Tahoe writing group looking for people who like words

Tahoe Writers Works, a local writing group, will be hosting workshops throughout 2013.

This month’s workshops will Jan. 8 and Jan. 22, both at 6:30pm at Bona Fide Books, 1069 Magua St., No. 4 in Meyers.

Beginning and established writers are welcome. There is no obligation other than an exceptional love of the written word.

Tahoe Writers Works, established in 2006, is a nonprofit organization based in Lake Tahoe and Reno. The group publishes EDGE, an annual literary journal that features provocative fiction, poetry, essays, and art, from artists both local and global. Volume 7 is due for release in 2013.

TWW also organizes events to create a stronger literary and arts community, including the Murder Mystery Dinner Theater at Valhalla, and Celebration of Writers Around the Lake.

For more information about Tahoe Writers Works, go online.

Opinion: Get ready for the new workforce

By Ron Ashkenas, Harvard Business Review

I recently heard a stunning statistic: For the next 19 years, 10,000 people per day will turn 65 years old, and (presumably) retire shortly thereafter. While this graying of the Boomer generation certainly has implications for health care and social policy (and for me personally, as one of those eventual retirees), it may have even more significance for the nature of the workforce and the job of the manager.

First, there will be a shortage of workers for key jobs. This may sound hard to believe at a time when U.S. unemployment hovers around 8 percent and parts of Europe have 25 percent of their people out of work. Yet as millions of boomers leave the workforce, there are far fewer younger people to replace them. In the trucking industry alone, for example, it's estimated that there will be a shortage of over 100,000 drivers in just a few years.

Moreover, the replacements will have far less experience and know-how, and will need considerable training to get up-to-speed. This will lead to significant gaps in areas such as engineering, petrol-chemicals, utilities, defense manufacturing, education, healthcare, and air traffic control.

Perhaps equally significant for managers is that the new workers – no matter how many of them there are – will operate differently than their predecessors. According to Dan Schawbel who has studied Millennials extensively, they differ from Boomers in a number of ways: They want immediate feedback and attention, and prefer the instant gratification of texting to the slow response of email; they prefer casual attire so they can "be themselves" at work; they want more flexibility with scheduling and work location; they value the nature and importance of the work over the pay and benefits; and they want to be involved in strategy and not just told what to do.

Some recent studies also suggest that growing up with so much media and technology is creating a generation of people with shorter attention spans and less willingness to dig deeply

into subjects.

Given these implications, managers (whether you're a Boomer or a Millennial) should take steps now to deal with the new workforce. Here are a few thoughts about what you can do:

Conduct a demographic risk-analysis of your team or organization. Not long ago I worked with a software firm that supported hundreds of legacy applications for the telecommunications industry. When they created a long-range plan to roll-up the applications, they realized that many of the experts – the only ones who knew the code – were going to retire before the planned integration dates. The management team revised the entire plan so that they wouldn't get caught without the needed expertise.

Accelerate training and transition planning. Most companies have some sort of yearly process for assessing talent and creating succession plans – but don't follow through on these plans with a sense of urgency. If you realize however that much of the knowledge and skill in your organization will be walking out the door – and not returning – in just a few years, it might change the way you think about it. For example, I recently made a presentation about best practices for acquisition integration to a company that was struggling with the aftermath of some recent deals. What's regrettable is that many of the best practices I discussed had already been developed in this company – and then lost as people retired.

Create an environment in which the new guard will thrive. Finally, build on the experience of high-tech and start-up firms and begin creating a different work environment in traditional organizations – with more flexibility, transparency, engagement, and fun. As my colleague Robert Schaffer wrote in HBR, we need to make the job a game so that Millennials will be attracted to join and stay, and commit the same energy to work that they expend on other activities. In the coming competition for talent, this might become one of

the keys to creating a winning organization.

The current generation of Boomers, of which I am a charter member, has held sway over the work place for much of the past 20 years. But like an inevitable wave, the new workforce is on its way, and may already be here. And for our organizations to continue to thrive, all of us need to get ready.

South Tahoe’s New Year baby takes her time

By Kathryn Reed

For now, 2-year-old Oumy N’Doye must call her baby sister just that – baby sister.

This is because in her parents’ native country of Senegal the naming of a newborn occurs one week after the birth and with a big family celebration. With modern technology, the ceremony will be via Skype.

This infant seems to know her hometown well already by embracing “Tahoe time”. As the first baby born in 2013 at Barton Memorial Hospital, she didn’t arrive until Jan. 4 at 1:25am.



Alima Gueye with her newborn daughter. Photos/Kathryn Reed

With practically a full head of wavy jet-black hair, the little girl weighed 6 pounds, 10 ounces and measured nearly 21 inches.

Not making a peep, she slept quietly next to her mom in a crib of sorts. Even when Alima Gueye went to pick her up and her sister bounced around the hospital room, the newborn's eyes stayed shut.

Mandoye N'Doye's boss at Harrah's Tahoe said he couldn't come to work on Friday – to instead be at the hospital with his wife. He is a steward supervisor at the hotel-casino.



Mandoye N’Doye holds daughter Oumy as Alima Gueye holds their newborn.

Even though N’Doye has gone through this three times before, he wanted to get his wife to the hospital Thursday afternoon when she started feeling contractions. She told him it wasn’t any big deal and to relax. At 7pm he had enough and the Stateline couple drove to the South Lake Tahoe hospital.

Their older children, ages 4 and 8, live in Senegal because they were born there. But with passports having been secured for them, they will join their parents and sisters in Tahoe this summer to live.

As for the naming celebration, N’Doye said, “They do some praying. We make a lot of food.”

They also got to participate in a U.S. tradition by receiving a wagon full of gifts totaling nearly $2,000 that was donated by various businesses and community members.

Lake Tahoe real estate market doing better

By Sanford Nax, Sacramento Business Journal

Home sales around Lake Tahoe increased in 2012, with a 34

percent gain in units sold and a 40 percent jump in sales volume, according to a year-end report released by Chase International of Lake Tahoe.

Tahoe City and Incline Village experienced the biggest jumps in sales, with 77 and 62 percent increases in volume, respectively, and 41 and 52 percent gains in units sold. Incline Village also was home to the sale of a more than $25 million estate – the largest transaction in Lake Tahoe since 2008.

Sales of million-dollar homes increased 59 percent, with South Shore reaping the biggest benefits with a 100 percent increase. Million-dollar sales increased 71 percent in Tahoe City, 60 percent in Incline Village and 19 percent in East Shore.

“When you look at the numbers, it’s clear that the market is strengthening in all price ranges and with inventory continuing to tighten, we expect average and median prices to continue to climb,” said Sue Lowe, corporate vice president of Chase International. “Distress sales are also down substantially.”

Echo Lakes fuel reduction project could start in summer

About 100 acres in the Upper Echo Lakes area could be thinned beginning later this year.

It is likely to take six years for the U.S. Forest Service Lake Tahoe Basin Management Unit to do all the work. The project is intended to reduce the risk of wildfire and improve

firefighting effectiveness.

Forest Supervisor Nancy Gibson recently signed off on the project. People have until early February to appeal the decision.

A portion of the project is in the Pyramid Roadless area. Brief closures of areas adjacent to the Pacific Crest Trail are possible. Resource protection measures are included in the project design to maintain the scenic nature of the trail, according to the Forest Service.

While cabin owners are responsible for their defensible space, the Forest Service is responsible for the wildland urban interface when it comes to fire safety.

Fuel reduction work would consist of cutting and hand piling brush and conifer trees up to 16 inches in diameter. Vegetation would be cut by hand, with chain saws or other hand tools. Piles would then be burned approximately one to three years later. Larger thinned trees would be made available for firewood.

Money from the Southern Nevada Public Land Management Act is funding the project.

For more information about the project, contact Brian Garrett at (530) 543.2694 or go online.

– Lake Tahoe News staff report

Truckee man accused of stealing snowblowers

A Truckee man was arrested this week in a case involving the theft of several snowblowers.

In the last two months of 2012 suspects were specifically targeting Honda snowblowers, which are popular in the Truckee Tahoe area, and have an average retail price of $3,000, according to Truckee police officers.

On tips from residents officers began an investigation that led to the arrest of Christopher David Nelson, 30, of Truckee on Jan. 2 on felony theft charges

Five Honda 828 snowblowers were stolen from Thanksgiving to Christmas. One snowblower was recovered and returned to the owner. The other four are unaccounted for.

Anyone with information about this case should call (530) 550.2323.

– Lake Tahoe News staff report

LTCC Foundation sets up fund for Byrne family

A memorial fund in Alyssa Byrne's name has been set up with the Lake Tahoe Community College Foundation to assist her family.

Byrne, a 19-year-old Petaluma resident, attended the three-day

SnowGlobe music festival Dec. 29-31 on the college campus in South Lake Tahoe. She died of what is believed to be hypothermia on the last night of the festival.

Anyone who would like to support the Byrne family may make a gift to this fund by contacting the Lake Tahoe Community College Foundation at (530) 541.4660, ext. 245.

Tips for staying warm when the power is out

If your home heater goes out during a winter storm, keep warm by closing off the rooms you don't need. Use only safe sources of heat like wood or UL-approved indoor fuel burning stoves.



Dress in several layers of lightweight clothing and wear a wool cap because a lot of your body heat is lost through your head.

Sleep under several lightweight blankets instead of a single heavy one.

Eat quick-energy foods like granola, peanut butter, and raisins so your body produces its own heat.

– Sallie Ross-Filgo, South Lake Tahoe Fire Department

Body of missing Petaluma woman found

Updated Jan. 4 2pm:

El Dorado County sheriff's Lt. Pete Van Arnum said while there appears to be no foul play in the death of Petaluma resident Alyssa Byrne, the investigation is ongoing to determine how she ended up off the side of Pioneer Trail.

"There is conflicting information about this case. We aren't exactly sure what happened," Van Arnum said at a Jan. 4 press conference.

He said it's easy to become disoriented when hypothermia sets in, so that could be why she was in a location that would have been going away from the casino where she was staying. This is assuming she walked up Al Tahoe Boulevard from the SnowGlobe event at Lake Tahoe Community College.

Kim Miller-Byrne, mother of the deceased 19-year-old, had earlier told *Lake Tahoe News* that her daughter was not familiar with the South Shore. This could also have contributed to why she ended up between Al Tahoe Boulevard and Black Bart.

Van Arnum said it's also possible she left the college and trudged through the snow to get to Pioneer Trail. Her body was found about one-half mile from LTCC.

Search and rescue teams were expected today to comb the area where her body was found. It was an employee with South Tahoe Public Utility District in a truck who spotted the body and called authorities.

Van Arnum told *Lake Tahoe News* that it was frustrating to know that so many people drove by that spot since she was reported missing three days ago. No one could see her because of the snowbank.

A forensic autopsy will be conducted in Sacramento this weekend. Toxicology reports take about a month to be released.

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By Kathryn Reed

The body of missing Petaluma teen Alyssa Byrne was found Friday morning just off Pioneer Trail.

Authorities say a utility worker discovered the body about 8:30am down a short embankment on the south side of the road.

A law enforcement official told *Lake Tahoe News* it appears the body had been there a couple days and that foul play was not involved. The body was fully clothed.

An autopsy will determine exact cause of death.



Law enforcement examine the area Jan. 4 where the body of Alyssa Byrne was found just off Pioneer Trail in El Dorado County. Photo/LTN

Byrne, 19, had been at the SnowGlobe music festival in South Lake Tahoe on New Year's Eve. She left before her friends did. They were all staying at the Horizon hotel-casino in Stateline.

A friend had reported seeing her in the casino just past midnight on New Year's. However, officers began doubting whether it was actually Byrne who the friend encountered that night.

Law enforcement expect to have Pioneer trail blocked for the better part of the morning on the west end at Al Tahoe Boulevard and the south at Cold Creek/Black Bart.

The location is an easy walk from the music venue site at Lake Tahoe Community College, but would be the opposite direction of the casino had she walked up Al Tahoe Boulevard. Temperatures in the area have been below zero and hypothermia would set in fast.

Her father, Kevin Byrne, has been in town this week assisting with the search that has included more than 100 people, K-9 units and a helicopter. He was not answering his cell phone. The person answering the Byrne residence in Petaluma Friday morning said, "We are not taking any calls now."

Body found in El Dorado County

Rescue crews have located a body Friday morning near Cold Creek in El Dorado County on the outskirts of South Lake

Tahoe.

It is not known at this time if it is that of missing Petaluma teenager Alyssa Byrne.

Search and rescue teams had resumed looking for the 19-year-old this morning. They started at the site of the SnowGlobe music festival at Lake Tahoe Community College and went out from there.

Byrne had attended the event. Friends last had contact with her just after midnight on New Year’s Day.

– Lake Tahoe News staff report