

# Quick *Changes*

News From

Diversified *Innovative* Products Co.

Volume 19, Issue 1, Spring 2008

## NEW & IMPROVED PRODUCTS!

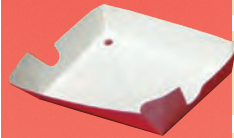
### NEW



Gallus EM280s drip tray

Aquaflex 18" LX retainer

W&H Press drip tray



Comco ProGlide 10" liner for manufacturer's pan

Omega Digicom 13" C2000 liner system

Mark Andy 4120-17 liner system

### IMPROVED



MAL2201-7 - improved fit in retainer

MAL2201-10 - improved fit in retainer

MAL2200-10 - improved fit of foam wiper cut out

MAL4200-10 - improved fit of foam wiper cut out



## Changing Times in 2008

With springtime approaching we are off to another fast start at DIP Company in 2008. We want to extend our appreciation for the increase in business we have seen through the end of 2007 and into 2008. We didn't seem to have our holiday slowdown last year and we have our customers to thank for it. All this business just makes us more confident that we have something that not only helps our customers' manufacturing processes but in the long run saves time, talent and resources.

Springtime is a time of change and maybe it's time to look into the future and make some changes yourself. DIP Company is on the constant lookout for ways we can change things to make them better for you. We are working on several projects to improve our "Quick Change" Ink Fountain liner systems and we are looking forward to introducing some of these ideas to you this year.

Is it time for you to change things too? Or will 2008 be another year of doing things the same? We would like an opportunity to discuss this with you. One of the ways we get to do this is when we make personal, on-site visits with you. This year we will be putting our efforts into going on the road and talking with as many of our customers as we can. We have trips planned to California, Texas, Colorado, Nebraska, South Dakota, Minnesota, Wisconsin, Illinois, Michigan, Ohio and Florida. Let us know if you would like a personal visit and if we are in your area we will make every effort to arrange one. If we can't make it to your area, perhaps we can talk with you at the Labelexpo show in Chicago this September. We are already making plans for the show and look forward to seeing - *continued on page 3*

## on the inside!

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## TEAM BUILDING *in a* MERGER ENVIRONMENT



During the last several years the Flexographic Industry has seen much consolidation. As with every merger or acquisition, it is imperative to build new teams so the employees of the newly merged plant feel a part of the new team as soon as possible.

There is always a sense of “we and they” that needs to be overcome in a merger of operations. While you cannot do anything about the jobs eliminated, managers can do a lot to create the new team of

merged employees. With the amount of stress in learning new systems and procedures, eliminating the “we and they” mentality can have a positive impact on creating the new team.

Consistently, there are two areas that seem to build the new team the best. They are non-segregation of employees, and two-way communication between the new management team and employees. While every company has their own philosophies on how to accomplish this, they are relatively simple concepts.

Non-segregation of employees is accomplished by creating shifts comprised of employees from both plants, having operators buddy up in training with the merged employees or creating “troubleshooting teams” with representatives from both affected sets of employees. By not allowing the same “cliques” to remain in the business place, new teams and alliances are formed effectively combining employees in the new mold. While the new mold may only be new for the arriving employees, it is important for managers to keep an open ear to the new employees, which leads to the second area of team building.

Two-way communication is very difficult when teaching others the “new way”. However, it is important for management to not micromanage or “jam” the new way down merged employees' throats. We, as managers, have a tendency sometimes to tell people to just “do it this way” without any explanation of why or without an openness to other alternatives. As people, employees want to be heard in order to feel a part of the team. We all need to be heard through actions and statements. Therefore, it is key to let employees make decisions under their auspices and contribute in a constructive way to the “new way”. If their input is not used it's okay, as long as it was considered and they understand why it was not used. Micromanaging employees and telling them to “do it this way” turns them into robots.

Remember the rule: “Our way is not the only way.” If management approaches a merger with this mentality, it can lead to a quicker and more productive “new team”. Managers face a tough challenge in a merger environment, but through forcing the creation of new teams and using two-way communication, they can accomplish two things: replace those who don't want to be a part of the “new team” and make people feel appreciated.

## BREAKROOM TRIVIA:

1. Frank Lloyd Wright was best known for being a what?

- a. Actor b. Scientist c. Writer d. Architect

2. The 16th century Nostradamus, predicted World War III to be a very brutal war, but last for a short time. How long did he predict it would last?

- a. 1 year b. 7 months c. 18 months d. 3 years

3. Myrmecology is the study of what?

- a. ants b. bats c. rocks d.cows

4. Which US city listed below is NOT the site of a US Mint?

- a. Washington D.C. b. San Francisco, CA  
c. Denver, CO d. Philadelphia, PA



5. How many boroughs are there in New York City?

- a. 6 b. 3 c. 5 d. 4

6. A funny sit-com aired from the years 1978-1982. It was about a radio station with many crazy characters. It was called \_\_\_\_\_ in Cincinnati?

- a. WKRP b. KWWL c. WCIN d. KPPR

7. If you wanted to attend Harvard University, where would you have to go to?

- a. New Haven, CT b. Cambridge, MA  
c. Ithaca, NY d. Providence, RI

8. On the children's TV show 'Sesame Street', many children have learned how to do sign language. Who is the deaf lady on that show that teaches simple signs to the children?



- a. Gina b. Linda c. Celina d. Susan

1. d. Architect - Mr. Wright lived to a ripe old age of 91. He was responsible for building many interesting structures.  
2. b. 7 months - He also predicted that once the 3rd World War was over, there would be peace on the earth for a long time.  
3. a. Ants  
4. a. Washington D.C.  
5. c. Five - They are Manhattan, Brooklyn (Kings), Queens, Richmond (Staten Island), The Bronx.  
6. a. WKRP  
7. b. Cambridge, MA - Yale is in New Haven, CT; Cornell is in Ithaca, NY; Brown is in Providence, RI.  
8. b. Linda

### *Changing Times in 2008 continued -*

many of our loyal customers, as well as some new faces we haven't served in the past. Keep an eye out for additional information on the show as it approaches.

We are excited and looking forward to another year of new challenges and changes in 2008. One of our new challenges, at the DIP/IMC Companies, will be where and how we can eliminate redundancy in our internal manufacturing and administrative processes. We want to practice what we preach and continually look for waste in every area of our day-to-day operations. Many of the businesses we work with are going through changes - whether it is mergers, acquisitions or expansions. When you make the change in 2008 we would love to be a part of it. Give us a call to discuss how using a simple "Quick Change" Liner Program can help you eliminate the unnecessary, time consuming and resource wasting job of washing metal ink fountains. This is one change you can't afford to put off for another year.

### **ATTENTION Purchasing and Accounting:**

## **OF COURSE YOU CAN...**

...pay your invoice with a credit card. For your convenience, we accept VISA, MasterCard and American Express. We'll get your credit card information in our system, so you can pay right away on each and every order or at your discretion. You can also request an invoice be paid via your credit card after you have received the invoice.

We are also happy to E-mail your invoice to the appropriate party. We'll keep the invoicing E-mail information in our system and automatically E-mail the invoice during the invoice process. Just contact Customer Service to set up this special service.

## **NEW PRODUCT SPOTLIGHT**

### **Gallus EM280 and EM410 presses**

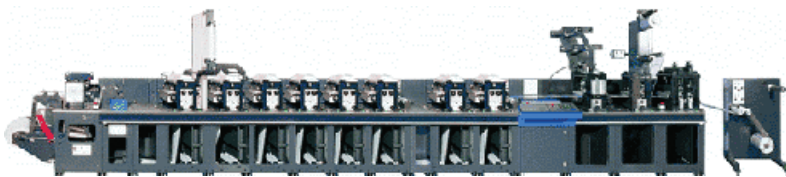
The Gallus EM280 and EM410 presses have enjoyed a long and storied history. They were originally developed by Arsoma. DIP Company designed "Quick Change" liner systems for these presses in the late 1990s. Gallus has taken over these presses and continues to improve them.



*Gallus EM280*

We have a retainer and liner system available for both of these presses. Our system for the EM280 uses our very successful C2000 wiper system. In addition, we have liners that fit into the metal pans that came with the manufacturer's presses. Gallus has

introduced the option of using enclosed doctor blades on these presses. We have drip trays available for both (DTGAL-EM280s, DTGAL-EM410s) that go under the enclosed doctor blades. Please contact your Sales Relationship Manager if you have any questions on these products or have any changes you would like to see.



*Gallus EM410*

# DIP CO. Team Members



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Manager



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**Vickie Mead**  
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**Patty Rosales**  
IMC Office Manager,  
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**VISIT**  
[dipworldwide.com](http://dipworldwide.com)  
and take advantage  
of current  
web specials!

## Shipping Guidelines Reminder

DIP Company would like remind you of our shipping guidelines. Often, we are able to process our customers' orders within a day or two upon receiving them. However, we have been extremely busy and have been using the allowed time within our guidelines.

To better serve you, here is a reminder of those guidelines:

- 1-5 cases will ship within 3 working days upon receiving the order.
- 6-15 cases will ship within 5 working days upon receiving the order.
- 16-50 cases will ship within 10 working days upon receiving the order.
- 50+ cases will ship within 10 - 15 days upon receiving the order.

Please consider these timeframes along with the standard shipping time to ensure you don't run out of product.



8 - 11 September, Chicago  
**LABELXPO**  
**Americas 2008**  
[www.labelexpo-americas.com](http://www.labelexpo-americas.com)

Look for our next newsletter this summer, which will be dedicated to the upcoming Labelexpo show this September 8 - 11, 2008 in Chicago. We're excited to attend the show once again, and showcase our newest products. As always, we are looking forward to visiting with our customers at booth # 2027.

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Visit our web page and order on-line!

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Run Your Presses as Fast as You Can!