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## PS

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## Story

This is a story about a company in Rossford, Ohio that was a very important part of their economy. Libbey Owens Ford was a glass company that made windshields. Its corporate headquarters was located in Toledo Ohio. Its history dates back to 1880 in the production of various glass products. It was the core industry in Rossford, Ohio and most of the individuals in the community were employed in the plant. In 1928, it was the first company to make laminated safety glass. ( Made in Rossford) In April, 1986, LOF sold its glass business to the Pilkington Group, a multinational glass manufacturer headquartered in the United Kingdom. As part of the Pilkington Group, the company retained the LOF name. However, in June 2006, Pilkington was acquired by Nippon Sheet Glass, and the LOF name was abandoned.

In 2019, an automotive program was held at the Rossford Public Library. At this time, a historical program was going to be offered at the library. The program was advertised and the auditorium was completely full. Individuals were there telling their story not about Pilkington group, but about the original Libbey Owens Ford. This was shocking because of the number of years that have passed since the plant had been sold to Pilkington. The enthusiasm of the stories that were told about family members that worked at the plant was inspiring. There was a pride and loyalty in their stories.

This is an example of industrial heritage that is similar to industries that were in the United States during the industrialization. This statement in no way reflects the type of management that existed during the time that Ford owned this company. It is an expression of the morale and satisfaction of the employees and their dedication to the company. An interesting observation is that there has been very little effort by the current or previous owners to relate to this industrial heritage and develop a deep sense of community commitment like Libbey Owens Ford achieved. The community is still committed and has an interest in the development of heritage projects to preserve the story of LOF and its relationship to the community.

This is a direct reflection of how morale and satisfaction can be built into a culture that has a significant impact upon the populations of a particular community.

## Philosophy

Confucianism is focused upon the development of morals. Once an individual develops these morals there is cosmic harmony, then, there will be peace and harmony. The characteristics that help the individual are Jen, Yi, Li, Chih, and Hsin. These are goodwill, empathy, generosity (Jen), duty and humanity (Yi), proper conduct and propriety (Li), wisdom (Chih) and loyalty (Hsin). Of these characteristics, the expression of success is good judgment/wisdom.

Solomon's philosophy centers on good judgment/wisdom in life situations. The results are prudence and moderation. The moderation in this approach is avoiding foolish decisions based upon moral living. Shrewdness and caution are the basis of good decisions. Some examples of Solomon's Proverbs that were guides the living is:

Proverbs 12:11 "He who works his land will have abundant food, but he who chases fantasies lack judgement."

Proverbs 15:32 "He who ignores discipline despises himself, but whoever heeds correction gains understanding."

Proverbs 15:22 "Plans fail for lack of counsel, but with many advisors they succeed."

Confucianism and Solomon's Proverbs are guides for the development of morals based upon good decisions. There are many other cultural philosophies but most of them focus upon the development of a moral approach to life. Employee services must be guided with a philosophy that recognizes the goals of the employee and the organization. There must be a synthesis and a blending to develop an approach that works under all conditions to produce the desired outcome.