



NMA Individual Member News

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May 2005

From your 2005 NMA Chairman of the Board..



Wendell M. Pichon, CM
2005 NMA Chairman of the Board
Lockheed Martin Leadership Association
Fort Worth, Texas

2005 LDCs... A Huge Success!

On behalf of the all the 2005 Leadership Team, hats off to all of you who worked up front and behind the scenes to make our 2005 Leadership Development Conferences a huge success. Based on the input we received at both the Phoenix - West Conference and the Columbus - East Conference, your efforts paid off tremendously! Both conferences provided outstanding educational and learning opportunities for all of our attendees.

Some folks assume that learning just happens without much planning or forethought. The LDC's proved that successful learners actively pursue learning opportunities as a part of their everyday life. Our attendees took advantage of experiences and challenges, both great and small, to improve and become more effective leaders. They viewed the entire learning process as fun and exciting.

Our attendees:

- *Learned for the sake of gaining wisdom, not just knowledge*
- *Were committed to being lifelong learners*
- *Broke out of their normal routines and looked for innovative ways to approach day-to-day situations that they confront*
- *Mingled and involved others in their learning pursuits*

Those are the ingredients that made our conferences a total success. If you did not have the opportunity to attend one of our LDCs, begin making plans now to attend the National Conference in Reno, NV. Remember the words of our founding father, Charles Kettering, "The Opportunities through NMA are unlimited. One needs only to participate."

If you have any articles or information that would be of interest to individual members, please contact:

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Effective leadership is putting first things first.
Effective management is discipline, carrying it out.

-Stephen Covey



"Burnout" workshop very successful!



Norm Augustine receives 2004 McFeely Award

New! Professional Development NMA Live Online Courses scheduled!

NEW NMA
Learning
Opportunities!

***Sign Up for our NEW NMA Live Online
Courses Today!! Only \$25 per connection!***

Increasing Participation

Thursday, May 12, 2005

11:30 to 12:30 pm - Pacific Daylight Savings Time
2:30 to 3:30 pm - Eastern Daylight Savings Time

Thursday, May 19, 2005

11:30 to 12:30 pm - Eastern Daylight Savings Time
8:30 to 9:30 am - Pacific Daylight Savings Time

How to keep people engaged, enthused and committed.

Research shows that workers want to feel that their efforts are accomplishing something, that their talents are appreciated and that they make a difference. As a leader, it is your job to create that environment.

Come join us and learn ways to—

- Identify the right people to be involved
- Reach out versus doing outreach
- Make participation easy; use a no hassle attitude
- Create an atmosphere that fosters participation

Succession Planning—Multi-Year Team Building

Thursday, May 26, 2005

11:30 to 12:30 pm - Pacific Daylight Savings Time
2:30 to 3:30 pm - Eastern Daylight Savings Time

Thursday, June 2, 2005

11:30 to 12:30 pm - Eastern Daylight Savings Time
8:30 to 9:30 am - Pacific Daylight Savings Time

Freeing yourself to Do More Important Things

- Tracking your best practices & lessons learned
- Developing collaborative relationships
- Understanding roles & responsibilities
- Attracting the right people to your team
- Communicating the ongoing vision

Win-Win Leadership

Thursday, May 26, 2005

11:30 to 12:30 pm - Pacific Daylight Savings Time
2:30 to 3:30 pm - Eastern Daylight Savings Time

Thursday, June 2, 2005

11:30 to 12:30 pm - Eastern Daylight Savings Time
8:30 to 9:30 am - Pacific Daylight Savings Time

Freeing yourself to Do More Important Things

- Tracking your best practices & lessons learned
- Developing collaborative relationships
- Understanding roles & responsibilities
- Attracting the right people to your team
- Communicating the ongoing vision

Professional Development Workshop

Thursday, July 14, 2005

11:30 to 12:30 pm - Pacific Daylight Savings Time
2:30 to 3:30 pm - Eastern Daylight Savings Time

Thursday, July 21, 2005

11:30 to 12:30 pm - Eastern Daylight Savings Time
8:30 to 9:30 am - Pacific Daylight Savings Time

This workshop will be at no charge to participants.
Limit 25 per class so sign up today!

You will learn how to set up an award-winning
Professional Development program in your chapter.

To reserve your slot, e-mail Karen Tobias at Karen@nma1.org and indicate whether you plan to participate from your desk (INDIVIDUAL) or with others (JOINT) from a conference room. The cost is \$25 per link and includes everything for the class. Instructions and passwords will be sent to all registered participants.

We encourage you to sign up today for one or all of these courses! You can take them from your desk in your office, or from your computer at home!!

Why did YOU join NMA?

Rob Lewin

Chapter President for SWNMA

Ever asked yourself the question, “**Why did I join NMA?**” That is a question that has been tossed around Dallas/Fort Worth for a number of years within the small membership of the Southwest National Management Association (SWNMA) Chapter. I will explain why.

SWNMA was chartered in April 2001 and was formed because many members of NMA had lost their chapter affiliation through layoffs, reengineering and constant change in their companies. We decided to start a community chapter that would let the membership requirements be inclusive of any person who is interested in developing leadership or management skills without regard to company or chapter affiliation. SWNMA has been set up as a **network of individuals** allowing a time and place for the free exchange of ideas and contact information as well as a program of professional development to grow members and enhance careers. It acts as a bridge in stabilizing careers in an ever-changing world by networking members to new opportunities and challenges.

The steering committee all thought that this community chapter would be the glue that kept members attached to NMA. We believed that as we approached members who had been laid off, and offered them this ability to stay connected, that they would jump at the opportunity and with the layoffs at Alcatel etc and the shutting down of the Lennox and Boeing Corinth chapters that our membership would continue to grow. We let people know we existed - letters were sent to the laid off individuals, a write up was featured in the NMA newsletter, there was advertising in the local papers, and we talked it up whenever we had a chance.

SWNMA is approaching its 4th birthday and its current membership number is 12 very dedicated members. Down from 22 last year, from this we can attempt to draw a conclusion to my question, “Why did I join NMA?” with the following answers:

- *It was the right organization to belong to in my company*
- *NMA was a vehicle to allow me to interface with senior executives in my corporation*
- *I didn't have to give up personal time as training and the lunches were on company time*
- *It looked good on my resume*
- *My boss was a member*
- *It was good for me to be 'seen' at the dinners, etc.*

However, if the real reason you joined NMA was for

- *leadership training*
- *education and enlightenment*
- *a huge national network and support organization*
- *the quarterly Manage Online with its excellent stories and tips*
- *community service*
- *American Enterprise Speech Contest*
- *professional and personal growth*
- *networking opportunities*
- *the overall privilege of being a member, etc.*

AND

you live in the Dallas/Ft. Worth area, and no longer have a chapter affiliation... or would LIKE to have one... then you owe it to yourself to contact us and become a member of your community chapter SWNMA.

Visit us online at: www.swnma.net

A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be.

--Rosalynn Carter



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Success is getting what you want.
Happiness is wanting what you get.
Dale Carnegie

Visit us on the Web!
<http://nma1.org>

Leadership: Wisdom of the Ages

By Susan Cullen

If you gather 100 experienced leaders together to share with you their most important secrets for success, you probably wouldn't hear a lot of academic theory or jargon. Instead, this is a good idea of what you'd hear:

- 1) **Put ethics first.** If you make unethical decisions for short-term gain, you will lose in the end. Let your principles guide you in the many decisions you must make regarding business practices and people. You will regret it if you don't.
- 2) **Surround yourself with the best people you can find.** If you are able to attract the brightest, most dedicated, most talented people, they will move your organization forward. Leverage their skills, ideas and creativity... your people are your greatest asset.
- 3) **Show your staff you value them personally.** Research shows the personal relationship with a direct manager is the key for retaining your best and your brightest. Don't ever withhold your praise. Tell them why you value them and recognize their contributions.
- 4) **Be trustworthy.** Be fair in your dealings with others. Don't show favoritism. Remember you must always walk your talk. Your actions speak louder than your words. Don't ask others to do what you can't or won't do. You can't lead if others don't trust you.
- 5) **Develop Win-Win-Win Solutions.** Your company will only grow if you can provide valuable services that help your clients succeed. In the meantime, you must help your staff achieve their goals, and the organization must grow. A win-win-win approach means you create solutions and services that support the best interests of your client, your staff and your company. If one of these elements is missing, your business won't grow. Don't try to shortchange one element to the benefit of the other.

Susan Cullen is President of Quantum Learning Solutions, Inc., based in New Jersey. She has over 15 years experience in Organizational Development and is considered an expert in the use of blended learning methodologies for lasting organizational change. For more information go to <http://www.quantumlearn.com> or you can reach us at (800) 683-0681.