From Your 2005 Chairman of the Board

2005 LDCs... A Huge Success!

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

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 lives. 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 wanted to involve 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 LDC’s, 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.”

**West (PS, PN, SW) LDC Pictorial Highlights!**
<table>
<thead>
<tr>
<th>Image 1</th>
<th>Image 2</th>
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<tbody>
<tr>
<td><strong>Larry Colbert delivers inspiring Keynote!</strong></td>
<td><strong>Brad Jackson leads “Mingle” for welcome mixer!!</strong></td>
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<table>
<thead>
<tr>
<th>Image 3</th>
<th>Image 4</th>
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<tbody>
<tr>
<td><strong>Shelly Menke helps attendees with Programs/Special Events!</strong></td>
<td><strong>Steve Menke, CM, and Kent Burns conduct a successful Presidents/Vice Presidents workshop!</strong></td>
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<th>Image 5</th>
<th>Image 6</th>
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<tr>
<td><strong>Steve Bailey, CM, NMA President, delivers inspiring presentation entitled “Preparing Your Leadership Team for Greatness!”</strong></td>
<td><strong>Chili Cook-off at Pinnacle Peak Patio Steakhouse needs GOOD judges! L-R, Steve Bailey, CM, Lisa, the hostess, Alan Watson, CM, 2005 National Treasurer, and Wendell Pichon, CM, 2005 NMA Chairman of the Board.</strong></td>
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</table>
First Place Team for BEST CHILI! Beautiful 1st Place aprons were donated and embroidered by Janet Brittain, Lockheed Martin Bangor Chapter in Silverdale, WA.

This team just finished creating their wonderful chili!!

Chairman of the Board, Wendell Pichon, CM, delivers a National Perspective to attendees!

National Officers answer questions following National Perspective presentation.


American Enterprise Speech Contestants for all 3 areas (PS, PN, SW) are introduced after giving their speeches.
Don Williams, CM, receives NMA Shield of Excellence from Steve Menke, CM, Pacific South Area Chair.

Norm Augustine receives 2004 Wilbur M. McFeely Award from NMA Chairman of the Board, Wendell Pichon, CM.

**East (NE, SE, C) LDC Pictorial Highlights!**

Attendees getting registered for all the activities!

Karen Tobias and Steve Bailey deliver “Burnout” workshop!

Welcome mixer was a success!!

Welcome mixer just before “games!”
| Mayor of Columbus, Ohio, Michael Coleman, delivers inspiring Keynote address! | Bill Mahaffey, CM, 2004 NMA Chairman of the Board, is presented the Gold Knight of Management Award! |
|Bill Mahaffey's mother proudly poses with Bill and his Gold Knight!| Shirley Varner Putnam conducts Secretary-Treasurer Workshop! |
|Steve Bailey, CM, NMA President, presents "Preparing Your Leadership Team for Greatness!" | Linda Bradley, United Space Alliance Leadership Association gives information on how to "Maximize Your Fundraising Efforts..." |
**Chairman of the Board, Wendell Pichon, CM, delivers a National Perspective to attendees!**

**National Officers answer questions following National Perspective presentation.**

**Attendees stop to pose for picture with 2005 Chairman of the Board and NMA President.**

**2004 Chapter Awards are again recognized at the Recognition Luncheon.**

**American Enterprise Speech Contestants for all 3 areas (NE, SE, C) are introduced after giving their speeches.**

**Jan Compton from the Mount Vernon Chapter introduces guest speaker.**
First, let me start by saying “Thank You” for allowing me the opportunity to attend the NMA conference and continue growing and learning to be a better employee, USALA member, leader and follower and human being. I realize that all out of office, out of town trips come with a financial obligation for the company and/or USALA. I also recognize that a team member stands ready to back-up my task if required so that I can go off and learn something new. For that I am most appreciative.

This conference allowed a venue to learn from other leaders and my peers. I was able to complete 15 of the 17 sessions on the 3 full day conference agenda, and this was truly no 'boondoggle.' The conference offered useful and meaningful workshops, lectures and break-outs, some dynamic motivational speakers, and some great team building exercises. These exercises included a survivor exercise and a fun chili cook-off contest, in which the team I worked with prepared the “worst” chili of the evening and earned the not so special award/certificate in that category. You just don’t mess with Texas Chili, as you can mess it up!

Throughout the conference I had the chance to network with new peers and learn much from them. I also had a chance to exchange my prior business expertise and recalled tips in the areas of membership development, public relations and volunteer recruitment. Additionally, I earned .48 CEU credit for the workshops I attended. A certificate is forthcoming from national.

I elected to make an investment in myself 3 years ago and joined our NMA/USALA chapter. I have never regretted that move. As I move in to a more active role for the organization, my goal is to build an awareness campaign on what USALA can do for its members and USA employees. We want to make USALA an organization that no one can resist joining. It takes hard workers and volunteers to get us there. Your allowing me that opportunity means a lot and going to this conference will help prepare me for my upcoming duties during my elected term.

I was also lucky enough to be asked to help with the American Enterprise Speech Contest official judging tallying. I was doubly lucky and won several door prizes throughout the event. I was the envy of the evening when my purchased raffle ticket was pulled and in return I got to take home the Lockheed Martin F-22 model. The LM lead test pilot James Brown, Raptor 17, personally signed the model. My husband is proudly displaying it this morning at his office at the City of Galveston.

I know this is a lot for a thank you and in summary, but I felt you needed and wanted to know how was USALA NMA LCD and what did I bring home from attending. I am looking forward to serving USALA this year... and your continued support will mean everything.

Thank you again...
Nancy Manlove

No one of us is a good as all of us together!

Leadership is not magnetic personality—that can just as well be a glib tongue. It is not "making friends and influencing people"—that is flattery. Leadership is lifting a person's vision to higher sights, the raising of a person's performance to a higher standard, the building of a personality beyond its normal limitations.

---Peter F. Drucker

Recognition

Do you recognize your members?

How often do you recognize your valued NMA members? Do you honor them once a year at an Awards banquet or do you regularly let them know how important they are to your organization? Is once a year enough?

Honoring them at an Awards Banquet is a good thing; however, a once-a-year banquet isn't going to cut it. Each person needs to hear from you regarding what the positive impact their time, talent, and accomplishments are having on your chapter and/or organization. Even something as small as reminiscing about a person's professional triumphs can break a spell of negativity, boredom, or burnout, especially if it's in front of team members and coworkers. Let him/her know how much you appreciate his/her efforts! Give them something to let them know how special their help/ performance is to your organization. It may be something as small as a genuine "thank you for a job well-done."

Going that small extra step can make a difference in someone being inspired to keep doing a job, or getting burned out. This is just one of the things we learned in the "Burnout in Volunteer Organizations" workshops that were conducted in Phoenix and in Columbus.

If you are interested in bringing this NMA Live Online workshop to others in your chapter/organization, please contact Karen Tobias at karen@nma1.org.

Chapter and Council Happenings

Girls Exploring Math and Science (GEMS)

Janet Brittain
2005 Pacific North Area Chair
Lockheed Martin Bangor Chapter
Silverdale, Washington

On March 19, 7 LM SWFPAC women volunteered at the annual GEMS (formerly Expanding Your Horizons) conference in Bremerton. Janet Brittain and Tracy Harris were on the planning committee for the conference and Carol Evanoff, Cindy Brown, Tracy Harris, Sharyl Hill, Kim Brennan and Tracy Harris presented a workshop on Aeronautics and how rockets "fly". Their session, one of 20 workshops, explained what elements are needed to make a rocket fly, how to determine the proportion of these elements and then had a hands on experiment using balloons to see what shape and size flew the farthest. They also learned the aerodynamics of airplane flying and tested them by building and flying paper airplanes. The conference brought about 200 girls in the 5th through 8th grades together to foster awareness of career opportunities for women in math
and science. Our NMA chapter donated snacks and juice for the event.

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**News from National!**

**Professional Development: NMA Live Online Courses... Sign Up Today!**

Over the next 3 months, NMA Vice President of Professional Development, Karen Tobias, will be offering 4 different Online courses NMA members. Each course will be offered two times during the month so you may select the time that best fits you. Following is the course schedule for these courses:

### 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

**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

**Thursday, May 19, 2005**
- 11:30 to 12:30 pm - Eastern Daylight Savings Time
- 8:30 to 9:30 am - Pacific Daylight Savings Time

**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

**Freeing yourself to Do More Important Things**

Tracking your best practices & lessons learned
- Developing collaborative relationships
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!!

New NMA Promotional Brochures Available!

To assist chapters in their marketing efforts, NMA has two new color tri-fold marketing brochures available for download on our website. They are: “The National Management Association Invites You to Become a Member” and “They Say You Can Go Anywhere… As Long as You Keep on Learning and Growing.” You may click on the brochure links below to download Adobe Acrobat after which you may print as many as you may need.
2005 NMA National Conference

MARK YOUR CALENDARS!! We have an action-packed conference planned for you at the beautiful John Ascuaga's Nugget Hotel and Resort in Sparks (Reno), Nevada. The conference will be held October 1-3, Saturday through Monday! It will kick off with our finals of the American Enterprise Speech Contest on Saturday afternoon followed by the Opening Banquet. The conference will conclude on Monday evening with the Executive of the Year Presentation and the 2006 Chairman of the Board taking the oath of office!

Make your plans to be there today! Check our website (2005 NMA National Conference) for additional information and REGISTER ONLINE TODAY!

Log on to Learn…

Don't forget that MANAGE magazine is available ON-LINE ONLY. Click on the following icon:

Use this link regularly to access useful information for your personal and professional endeavors. The current May 2005 issue is online… CHECK IT OUT!

ICPM Notes

Getting the Most Out of Your Certification
~A Self-Promotion Kit for the Newly Certified Manager~

Melody Branner
Manager, Customer Relations
Harrisonburg, VA

Getting CM certified is the first step in “getting recognized” as a professional manager. The second step is self-promotion. Take a look at ICPM's Self Promotion Kit for Newly Certified Managers which follows, to see what NMA chapter members can look forward to as they pursue CM certification. As always, I look forward to working with you. Please call or email me if I can be of assistance at 1-800-568-4120 or icpcmcm@jmu.edu.
As a newly Certified Manager, you have met requirements for education and experience, and have demonstrated a level of competency in management by successfully completing the CM assessment exams. While you have been recognized by ICPM, it is your responsibility to let your employer, colleagues, clients, and other business associates know of your achievement. This self-promotion kit will provide you with guidance on how to use the tools provided to you in order to get recognized and make the most of your CM certification.

**CM Certificate (2 copies)**

The CM certificate signifies that you have successfully met all requirements of the CM certification. One copy is provided to be framed and hung on your office wall. A second copy is provided for use in your home office or to be filed for use when documentation of your CM certification is required.

**ICPM Code of Ethics**

The ICPM Code of Ethics is an integral part of the CM certification. When you made application to the CM Program, you signed a statement to subscribe to the CM Code of Ethics. A copy of the code is provided to hang on your office wall or to keep available for periodic review of the ethical standards of management practice.

**CM Lapel Pin**

The CM lapel pin is a visible sign of CM certification. It should be worn to business meetings, conferences, networking events, and other business functions to let participants know you are a Certified Manager.

**CM Credential**

The public CM credential sets certification apart from other management training. To publicize your achievement, the CM should become a permanent part of your signature block (i.e. John Smith, CM). It should also be used in and on the following documents and business communications:

- Business cards
- Written correspondence
- E-mail communications
- Human Resource records
- Professional directories and listings
- Resume

**CM Directory**

ICPM posts a password protected directory of Certified Managers by state and country on its web site. The directory is a networking tool that you can use to communicate with other Certified Managers. Participation in the directory is voluntary and can be requested online at [www.icpm.biz](http://www.icpm.biz).

**CM Notification**

Notifying the business community that you are now a Certified Manager is an important part of being recognized for your achievement. ICPM will send a press release to up to two newspapers on your behalf, as well as a letter to your employer upon receipt of a completed see Press Release Request Form (enclosed). In addition, you should notify any business organizations and/or professional clubs for which you are a member or officer of your CM certification.

**CM Verification**
Upon request, ICPM will verify your CM status to current or potential employers. To maintain current status, a CM must pay recertification dues annually (each January) and complete 10 hours of continuing professional development. Verification requests can be directed to ICPM at 800-568-4120.

CM Referrals

By spreading the word about CM certification to others, you grow the CM brand and increase your recognition opportunities. Utilize every chance you have to talk about your CM achievement, how you have benefited from it, and how other professional managers can too.

If you choose not to complete the activities outlined in the self-promotion kit, you will be missing out on opportunities for recognition and to promote the CM brand. With each new CM, the brand grows larger and gains in recognition. Recognition comes not only from employers, but also from clients, colleagues, vendors, business associates and the employees that report to you. The power of CM certification is great, but only if you use it. A small investment in your own self-promotion may be just the edge you need to get that next award, bonus, or promotion.

Everything has it’s beauty, but not everyone sees it.

— Confucius