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## Assistance to Ohio's Tobacco Farm Families Continues

The OSU South Centers Business Development Team partnered with the Southern Ohio Agricultural and Community Development Foundation to once again provide assistance to Ohio's Tobacco Farm Families. For the third year, the Small Business Development Center (Region 7) Team at the OSU South Centers, Piquette, Ohio assisted Ohio tobacco farm families with their application for this year's Southern Ohio Agricultural and Community Development Foundation's (SOACDF) Diversification Grant program. This program provides matching funds for tobacco farm families to diversify their operation in an effort to reduce dependence on tobacco income and increase income from other farm enterprises to help the family farms remain viable. The SBDC at the OSU South Centers participated with the SOACDF in 7 training events by providing information about Business Planning for nearly 400 tobacco quota owners, quota owner/growers, and grower/tenants. The team also provided more than 700 hours of one-on-one consulting to assist tobacco farm families with their applications. The written business plan, which included a marketing plan and financial statements, accounted for seventy percent of the score applicants received for their application.



Special points of interest:

- Check out our upcoming events!
- One *Incredible Morning*
- New Research on Employee Development
- Job Loss = Great Opportunity

In addition to the trainings and one-on-one consulting, the SBDC team at the OSU South Centers developed an interactive compact disk and a web site to assist tobacco farmers with their application. Over 600 cd's were distributed through the program. The SBDC at the OSU South Centers worked with SOACDF and local OSU Extension county offices and to provide the assistance and training to Ohio's tobacco farm families.

The Southern Ohio Agricultural and Community Development Foundation's Diversification program awarded more than 3.3 million dollars in matching funds to applicants. This represents a nearly 7 million dollar investment into Ohio's tobacco farm families' enterprises.

For More Information Contact Us at 740-289-3727 ext 111.

## Employee development is essential for businesses

### Local research presented at conference



“Understanding the impact of employee skills and abilities on business performance is essential to gain and maintain competitive advantages in today’s economy”, says David Boulay, Management Specialist at the Ohio State University South Centers at Piketon. “Knowing the skills necessary to compete today as well as preparing employee skills for tomorrow is vital for sustained business success”.

These thoughts serve as the basis of a research paper, “Human competence and organizational adaptability”, presented by Boulay at the Asian Academy of Human Resource Development conference. The conference took place December 3-6 in Taipei, Taiwan with representation from 14 different countries.

“The global economy is having profound impacts on the way businesses compete. Companies in all industries are experiencing an increased intensity in diffusing technologies, ideas, and practices”, says Boulay. “This creates a need to understand how these new competitive practices can be integrated into your company to improve organizational performance. This also means identifying the new employee skills necessary to effectively integrate these changes”.

Little research has explored the role of proactively adapting employee skills and abilities in the face of market changes. Boulay’s work begins to assess the approaches businesses use to adapt employee skills in the face of a constantly changing marketplace. Boulay notes, “If your company skills remain static but other companies continually improve their employee skills, then you may find yourself at a disadvantage. In the global economy, you may not even know it is occurring until it is too late.”

This research is one example of the OSU South Centers’ mission to enhance the region through informed decision-making. The Business Development Network uses this research to support the employee development efforts of area businesses. Area business and community leaders interested in the research or training and development efforts for their employees should contact David Boulay at [boulay.1@osu.edu](mailto:boulay.1@osu.edu) or 740-289-2071 x228.

## *One Inc.redible Morning— Ready...Set...Grow*

one  
**“Inc.redible”**  
 morning

Want to prepare you business for significant growth? Don’t miss “One Inc.redible Morning— Ready...Set...Grow,” led by Steven S. Little, senior consultant to *Inc.* Magazine, the magazine for growing companies. Participants will learn proven strategies of America’s most successful growth companies; customer acquisition and retention; techniques for finding , training, and retaining the best and the brightest and much more. The seminar is from 9:00 a.m. –1:00 p.m. on February 23rd at OU-C Bennett Hall Auditorium. Tickets are \$99. To register, you may call the Chillicothe Chamber of Commerce at 740-702-2722 or [http://chillicotheohio.com/little\\_seminar.htm](http://chillicotheohio.com/little_seminar.htm)

“Knowing the skills necessary to compete today as well as preparing employee skills for tomorrow is vital for sustained business success.”

# Upcoming Events

## Building Your Own Business Workshops-

This workshop will discuss key points of business ownership including- Money, Marketing, Management

<p><b>Adams County-</b> Adams County Business Training Center 3389 Cross Road, West Union, OH March 28, 2006 May 23, 2006</p> <p><b>Highland County-</b> Training Resource Center, SSCC 200 Hobart Dr., Hillsboro January 30, 2006 March 27, 2006</p>	<p><b>Jackson County-</b> OSU Extension Office 17 Standpipe Road Jackson OH 45640 February 16, 2006 March 16, 2006</p> <p><b>Lawrence County-</b> LEDC PO Box 488 Southpoint, OH 45680 February 20, 2006 March 20, 2006</p>	<p><b>Pike County-</b> Endeavor Center 1862 Shyville Road Piketon OH 45661 February 27, 2006</p> <p><b>Ross County-</b> Chillicothe Chamber of Commerce 45 E Main Street Chillicothe OH 45601 February 8, 2006 March 8, 2006</p>	<p><b>Scioto County-</b> Shawnee State University 940 Second Street Portsmouth OH 45662 February 7, 2006</p> <p><b>Southern Ohio Growth Partnership</b> 342 Second Street Portsmouth OH 45662 March 7, 2006</p>
<p>To register contact Kelly O'Bryant at 740-289-3727 or <a href="mailto:obryant5@ag.osu.edu">obryant5@ag.osu.edu</a> Registration fee \$20</p>			

## ASQ Quality Basics



February 1, 2006      1:00pm– 5:00pm      Fee: \$99

The OSU South Centers Endeavor Center  
1862 Shyville Road, Piketon OH 45661

ASQ's Quality Basics helps organizations build a foundation for excellence by providing participants with an overview of quality and its principles. This four hour course is designed to meet organizational needs for basic quality training and competency.

For More Information or to Register Contact Kelly O'Bryant at 740-289-3727 ext 111 or [obryant5@ag.osu.edu](mailto:obryant5@ag.osu.edu)

## Teambuilding

## Business Technology

Tuesday, January 31, 2006 9:00am-4:00pm

The Ohio State University Extension South District  
17 Standpipe Road, Jackson OH 45640

This workshop includes a full day of training, planning, goal setting and creating a clear vision, mission and culture for the small business.

To register contact Connie Freeman at 740-288-9908 or [cfreeman@oakhillbanks.com](mailto:cfreeman@oakhillbanks.com)

Tuesday, February 7, 2006 9:00am-4:00pm

The OSU South Centers Endeavor Center  
1862 Shyville Road , Piketon OH 45661

This workshop provides strategies and skills for the Small Business Owner

To register contact Connie Freeman at 740-288-9908 or [cfreeman@oakhillbanks.com](mailto:cfreeman@oakhillbanks.com)

## The Ohio State University South Centers



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## We're on the Web!

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"Your Success is Our Business"



Shawnee State University

Education for Business & Industry



### ATTENTION:

This may be your last newsletter unless you contact us and let us know that you would like to remain in our database!!!

Contact Kelly at 740-289-3727 ext 111 or [obryant5@ag.osu.edu](mailto:obryant5@ag.osu.edu)

## Job Loss Creates a Great Opportunity!

Losing your job can be a great opportunity!! This is what Frank Barbarits' sentiments are when he reflects on what happened to him in 1997. Mr. Barbarits found himself without a job after working at the Portsmouth Gaseous Diffusion Plant in Piketon, Ohio for 21 years as a design engineer. Today Mr. Barbarits is the CEO and President of Innovative Solutions Unlimited LLC. This engineering/manufacturing and services company was originally established in Mr. Barbarits' home located in Minford, Ohio.

Expanding their operation into the Endeavor Center proved to be a great move for Innovative Solutions. The facilities, services and staff so impressed the Innovative Solutions personnel attending the Endeavor Center ribbon cutting ceremony that they decided to expand their operations and become the facility's second tenant. Today, Innovative Solutions continues to grow and hire new employees including those who have been terminated from the Portsmouth Gaseous Diffusion Plant.

The Endeavor Center has proven to be a great location by affording Innovative Solutions increased opportunities to network with other tenants and improving company visibility. The modern facility with its entrepreneurial atmosphere promotes creativity as well as a productive and efficient work environment.

Innovative Solutions provides experienced engineering and technical services to the centrifuge uranium enrichment industry and Department of Energy contractors involved in environmental restoration/remediation work. In addition to the engineering and technical services, specialty equipment is manufactured and furnished to a myriad of companies located throughout the United States. If you would like additional information please contact Innovative Solutions Business Development Manager, Butch Stall at (740) 289-3282.

