

Seventh Annual Dinner Meeting: Comedy

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Our Next Meeting

by Kim Borgman

INRUG will have their Annual Dinner at the Holiday Inn off of Michigan road (US 421) and I-465 on the Northwest side of Indianapolis. Date is Wednesday, December 4, 2002. The hotel is on the Southeast corner of the intersection, near the pyramids. The address is 3850 De Pauw Boulevard. It is visible from I-465 coming from the East.

Dinner will be a buffet, with a chicken and beef selection, along with veggies, salad and desert.

Cost will be \$10 for INRUG members, \$20 for significant others.

Socializing will be from 6:30 to 7:00, dinner at 7:00, and entertainment after the meal. We'll hold elections for the INRUG Board of Directors this evening as well.

Here is the best part: our entertainment will be Craig Tornquist, a standup comic. His comedy is clean and clever. He has appeared on the Jay Leno show, and opened for Sinbad and David Letterman. He has performed in more that 2000 shows across the country. Craig's unique mixture of song parodies, impressions, and audience interaction will put a smile on your face this evening. Craig has consistently proven Victor Borge's tenet that "Laughter is the shortest distance between two people."

PLEASE mark your calendars NOW for this date and RSVP to kborgman@nwscorp.com immediately so that we can finalize plans for this banquet. With more than 300 people on our mailing list, I would hope that our turnout

would be impressive. Otherwise, INRUG will probably not put forth the effort in future years.

You must RSVP by Friday, November 29, 2002. This is the day after Thanksgiving, so please don't forget to respond to us. I will be happy to answer any questions anyone may have.



INRUG Board of Directors Nominations

by Ron Frenken

It is that time of year again! We are looking for a few good men or women to serve on the INRUG board. Each term lasts two years.

Responsibilities include assisting in planning meetings, attending board meetings (generally every other month) and wanting to help fellow HP users. The meetings are fun, and you get to know other HP users better.

If you are interested, or know of someone that will do a good job, please send e-mail to bod@inrug.org by November 30, 2002. The election will be held at the December dinner meeting on December 4th.

INRUG BITS
Indiana Regional Users Group, Incorporated

www.inrug.org

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From the President's Keyboard

LOGIN: Ron Frenken or
:HELLO Ron.Frenken

Hello everybody! My wife and I had the opportunity to attend a great conference this past month dealing with character and ethics in the workplace. After all of the bad things that have happened in the business world in the past year, it was very enlightening.

One of the lessons I learned is that a company's values are seen not by what they have on a mission statement, but by the actions of everyone in the company, set by the executives on down.

The other great piece of advice I learned was to find a company and culture that fits with your own moral values. Dr. John Izzo had the statistic that over 43% of Americans feel that managers in their organizations routinely "cheat" and "lie" to employees. If you don't feel comfortable with how your organization treats you or your customers, then work to change it or look for another job. We spend too much of our lives working, and you don't want to spend all of that time working for the Enrons of the world.

If you are interested in more information, see www.lessonsinleadership.com. They have conferences all across the country, including their main conference in Indianapolis next fall.

I hope everyone can join us for our December Dinner Meeting on Wednesday, December 4th at 7 pm. We are going to have a great *clean* comedian for entertainment after dinner. Craig Tornquist is from Indiana and has done many majors acts across the country. We are very lucky to have him and hope that you can join us for a night of fun. See the accompanying article on page one of this newsletter for more information.

\$exit or
:BYE

Dates Announced for 12th Annual INRUG Training Symposium

by Ron Frenken

Mark your calendars! The Twelfth Annual INRUG Training Symposium is scheduled for the 21st, 22nd, and 23rd of April. The show will be held at the Holiday Inn Crowne Plaza in downtown Indianapolis.

This is the largest gathering of HP computing professionals in the state of Indiana. We will have two full days of training sessions on Monday and Wednesday. Tuesday will be the famous vendor fair and track presentation day. Be sure to check out all the latest updates and registration form at our website www.inrug.org.

Beauchemin Relected to Interex Board of Directors; Two Others Appointed

from Interex's "HP World News" E-mail service

Interex members have reelected Denys Beauchemin to the Interex Board of Directors. Beauchemin won 66.6 percent of the vote.

The board has appointed David Pellone to replace Bob Combs starting in January 2003. Combs' term ends in December. Pellone is the vice-president of finance for Flash Electronics, Inc. in Fremont, Calif. He brings a strong operations and finance expertise to the board. Pellone has an extensive background in high-tech manufacturing and international operations. He received his BBA, operations management from Kent State University and his MBA, accounting and finance from the University of Santa Clara.

The board has also reappointed Barry Breig for a second term. Breig is vice-president, information technology at Triplefin, a marketing and distribution company in Cincinnati. He also serves as chief technology officer for HMS Partners, the largest advertising agency in Ohio.

Here are the complete results of the board election: Dillon Pyron 156 votes (33.4%); Denys Beauchemin 311 votes (66.6%); Total votes: 467; Percent returned 13.92%

Itsy Bits

Your actions speak so loud I can't hear what you are saying!

- Unknown

The straight and narrow path wouldn't be so narrow if more people used it.

- Unknown

Our Last Meeting: e3000 and 9000 News

by Paul Harbron

Our October meeting was held on Wednesday, October 16, 2002 at HP's offices. We had 10 people show up to hear the latest on the e3000 and 9000.

John Broze started us off with the latest on the e3000. John is a pre-sales Solution Architect and has been with HP for about twenty-two years. We got the latest on the A- and N-Class servers and storage solutions. MPE/ix 7.5 has several improvements. One which caught my eye is the new "SHUTDOWN, RESTART" command which will shutdown the system and reboot it automatically. John provided the latest on transition options, including a flyer on HP-UX fundamentals training for e3000 customers. He also provided a CD-ROM with six webcasts and six white papers on e3000 transitioning.

Larry Dunkel, INRUG's own HP Liaison, gave the latest on HP-UX and the HP 9000s. A couple of the many items we heard about included Itanium, and about the architecture of the new boxes which have the processor and memory buffers together in one component. The throughput per CPU cycle for UNIX is around four for Superdome versus one for a PC.

Prizes were given out for people who answered questions. Eventually, everyone ended up with at least one HP coffee mug and a compact mini-toolkit.

What Do You Want?!?

by Ron Frenken

What topics are important to YOU? Tell the board what topics and presentations you would like to see at our upcoming meetings.

Are you interested in HP e3000 migration or OpenMPE? Are you interested in HP-UX, Linux or NT servers and system administration?

Are you interested in programming languages such as HP Transact, Speedware, C, Perl, JAVA or Visual Basic? Are you interested in storage, backups, printers, remote administration, disaster recovery, wireless or PDAs?

Are you interested in all of these and more? Please let the INRUG Board of Directors know what topics are important to you. E-mail us at bod@inrug.org.

Production Data

Just in case you're curious, this issue of *INRUG BITS* was prepared using Microsoft Word 2000 on a Hewlett-Packard OmniBook XE3 notebook computer running Microsoft Windows XP Professional. The original was printed on a Hewlett-Packard LaserJet 2200dn printer using standard Microsoft Word 2000 and Microsoft Windows XP fonts.

A Little Recognition

from Interex's "Inside HP" E-mail service

Scientific American magazine in its December issue, on the stands November 18, has recognized the molecular research team at HP Labs as one of the Scientific American 50. The magazine set out to list the scientific and technological contributions from the past year that provide a vision of a better future.

R. Stanley Williams, HP Fellow and director, Quantum Science Research (QSR) at HP Labs, Yong Chen and computer architect Philip J. Kuekes, who are members of Williams' team, were named as Research Leader in Manufacturing for their work in advancing molecular electronics and nano-imprint lithography.

But that's not all. The QSR group's molecular electronics work also got the nod from *Industry Week* as one of seven Technologies of the Year 2002, announced in the December 2002 issue. *Industry Week* asked readers to nominate candidates for the awards, which were judged by the magazine's editors.

Send Us Your Information

Have some new people joined your organization recently? Have there been some promotions? Something exciting happened at your office?

If so, why not publicize the fact, and provide some well-deserved recognition! We'd love to spread the word for you. Send us the information, and we'll make an effort to get it in the next issue of *INRUG BITS*.

Itsy Bit

One thing you can give and still keep is your word.

-- Unknown

Mistakes Team Leaders Should Avoid

by Robert M. Gignac

The events of September 11th, 2001 have brought the question of leadership to the forefront of many business publications. The search for the answer to - "What does it take to be a leader?" - is not just a recent phenomenon; consultants have spent years analyzing the differences between leaders and managers. Typically, these comparisons end up presenting leaders as more creative and valuable to an organization than managers.

I'm not sure that categorizing leaders and managers this way serves us well as business people. I've worked with organizations filled with too many leaders, who were struggling due to their inability to manage and implement day-to-day business issues. I've also worked with organizations staffed with plenty of excellent managers, who were struggling due to lack of innovation, motivation or an ability to keep their eye on the competition, which began eating their lunch.

An organization needs management and leadership. Don't get caught up in the latest fad of turning everyone in your organization into a 'leader' while trying to eliminate anything resembling managerial behavior. Why? You'll end up with chaos and a total lack of business focus. Ideally, we should develop managers who can lead and leaders who can manage. Successful organizations manage things, but lead people: manage finances, inventory, processes, technology, and leadership development; lead people, their perceptions and mindset, and foster motivation.

I've seen the following two scenarios repeatedly: a manager/supervisor

suddenly promoted to a position of leadership; an entrepreneur who must grow their business beyond their sphere of personal control. The transition from manager to leader can be a rocky one, and the attempt to train and develop leaders is easily botched. Why? While we seem to understand management, we fall short on knowledge about leadership.

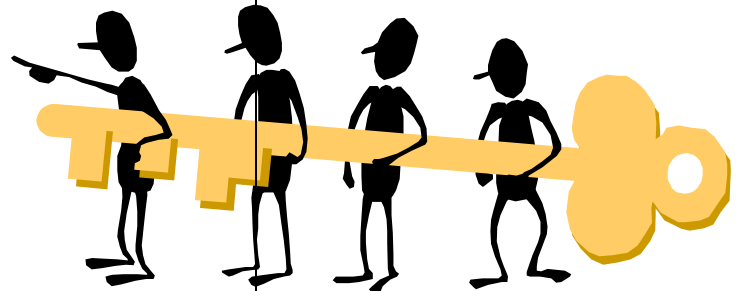
Leadership Defined

At its most basic level, leadership is getting people to follow you. If you have no followers, whom are you leading? Unfortunately, much training on leadership is designed around a control/authority model. Leaders figure out what has to happen, tell people what is needed, and then expect things to happen - while this is a gross simplification of the actual process, it is surprising how many organizations attempt to lead this way. They forget the psychological reality that people will only do what they want to do, and people will follow and work only as hard as is necessary if their needs are not being met.

If that is the reality, skilled leaders ask, "What words or actions will get people to do what I need them to do?" To create followers you need to understand two deceptively simple principles. First, people will do what their logic and emotions tell them, not necessarily what the leader says. Second, the follower provides all the motivation. No leader, however skilled, can motivate others. Leaders can only cause followers to motivate themselves. This might seem like semantics; it isn't. Accomplished leaders are adept at reading and feeding people's needs in order to

optimize the success of their organization.

Dr. James N. Farr suggests the best leaders incorporate three basic types of leadership - directional, implementational and interpersonal - into their thinking process. Directional refers to strategic leadership, answering the question - where should the organization go? Implementational leadership creates the blueprint - how will the organization make it to the destination? Interpersonal leadership is the process of getting people aligned to the organizational goals and objectives. An integration of these three types of leadership will place you on a strong foundation to successfully move and inspire the organization.



But as with all processes and initiatives, mistakes will be made. For those assuming a leadership role for the first time, the following are common when learning the ropes (and are sometimes committed by those who should know better).

Mistakes To Avoid

Mistake 1: *A refusal to accept personal responsibility/accountability.* Leaders understand mistakes happen, and refuse to blame others when things go wrong, even if it was out of their control. Leaders refuse to fall for the victim mentality, realizing that sometimes people will let them down, and if it happens, they get over it.

Mistake 2: *Concentrating on the problem rather than the objective.* Leaders know people will work hard and endure hard times because the effort will produce a result that is greater than the effort expended. The moment the result is no longer worth the effort they'll quit, and the team will falter. When you are up to your butt in alligators, the fact your intention was to drain the swamp somehow seems less important. Leaders keep people focused on the goal, not the problem.

Mistake 3: *Trying to control results rather than influencing thinking.*

Leaders influence and motivate, but in order to influence, don't just tell them - teach them. In order to connect Part A to Part B, leaders do not fall back on the basics of a) activity produces habits, b) habits produce results, and c) results produce success. Instead, they get people to focus on the thinking that produces feelings, and how those feelings allow you to produce the activity to get the results.

Mistake 4: *Overestimating where their people are.* A leader knows they can't make people run faster than they are capable, but should make sure that they are running as fast as they can.

As your organization grows or changes, be entrepreneurial about developing your leadership skills. Manage your personal leadership development. Be assured that what comes naturally or feels comfortable will not always be good leadership. Remember, if you look behind you, and people aren't following, then you are probably not leading.

Robert Gignac is the owner of Taynac & Associates, offering keynote speeches, seminars and workshops on personal and team development, motivation, and leadership. Contact him at: rgignac@taynac.com or check their website at www.taynac.com.

Board of Directors' Meeting

by Paul Harbron

November 8, 2002

The meeting was called to order at 1:07. Present were Ron Frenken, Paul Harbron and Kim Borgman. Terry Bodine attended by phone. Last meeting's minutes were read and approved and action items reviewed. Kim was appointed action item recorder.

Ron had updated the call for vendors and speakers and the Symposium timeline. They were all reviewed and approved. The same four tracks will be used again. Ideas for the training days and keynote were discussed. Again the Symposium Committee assignments, with primary listed first, then secondary, are:

Site Coordinator:

Ron Frenken, Ed Amburgy

Vendors:

Ron Frenken

Speakers:

Paul Harbron, Ed Amburgy

Registration:

Ed Amburgy

Proceedings:

Paul Harbron

Training Days:

Terry Bodine, Ron Frenken

Evaluations:

Terry Bodine, Ed Amburgy

Paul will write the article for the October meeting. The Board decided on a speaker for the December meeting and Kim will secure a location for it. Terry will plan the February meeting.

Ron and Ed will be up for re-election and the Board discussed some other possibilities for Board membership.

Ron wrote up a proposed timeline for next year. The only change the Board made was to move the July Golf outing to a Friday instead of a Wednesday.

There was no financial activity, so our balance at 10/31/02 remained at \$7,403.75.

The deadline for articles for the newsletter will be Friday, November 15. Ron had not received any response from vendors to an e-mail about advertising in the Newsletter, so he will follow up with phone calls.

The action items were reviewed and the meeting adjourned at 2:14.

Sewing It Up

from Interex's "Inside HP" E-mail service

A hobby more often associated with hearth and home than high-tech now has it all. At the 28th Annual International Quilt Festival, quilters were introduced to the HP quilting community web site, <http://click.topica.com/maaaCrlaaUeEfa4o2nce/>, and the HP Custom Quilt Label kit.

Quilters can find project ideas, free patterns, expert tips and a step-by-step label kit. But what's in it for HP, you ask? A press release has the answer: "These offerings enable quilters to incorporate digital imaging into their quilts using digital cameras, PCs, printers and scanners to enhance their quilting in creative and memorable ways." Ah, now we get it.

Rethinking What It Means To Live

A street lesson in Quito redefines 'living simply'

by Margo Miller

(Originally appeared in the Church of the Brethren *Agenda* - December 2001. Used with permission.)

For most of my twenty years I have heard and used the phrase “Living simply so others may simply live,” but I never truly grasped its meaning. At New Windsor’s The Peace Place and at my Church’s Annual Conference I loved to buy buttons, pins, and bumper stickers that promoted a simple life with sayings like “Teach Peace,” “Visualize Whirled Peas,” “Ask Questions,” and “Consume Less.” And these phrases that I love so much — these too I did not actually understand.

This year I am living and studying in Quito, Ecuador through Brethren Colleges Abroad. Along with Spanish and my academic courses, I am learning what it means to live.



‘Arroz.’

On a Friday afternoon in September, I was walking with a friend to the other side of town. Two boys, about six and eight, tapped my arm and asked to clean my shoes. I declined, as white and blue tennis shoes do not do well with black and brown shoe polish. They then asked for money to buy food, as they had not eaten.

My friend and I took them across the street and asked them where they would like to eat. The older of the two pointed to a restaurant called the Texas Chicken. We walked inside, and the four of us gazed up at the menu display. There were pictures of heaping plates of rice, chicken, potatoes, and other vegetables along with huge cups of Coca-Cola. I looked down at the boys and asked what they would like to order. The older boy, his eyes filled with amazement and gratitude shining on his beautiful face, simply said, “Arroz” (rice).

Clarity.

With one word this boy made clear what living simply really means. There are so many people in this world who work all day and night shining shoes or selling newspapers, gum, flowers — anything under the sun. These people are undernourished, not consuming in a week what my family here and at home consumes in one day. And all they ask for is the little bit that can get them through another day.

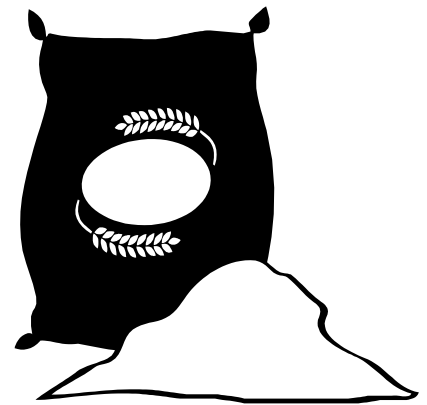
Want.

And then there is me. I have so much and I demand and desire to consume more. I eat three huge balanced meals a day and yet when I pass by McDonald’s or the pharmacy I want to buy a McFlurry, Snickers, or potato chips. When I am in a bookstore and look at children’s books, I long to add many to my bookshelves at home. When I go to Goodwill or the mall to buy clothes and see great slogans on t-shirts, I want to add them to my closet. I have so much and still I want, want, want.

Living simply is not only tithing ten percent of my income to the church or to church-run organizations. Living simply is not just volunteering

a few hours a week at the local food bank.

Living simply is not just giving thanks several times a day for my many blessings.



Decision.

Living simply is a daily, hourly, minutely decision to tithe, volunteer, be thankful, and consume only what will provide me with a balanced and nourishing diet, shelter, and warmth — and then using the excess to see that beautiful children with shining eyes and adults who work so hard every day are able to consume arroz.

I acknowledge how truly difficult it is to curb the consumer in me. I fear that this daily decision to live simply, consume less, teach peace, ask questions, etc., will be all that much harder to make when I return to my homeland where poverty and hunger are not always so obvious. It will take a conscious effort, and the help of friends and family, every day of my life to “live simply so others may simply live.”

From Sharpsburg, Maryland, Margo Miller was a Manchester College student studying in Ecuador through Brethren Colleges Abroad in December 2001.

Dave's Ditty

by David Largent

Last issue I started this column with "welcome to Fall!" Now, just a few weeks later, I've seen my first snowflakes of the season, and the temperature makes me think I should say "welcome to Winter," despite the fact that Winter doesn't officially start for another month.

Speaking of starting, last issue I ended my column by asking "So which are you: A bird or a squirrel?" (By the way, I didn't get answers from anybody!) This month I'm going to ask, "Who are you?" Now there's an interesting question: Who am I?

A lengthy list of words and phrases come to mind: father, husband, son, son-in-law, Boy Scout leader, boss, coworker, manager, brother, brother-in-law, grandson, uncle, nephew, procrastinator, past INRUG President, past Board member, past Interex Board and committee member, friend, member of the first INRUG Training Symposium Committee, past Chief PITA for the INTEREX Board, computer geek, detail oriented, longest-serving INRUG newsletter editor, Eagle Scout, male, white, Cherokee, tall, slightly graying, bearded, die-hard e3000 user, sense of humor, punster, bicyclist, canoeist, (past) jogger, Boy Scout Wood Badge Bear, camper, cat-lover, ethical, honest, Christian, Sunday School teacher, consumer of goods, keeper of a messy desk, Church Treasurer, human being, American, Hoosier, pacifist, amateur nature photographer, e-mail addict, jovial, and easy-going.

OK, let's look at this another way: what do I enjoy? Again, a list of words and phrases: recognition for a job well done, tying and teaching knots, making Native American crafts, humor and puns, Boy Scouts,

camping, bicycling, canoeing, parenting (most of the time), being involved, and making a difference.

Wow! Those are long lists. No wonder I always seem to have something to do. I encourage you to stop reading now and make your own lists. Yes, I'm serious; stop reading and start writing!

Got your lists ready? How similar are our lists? I suspect we have many of the same words – maybe even a majority. I'm sure I have some words and phrases in mine that aren't in yours, and vice versa. We may wish we could claim some of the other's. We may also be glad we can't claim some of the other's "titles".

So what does this exercise tell us? One thing it did for me was to help me realize who I am to other people. Others have expectations of us for each role we play. Some of our roles may have conflicting expectations. Can we fully meet others expectations of us? Do we need to? What can we do to help set others expectations correctly?

Another thing it can do is to help identify things you might be able to eliminate from your life. If you have a "role" in your first list that doesn't appear in your "enjoy" list, ask yourself if you have to fulfill that role. Some roles aren't optional: once you're a parent, you've got that role for life. Others are optional: it may have been one you chose, or one "given" to you by someone else. Do all your roles still fit you? If not, see what you can do to shed yourself of that role, and thus provide more time to fulfill other roles.

I hope you've enjoyed our journey this month. Drop me a note and let me know what you think. See you at the December INRUG dinner. I'm looking forward to some good humor!

-dll

Calendar

December 2002

- 4 **INRUG Dinner Meeting – Indianapolis, IN**

January 2003

- 10 INRUG Board meeting – Indianapolis, IN

February 2003

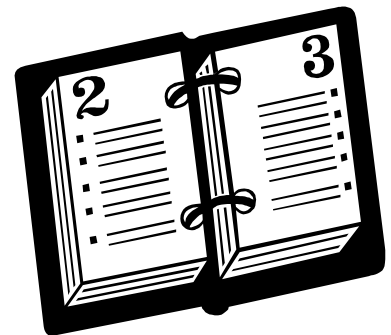
- 20 **INRUG General Meeting –**

March 2003

- 7 INRUG Board meeting – Indianapolis, IN

April 2003

- 21-23 **INRUG Training Symposium - Holiday Inn Crowne Plaza – Indianapolis, IN**





Legal Stuff & Other Info

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Articles may be submitted by sending them to one of the INRUG newsletter addresses provided below. Electronic submission is encouraged!

Material must be submitted by the 5th of the month for publication in that month's newsletter.

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