

REMINGTON ARMS COMPANY, INC.

INTER-DEPARTMENTAL CORRESPONDENCE



"CONFINE YOUR LETTER TO ONE SUBJECT ONLY" _____

November 5, 1985

TO: J.W. Bower/W.H. Coleman, II

FROM: R.S. Murphy

M.E.T. Seminar

The M.E.T. organizational effectiveness seminar has been the best learning experience I can recall in my five years of Remington employment. In spite of sounding like a brainwashed participant extolling the virtues of M.E.T., I can't say enough about the course.

In a nutshell, M.E.T. touched on the need for change (both individual and corporate), some of the skills required, and the will or desire to get involved. The material covered outlined a need to examine what I do or in another way, the need to get unstuck from a rut. Skills including meeting, leading, meeting design, creativity, and managing creativity were introduced and reinforced. The course motivated me to have the desire to get personally involved. The video "In Search of Excellence" showed Tom Fry of 3M and how he backed the "Post-It" notes for 11 years before his idea became a reality. With this example in mind I now feel I can better put my efforts to work promoting/fostering good ideas, even in the face of moderate resistance.

The method we used to gain an understanding of the material was a mix of lecture, discussion, and numerous activities (group assignments). At the onset we were told that the "brainpower" would come from the class and that we would essentially teach ourselves. I surprisingly found this to be true. Everyone contributed to the learning. I also liked the fact that everyone was treated equally; titles (and hence intimidation) were non-existent.

The seminar was conducted, of course, in Leesburg, VA., and in the Poconos, and I think that was a good idea as opposed to an on-site presentation. By being away from home and work my only

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concern was with the material presented. I was immersed in the material without the distractions that would be present here. The camaraderie that developed with the group as a result of nothing better to do in that environment promoted an openness that permitted a free-flowing exchange of ideas. The fact that meaningful outside activities are present here would have certainly detracted from the amount of time that we spent together and this would have inhibited the learning process.

I am in favor of this program and I feel that all of our exempts, non-exempts, and some of our wage roll people should attend as soon as possible.

RSM:sps

RSM