Maury
Pacific Coast District	
1st Prize.....	F. W. Wansner
2nd Prize.....	F. W. Hewes

Old Dutch Lead Competition

WE congratulate the winners for their success in the Old Dutch Lead Competition, which extended over a period of three months, January 1st to April 1st. The first prize was \$50, the second \$25. The successful representatives follow:

Cleveland Sales Division	
1st Prize.....	E. L. Hess
2nd Prize.....	E. P. Hobson
Cincinnati Sales Division	
1st Prize.....	E. E. Swineford
2nd Prize.....	J. C. Titzel
Chicago Sales Division	
1st Prize.....	C. P. McNellis
2nd Prize.....	H. O. Allen
Minneapolis Sales Division	
1st Prize.....	P. H. O'Neill
2nd Prize.....	G. L. Lathrop
St. Louis Sales Division	
1st Prize.....	R. J. Tooker
2nd Prize.....	H. W. Nessel
New Orleans Sales Division	
1st Prize.....	R. P. Bennett
2nd Prize.....	G. G. Menefee
Kansas City Sales Division	
1st Prize.....	W. S. Ham
2nd Prize.....	W. R. Oliver
Omaha Sales Division	
1st Prize.....	C. I. Berg
2nd Prize.....	F. C. Steele
Dallas Sales Division	
1st Prize.....	J. J. Twaddell
2nd Prize.....	G. C. Conger
Newark Sales Division	
1st Prize.....	F. S. Brady
2nd Prize.....	W. H. Porter
Philadelphia Sales Division	
1st Prize.....	W. H. Jarden, Jr.
2nd Prize.....	A. Larkins
Savannah Sales Division	
1st Prize.....	K. H. Wood
2nd Prize.....	A. D. Kiser
Boston Sales Division	
1st Prize.....	J. H. Haynes
2nd Prize.....	F. H. Ripley