



An Evening To Remember

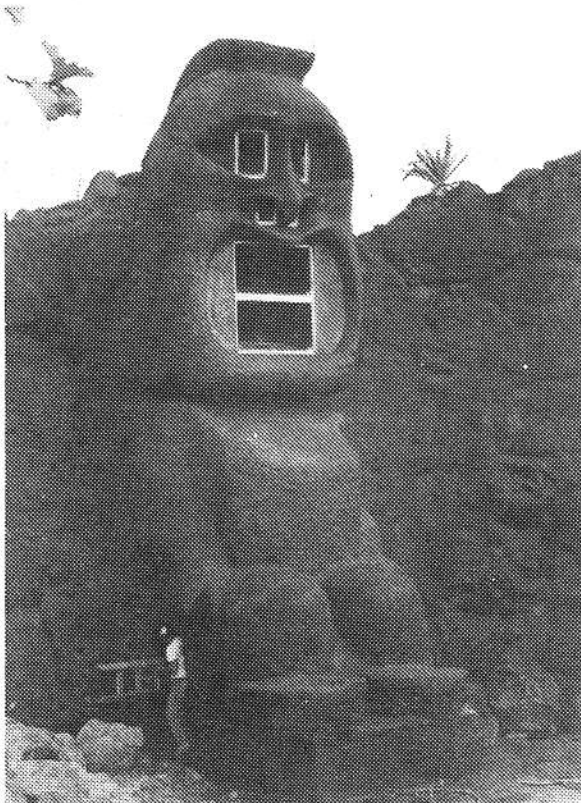
"The best employee party ever at the Polynesian Cultural Center," was heard from many employees last Friday night as the Cazimero's made their exit and the crowd clamored for more. Friday, December 6th, the Polynesian Cultural Center showed it's employees what it has been saving up for all year—Christmas!!

All year long, the Special Projects crew scimped and saved on employee events in preparation for the Christmas party. Many of the employee parties through the year were picked up by Employee Relations and were done on a very low budget so that the Christmas Party could be the best it ever was—and it was!!

The party started with dinner. Prime rib, salad, potatoes, rolls, vegetables, dessert, and all you could eat of it. It was catered by an outside company so that all employees, including food employees, could just sit back and enjoy the party. Entertainment was provided by PCC musicians and Santa visited with the employees throwing candy everywhere. One of the highlights of the evening was in the theater prior to the main show as Santa called various employees down to sit on his knee. After Santa had concluded, Cy Bridges announced the evening's guests—the Cazimero brothers. The Cazimero's perform regularly at the Royal Hawaiian's Monarch Room, and have become perhaps the most popular of the new Hawaiian entertainers in Waikiki. As they walked onto the stage, they were presented with gifts made here at the Polynesian Cultural Center by our own employees. At first they seemed to enjoy performing for the employees, but as the evening went on, and they felt what an appreciative audience they had, they seemed to get into their performance more, and really have fun with their audience. They loosened up and even departed from their normal numbers to perform several well known favorites for

see page 2





How would you hide speakers for the new Hale Aloha? The administration has come up with an original solution, build a tiki around them. This newest and largest tiki shown above was built this week into the Hale Aloha mountain and will be finished for the January 1st opening of the Pageant of the Long Canoes.

Seat Belt Law

As a service to all employees, we would like to inform you of the Mandatory Seat Belt law which will be enforced next week Monday, December 16, 1985. The law requires that children under 4 years of age be buckled in, whether in the front seat or the back. It also states that driver and front seat passenger must buckle up.

DMBA is here!

We are happy to announce the arrival of Stephen Lung, DMBA representative, who will be servicing the North Shore area. He will be available to all employees participating with the DMBA benefits program. Stephen Lung's office is located on the second floor in the Administration Building next to Personnel Vice-President John Muaina.

Should you have any questions that require Stephen's special attention, or need to discuss retirement or any other problems, you may make an appointment to see him by contacting Sharon at ext. 3189.

His hours at PCC are Mondays, Wednesdays, and Fridays from 9:30 am to 3:00 pm.

For Sale

Apple II c Computers for sale. Submit sealed bids not later than 12 noon Friday, December 20th. Bids will be opened at the Purchasing Office.

Direct any questions about the computers to Carl at ext. 3009.

Minimum bid \$500 each. Units to be sold on an "as is" basis.



This week the Polynesian Cultural Center was honored by the First Interstate Bank as one of the top 250 business in Hawaii for 1985. The award was based on total revenues. President Rodgers (left) received the award from Senior Vice President Charles Meyer (center), and Vice President Dennis Hu (right). The award is sponsored by First Interstate Bank of Hawaii, Bishop Trust Company Ltd., and Hawaii Business Publishing Corporation.

Christmas party cont...

the employees. At one point Robert, the one who plays the string bass, commented that they should try to perform on "sacred ground" more often. He also complimented the Center on its stage and said "If the Polynesian Cultural Center owned all the hotels in Waikiki, the showrooms would be fantastic." They brought with them a group of about 12 dancers who danced "Kahiko", which the audience particularly appreciated. They also brought with them their Lady of Hula, Leinaala Heine Kalama, who danced in both graceful and comic ways. When the show was over, the audience gave the brothers and their dancers a standing ovation which they richly deserved.

We on the UPDATE staff feel that the administration of the Center deserves a special thanks from all of us for the party. It was a special treat and we really enjoyed it. Special thanks also goes to the Special Projects crew who as usual did a super job.

From the
Employee Relations
Department...

What Is A Good Follower?

From the Pryor Report

A father had to answer questions on his daughter's application to a small, exclusive women's college. One read, "Is she a leader?" After some thought, he replied, "She's not a leader, but she's a thoughtful, intelligent follower."

A few weeks later the reply came back, with a special note to the father. "Brierly College will have a freshman class this fall of 321 leaders and one follower—your daughter. Congratulations!"

While much is written on leadership, little is written on "followership,"—the ability to be a good subordinate. Cal W. Downs and Charles Conrad attempted to explore the forgotten side of the superior—subordinate relationship.

The authors report, in the *Journal of Business Communication*, on 457 critical incidents managers wrote describing when their employees were especially effective or ineffective as subordinates. The most common causes of ineffectiveness were:

- 1) lack of clarity,
- 2) failure to listen,
- 3) failure to give feedback and
- 4) failure to paraphrase.

Characteristics of effectiveness were:

- 1) confronting,
- 2) volunteering input,
- 3) following instructions,
- 4) giving feedback and
- 5) being factual/thorough.

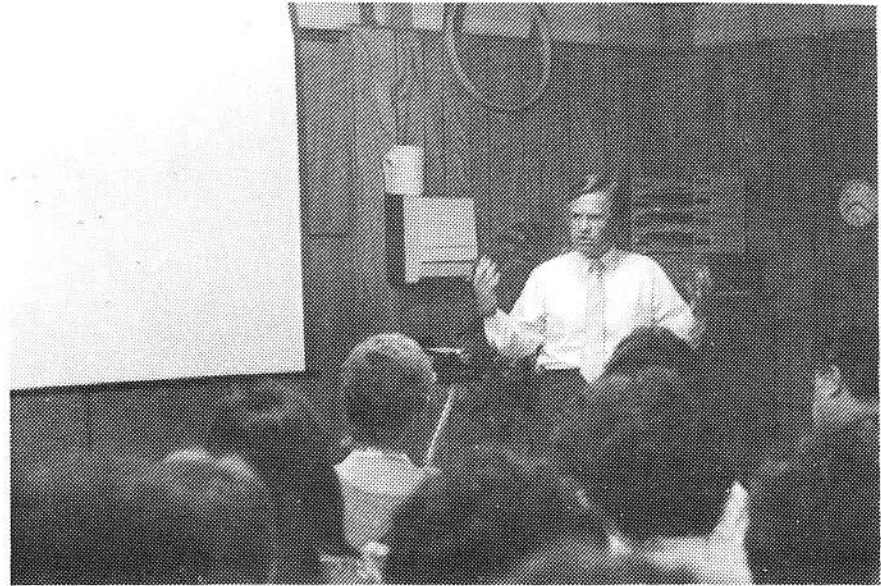
One good characteristic of good subordinates was the willingness to volunteer input, making sure superiors knew what they needed to know.

Good subordinates were effective recipients of downward communication. They used questions, feedback and paraphrasing to assure comprehension and to understand instructions accurately.

Suggestions: Supervisors need to let subordinates know what kind of 'followership' they want. Subordinates will be more effective if they adapt their communication to gain their superiors' understanding and listen actively.

Final Swap Meet Before Christmas

This Saturday, December 14th from 7:00am to 12:00noon
In the PCC parking lot near the Chevron station. Bring all
your family and friends for a Christmas shopping spree.
Seller fee is \$5.00. Contact Kim (3035) for reservation and
space information.



Dave Hill Instructs Employees On How To Manage Time and Themselves

The following article was written by Dave Hill to the employees of the Cultural Center. On Tuesday, December 10, Mr. Hill conducted a Time—Management seminar for the managers and supervisors of the PCC. At the editor's request, he has summarized some of the things which were covered at that seminar.

TIME — where does it go? We never have enough of it, yet each of us has all there is. Indeed, we are all equal in the amount of time we each have on any given day. Why, then, do some people get so much more out of its use than do others? The answer is somewhat simple, even though the application of the answer is not. The answer is: "People who manage their time well are also able to manage themselves." "Self—Management" is an absolute prerequisite to "time management" and when all of this is coupled with the ability to clearly identify priorities, then an unbeatable combination is created.

The purpose of the "Insight on Time Management" system is to help provide each day with a specific sense of direction and meaning. This sense of direction will have great impact on the decision we make every day in how we choose to use our time. The goal is to **steal** time away from low-priority things and **spend** it on the high-priority ones. Those who can do this will experience life at its highest level. GO FOR IT!!

Dave Hill is a consultant with the Charles R. Hobbs Corporation, a company which conducts time management seminars throughout the world. We appreciate his words above, and also thank him for giving the time management seminar last Thursday, which by the way was donated by him to the employees along with all the materials and day-timers for those who attended. We encourage all employees to practice the time management skills which he taught. ■



In the wake of perhaps the best employee Christmas party ever given at the Polynesian Cultural Center, the UPDATE staff would like to take the normal space given to the INSIGHT editorial and give a special Mahalo Nui Loa to the administration of the Center for giving us this special evening. We, and those employees we talked to, appreciated tremendously the efforts and money which went into the party. As we talked to some of the employees, we asked them what they enjoyed most about the evening, and here's what some of them responded with:

Luse Magalei — "I liked the whole thing. The dinner and being served by other people, the entertainment by our own people, and especially the show — I've never seen the Cazimero's before and they were fantastic. Of all the Christmas parties I've been to, this was by far the best. It was classy."

William Wardle — "I really enjoyed Santa Claus and President Rodgers and their display of humor. It almost had me in the lagoon."

Kalani Kanahale — "I enjoyed the Cazimero's tremendously. I've seen them in Waikiki and they were pretty stiff, but out here they were more relaxed and I've never heard them sing better! The evening was great."

Sylvana Tahauri — "I enjoyed just being there with everyone and having fun together. It's nice to see people you work with in a different setting all dressed up and enjoying themselves. Thank you very much!"

Tigi Tapusoa — "I loved the desserts at the end of the meal the most. They were fantastic. I also enjoyed the music — those guys were bad! Let's try it again next year."

Pavitt Ricks — "I enjoyed the food and especially the service from the caterers.

It was classy and we don't often have that at parties around Laie. Thank you!"

Dean Almadova — "I enjoyed just the comfort of being with everyone else. Cy hit on it when he said 'Isn't it nice to see so many cultures united as one.' As performers ourselves at PCC, it was a real treat to be entertained by someone else for a change."

Melony Nesmith — "I missed it and I'm sorry because I heard from everyone that it was the best party ever. I sure won't miss next year's party."

Susan Sorensen — "I enjoyed the Prime Rib. It was tender, delicious, the slices were thick, and you could eat as much as you wanted. I wish I had brought a bag to take some home. Also, the entertainment was fantastic — thank you very much for the party."

Don Strelvel — "I enjoyed Santa Claus the most!! I thought he was by far the best part."

We are certain that everyone appreciated the party tremendously. The administration of the Cultural Center deserves a great deal of thanks as does the Special Projects staff. We want you to know that we do appreciate what you do for us and look forward to more good times together. ■

CALENDAR

Friday, December 13

Alumni Dinner
Ballrm 6pm
Christmas Concert
Melveen Leed
CAC 7:30pm
Aloha Dance
Ballrm 9:30pm
Movie-Gym 9:30pm
"Rustler's Rhapsody"
Menu: Italian spaghetti, roast pork, gravy, garlic bread, mixed veges, drink

Saturday, December 14

Commencement
Aud. 9:30am
Presidents Reception
Foyer 11:30am
Faculty/Staff Dinner
Ballrm 6:30pm
Movie-Gym 7, 9:30pm
"Rustler's Rhapsody"
Menu: Braised beef tips, pizza, oven brown potatoes, coleslaw salad, drink

Monday, December 16

Menu: Hamburger steak, gravy, beef broccoli, three bean salad rice, drink

Tuesday, December 17

Menu: Roast beef, gravy, deep fried mahi, scalloped potatoes, corn, tartar sauce, drink

Wednesday, December 18

Menu: Beef curry stew, teri-chicken, rice tossed salad, drink

Thursday, December 19

Menu: Pork chop suey, breaded pork, gravy, rice, tossed salad, drink

Friday, December 20

ASBYU Ice Skating

TVA Christmas Play

PCC Drama

"A Christmas Carol"

Aud 7:30pm

Movie-Ballrm 9:30

"It's A Wonderful Life"

The UPDATE is an employee newspaper of the Polynesian Cultural Center and is issued as a training tool of the administration of the Center. The UPDATE staff consists of:

UPDATE Supervisor David Rodgers
UPDATE Assistant Kerry King
The UPDATE is printed by Iava Posala of the PCC Graphics Department.

Submissions to the UPDATE should be received by Mon. at noon to be included in that week's issue. The UPDATE office is located in the Graphics office, ext. 3116 or Call Darlene Asuega at ext. 3005.