TECH PATHWAYS

Under the Hood Journal

December 2025

Engines In, Lessons Learned

This month marks a special milestone for our pre-apprentices as they complete one of our signature projects: engine removal and reinstallation. What began as a major mechanical challenge has become a yearly tradition and a defining moment in the Tech Pathways experience.

Over three straight weeks, students spent the full two hours of class each day wrenching together as a team. By this point in the year, they know one another well, making this large project the perfect opportunity to apply teamwork, communication,and problem-solving lessons.

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From organizing parts and fasteners to carefully guiding the engines back into place, both teams demonstrated focus and persistence.

As expected with a job of this size, each team faced its own challenges. One team worked through the process of separating the engine from the transmission, while the other learned a valuable lesson after removing more transmission bolts than necessary. These moments reinforced the importance of planning, patience, and understanding the project as a whole. We're proud of the growth, confidence, and teamwork on display as our students continue their journey toward becoming future automotive technicians.

Coach's Call Is Final

This month, our pre-apprentices are diving into Point #3 of the 10 Points of Separation: *Coach's Call Is Final*. The lesson focuses on understanding team dynamics and learning when to lead, when to follow, and how both roles matter in winning together.

We kicked things off with a memorable team exercise. Students were blindfolded and guided through the parking lot by a designated team lead. The first round included poor direction, the second ignored leadership altogether, and the final round required clear communication and trust on both sides. The lesson was clear: confusion, misused authority, or ignored direction leads to breakdowns. But when leadership communicates clearly and the team commits to the game plan, progress happens.

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On the shop floor, this principle shows up every day. Clear direction from leaders and respectful execution from the team create efficiency, safety, and trust. Championships aren't built on doing your own thing — they're built when everyone plays their role well, together.

What Our Current Apprentices Are Up To

As you may know, "Making It Fun Again" is what Hanover Auto Team is all about, and you may have seen Aaron doing just that throughout the month of December as Hanover Mazda's Elf on the Move! Aaron is not only making a name for himself as a reliable Technician, but he doesn't mind "making it fun" for some good social media content!

We had a BLAST with our Pre-Apprentices at our holiday celebration. There were snacks, games, silly photos and of course, a little engine work!

We are so incredibly proud of what our Pre-Apprentices, Apprentices, Alumni, and future students have achieved this year, and we can't wait to see what's in store for 2026!

HAPPY NEW YEAR!

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Exciting Upcoming Dates

- **Tech Pathways Closed:** December 24-31; January 1-2; January 19

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For any questions or further information, please contact us at futureofauto@hanoverautoteam.com.

We look forward to another fantastic year of learning and growth together!