

As a result of the system research lifecycle of the project team, it was decided that the project team can be viewed as a dynamic system with its requirements one of which is to conduct a phased decomposition.

It is proposed to allocate 5 stages of the implementation of the non-material motivation:

- Stage 1 - Preparatory, which includes support of the project beginning and the creation of commitment;
- Stage 2 - Definition of motivational policies (mentality and personality characteristics of staff) and the choice of methods of motivation;
- Stage 3 - testing - monitoring employees' motivation in the process of working on the project;
- Stage 4 - eliminating demotivators and adjustment methods of motivation;
- Stage 5 - final - the establishment of confidence in the future at the end of the project. Attention is drawn to the fact that stage 2, 3 and 4 may form a loop that terminates simultaneously with the completion of the project.

In the future we plan to consider the possibility of selected phases to implement the non-material motivation for the highest level.

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THINGS, INVENTED OR DISCOVERED ACCIDENTALLY

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So many of the things that we use often today were discovered or invented completely by accident. This is true of many everyday items, including the following surprise inventions.

1. Fireworks.

Fireworks were originated in China some 2,000 years ago, but the legend also says that they were accidentally invented by a cook who mixed together charcoal, sulfur and saltpeter – all items commonly found in kitchen in those days. The mixture burned and when compressed in a bamboo tube, it exploded. There's no record of whether it was the cook's last day on the job.

2. Artificial Sweetener.

Saccharin, the oldest artificial sweetener, was accidentally discovered in 1879 by researcher Constantine Fahlberg, who was working at Johns Hopkins University. Fahlberg's discovery came after he forgot to wash his hands before lunch. He had spilled a chemical on his hands and it, in turn, caused the bread he ate to taste unusually sweet. In 1880, the discovery was published, and in 1884, Fahlberg obtained a patent and began mass-production of saccharin.

3. Summertime.

Have you ever wondered why you have to set your clock ahead in March? It is called Daylight Saving Time or summertime. Daylight Saving Time began as a

joke by Benjamin Franklin, who proposed waking up people earlier on bright summer mornings so they might work more during the day and thus save candles. It was introduced in the U.K. in 1917 and then spread around the world.

4. Penicillin.

By 1928, Alexander Fleming, the Scottish scientist was investigating the properties of staphylococcus. He was already well known by then due his earlier works, and known to be a brilliant but careless researcher because his lab was usually in chaos. Returning from holiday on September 3, 1928, Fleming began to sort through petri dishes containing colonies of staphylococcus and other bacteria. He noticed something unusual on one dish. He noticed that a blue-green mold had infected one of his petri dishes and killed the staphylococcus bacteria growing in it.

5. Microwave Ovens.

The microwave oven is now a standard in appliance in most households, but it has only begun since the late 1940s. In 1945 Percy Spencer was experimenting with a new vacuum tube called a magnetron. And while doing research he was intrigued when the candy bar in his pocket to melt, so he tried another experiment with popcorn. When it began to pop, Spencer immediately saw the potential in this revolutionary process.

In 1947, Raytheon Corporation built the first microwave oven, which weighed 750 pounds and cost \$5,000. When it first became available for home use in the early 1950s, its big size and expensive price made it unpopular with customers. But in 1967, a much more popular 100-volt version was introduced at a price \$495.

6. Potato Chips.

The first salty snack, which was like a potato chip, was created by the chef George Crum in 1853 at Moon's Lake House near Saratoga Spring, New York. The customer sent his fried potatoes back, complaining that they were soggy and not crunchy enough, Crum sliced the potatoes as thin as possible, fried them in hot oil, then doused them with salt. The customer loved them and "Saratoga Chips" quickly became a popular item at the lodge and throughout New England.

7. LSD.

Swiss chemist Albert Hofmann took the world's first acid hit in 1943, when he touched a smidge of lysergic acid diethylamide, a chemical he had researched for inducing childbirth. He later tried a bigger dose and made another discovery: the bad trip.

8. X-Rays.

Several 19th-century scientists toyed with the penetrating rays emitted when electrons strike a metal target. But the x-ray wasn't discovered until 1895, when German egghead Wilhelm Rontgen tried sticking various objects in front of the radiation - and saw the bones of his hand projected on a wall.

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