Charles P. McCormick

1896 – Born
1889 – McCormick & Co, dealing in spices, founded by his uncle W. Houghby in Baltimore, MD.
1910s – C.P. started to work for his uncle at McCormick & Co.
1932 – Charles elected president of McCormick
1938 – Charles installed *Multiple Management* – this system was designed to involve all levels of management in the decision making process. By creating a chain of mini boards of directors.

Each division had its own board of top managers under that board but reporting to the division chief were junior boards of middle and lower level managers as well as a factory board at the plant supervisory level. There were also sales boards.

1949 – *The Power of People, Multiple Management Up to Date*, published by Harper & Bros. His book described the system as a motivational and training tool based on: (1) fair pay, (2) job security (3) recognition, and (4) opportunity. The rationale behind this management system was to protect American society from radical elements.