



NMA Breaktime

An Electronic Newsletter for NMA Members



NMA... THE Leadership Development Organization

July 2008

NMA to Honor Four at Annual Conference

Four leaders from business and industry will be awarded special recognition November 1-3 in San Diego: The 2008 Executive of the Year, an inductee to the NMA Hall of Fame, the winner of the Wilbur M. McFeely Award, and the 2008 Member of the Year.



The 2008 Executive of the Year is W. James McNerney, Chairman, President and Chief Executive Officer of The Boeing Company. Mr. McNerney has led this \$66.4 billion company, with 160,000 employees, since 2005. Prior to joining the Boeing team, he was Chairman and CEO of 3M. From 1997 -2001, he served as President and CEO of GE Aircraft Engines. McNerney is a fellow at the American Academy of Arts and Sciences and a member of The Field Museum Board of Trustees in Chicago. He is a native of Providence, R.I. and earned a B.A. degree from Yale in 1971 and an M.B.A. from Harvard.



Aram M. Mika will be posthumously inducted into the NMA Management Hall of Fame. He last served as V.P./ Advanced Technology Center, for Lockheed Martin Space Systems Company in Sunnyvale, CA. He led the drive to deliver leading-edge technology for LMSSC, oversaw the \$100M. Space Science Payload business, and facilitated a team of 650+ scientists and technologists. He is being honored for his unique combination of innovative thinking, technological skills, extraordinary communication abilities, and a vibrant personality and leadership style.



John R. Ryan is President and CEO of The Center for Creative Leadership in Greensboro, NC, a pioneer in the field of leadership development. Previously Chancellor of the State University of New York (SUNY - the largest comprehensive system of higher education in the US), he has also been Superintendent of the U.S. Naval Academy. A former pilot, Mr. Ryan commanded squadrons in Asia, Europe, and the Middle East during a 35-year career in the military. Earlier this year, the 2008 Financial Times ranked The Center in the Top 10 worldwide among providers of executive education. Mr. Ryan will receive the Wilbur M. McFeely Award.



The 2008 Member of the Year is Michael Dowding from Blue Cross Blue Shield Leadership Development Association in Detroit, MI. A Manager/Sales Liaison, he has been an NMA member for more than 17 years and just completed his first year as Board Secretary. He serves as a photographer and videographer for NMA events, is a driver behind the chapter book club, coordinated the College Fair activity, and contributes monthly to the chapter newsletter. In its nomination papers, the chapter expressed a desire to "honor the attitude and the warm sense of welcome he brings to each and every encounter".

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Take the online leadership assessment.

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Thank You Letter from the kind folks at Hearts & Homes

Motivating Ourselves and Others to Action

Wendell M. Pichon, CM

2005 NMA Chairman of the Board



How do we get there? Coaches, mentors, trainers, teammates, partners, fans! Even the greatest athletes in the world can't do it alone.

Isn't it amazing that people naturally perform better when others are on their side and lending a hand? Even in everyday nutrition and fitness we have discovered that when we involve others and ask for their help, we tend to get much better results and stick to our programs longer than when we try to go the distance on our own.

Why is that? For starters, positive peer pressure can be one of the most powerful motivators around. It's tougher to quit when someone else is counting on you. In fact, with a team that's pulling for you, it's less likely that you'll want to quit.

When you involve others, you have access to more knowledge, more ideas,

more enthusiasm, and more resources. Ever notice bicyclists and race car drivers and how they rely on their fellow teammates to look out for them if they have any chance at all of winning? As association leaders and members, YOU can take advantage of the same benefits.

Having other people help out just makes it all a lot more fun. Especially for those of us who are socially motivated, trying to go it alone can leave us bored out of our minds or worse, over worked.

Your chapter or council goals are every bit as important as those of a world-class cyclist or race car driver. This is why we put so much emphasis on networking, mentoring, meeting and getting to know other members. We have seen first hand, many times over, what happens when members rally behind someone who's struggling, or offer congratulation on one's recent success, or better yet ASK someone for help.

As chapter/council leaders and members we draw on each other's expertise. Business people draw on a team of accountants, lawyers, financial advisers, headhunters, board members, etc. Together, they form a team of specialists that open up possibilities that will no doubt lead to achieving success and accomplishing goals. As chapter/council leaders YOU can build a similar team around your association's goals. In building that team, you will soon discover that you are surrounded by those same people that can, and will, help you on your journey to achieving total success. You can do this without making a lot of demands on anyone's time.

Remember, when building a strong effective team, limit the number of tasks that you assign each team member. Better yet, why not ask another member, who may not be as involved, to join you in your efforts to achieve success. It's a GREAT way to get new members involved!

Hiring Teens?? What You Need to Know!

Ashley Kaplan

Labor law poster expert and compliance attorney for Poster Guard Compliance Protection



With summertime right around the corner, it's important to be ready for the surplus of potential teenage employees. Despite a slow economy, it's estimated that businesses nationwide will hire millions of teens this summer, not knowing that they bring a set of issues they would not face when hiring adults. Consider the following guidelines when hiring teenagers:

Scheduling - Federal law limits the hours 14 and 15-year-olds can work for non-agricultural employment. When school is in session, they cannot work more than 3 hours per school day and no more than 18 hours per school week. When school is not in session,

they cannot work more than 8 hours per day and no more than 40 hours per week. Also, 14 and 15-year-olds cannot work before 7 a.m. or after 7 p.m., except from June 1st through Labor Day, when hours are extended until 9 p.m.

Hazardous equipment - The Fair Labor Standards Act (FLSA) prohibits workers under 18 from using hazardous equipment and operating power-driven machines, including meat-slicers, forklifts, cardboard compactors and bakery equipment.

Labor law posters - Conspicuously post the FLSA labor law poster so all employees can see. It's required by law and helps inform teenage employees of their rights. Failing to maintain proper postings can result in fines. To find out if your company is compliant with all

federal and state postings, visit www.freeposteraudit.com. Most states have their own child labor laws that are more restrictive than these federal guidelines and not adhering to these laws can result in litigation or fines of up to \$11,000 per violation. In these cases, posting the FLSA poster, as well as other required federal and state labor law posters, is an employer's first line of defense. Many employers are turning to third-party poster sellers to save time, avoid scams, and stay in compliance with current laws. For an annual fee, third-party poster sellers can keep track of pertinent labor law changes and automatically send companies updated posters when necessary. Before choosing a poster seller to maintain your posting compliance, check their quality and service standards with the Better Business Bureau.

Girls Exploring Math and Science

Janet Brittain

NMA National Director Lockheed Martin SSC Leadership Assoc.
Silverdale, WA

Lockheed Martin SSC's Bangor Chapter in Silverdale, WA, has long supported the career day event, *Girls Exploring Math and Science* (GEMS). The 2008 GEMS event was held on March 22 at Olympic College. Seventeen LM SWFPAC women, one LM retiree, three LM daughters and one LM granddaughter were volunteers. The conference is held for girls in the 5th-8th grades.

The purposes are to increase girls' interest in mathematics and science through positive hands-on experiences, foster awareness of career opportunities for women in math & science related fields, and provide students an opportunity to meet women working in non-traditional careers in math and science related fields. Girls chose 3 of 14 different workshops ranging from

"Blast into the Future" to *"Fun with Tessellations"*. In addition to being members of the GEMS planning committee, staffing the registration tables and coordinating food, LM women presented two workshops: *"Blast Into the Future"* and *"Measuring: It's Not Just for Cooking"*.

How Administrators Can Improve the Quality of Healthcare

Barbara Aboumrad

Health Administration Program, University of North Florida

The health administrator has a major role in the continuous quality improvement of the healthcare organization. They are the captains of the ship and will lead, giving direction to employees that will help them accomplish their goals. Administrators must have a vision to be successful; they need to know where they want to go and what concerns their Board may have. It is important that they surround themselves with motivated managers who have experience and knowledge to effectively and efficiently run the operation of the healthcare organization.

The administrator must have a long range strategic plan. The Dashboard of performance measures, benchmarked against industry standards and best-practices, will be the guide for improvement. A careful analysis of the organization's performance will show measures that require quality initiatives. The administrator must recognize these gaps and put interventions into place that will correct the problem or improve the performance. Assigning improvement teams of stakeholders will be important to solving the organization's problems. This team will provide a monthly progress report of all initiatives to keep the

administrator aware of what areas are in good shape and which ones need additional work.

The short-term and long-term strategic planning process is driven by the administrator. The long term view requires vision. Where will the organization be in five or ten years down the road? How successful will we be? What specializations will set us apart from others? What new services or treatment will we provide that meets the needs of the community? How can we market the organization to improve our reputation? How can we be important to our community? An answer to these types of questions is what the administrator will also have to address. If an organization continues to operate like they always have, then the results will continue to be the same. Today if you are not making improvements, you are falling behind. You have to improve just to keep up with other healthcare organizations.

Another important aspect for the administrator in improving quality healthcare is to promote a positive working environment. Your employees are your best resource. Articles I read on employee satisfaction indicate that money is not what keeps people on the

job. People want to be listened to, have their concerns addressed and know that they are appreciated for the work they do. Happy employees give better treatment and are more willing to make changes to improve quality than employees who are not. Better customer service improves satisfaction levels which are always a quality measure.

The administrator must understand financial quality indicators and how to analyze the information with the CFO to make sure projects and initiatives are feasible as well as effective. You can provide a great program that is effective but the cost projection was way off and you are losing money. The administrator has to make the tough decisions as to what programs to keep and which to eliminate.

Everything that is done in a healthcare organization has the administrator's hand in it. Improving quality is a main function of the administrator. Typically, the longevity of the administrator will be dependent on the organization's success based on the quality improvements made and a positive fiscal trend.

LMLA Palmdale Joins Others in Recognizing 4.0 Achievers

Condensed from articles by Liana M. Roth
Valley Press, Palmdale, California



Recognition ceremonies for high school athletes are common. "So why not for academic achievers who strived to maintain straight A's for four years?", asked Brad Jackson, an engineer with Lockheed Martin Aeronautics in Palmdale, California.

Those studious student scholars took center stage at the Antelope Valley Athletic Club's seventh annual 4.0 Recognition Dinner Thursday, April 17th, at the AV Fairgrounds.

"My daughter, Tiffany, told me how little recognition she got at AV High when she graduated in 2002," Jackson said. "I didn't think it was right not to honor them when these kids are working hard to get good grades."

Thus Brad was inspired to organize a community event to give proper recognition to students who excel academically.

The 2008 ceremony recognized graduating seniors who maintained a cumulative grade-point average of 4.0 or better throughout high school in the Antelope Valley and surrounding communities.

Steve "Hooter" Rainey, a Boeing F-22 flight engineer at Edwards Air Force Base served as guest speaker for the event.

The former Air Force test pilot was the focus of "Pushing the Envelope," episode three of the series, "Test Pilots," which aired on The Learning Channel several years ago. Past honorees were also invited to speak and talk to the 2008 honorees about the value of the event.

"About 250 students were honored this year," said Jackson, "with a similar dinner being held in Mojave."



Lockheed Martin as well as other businesses support the dinner as a way to introduce the students to professionals from the community.

"The kids meet local business people from the area and gain networking opportunities," said Jackson.

"Companies can see what our students are achieving and maybe use them in the future - the kids see what businesses and professionals are about."

Gold (\$600) and Silver (\$400) sponsorship opportunities were available. The students received certificates of recognition from area officials such as Assemblywoman Sharon Runner and State Senator George Runner.

Students also received plaques of appreciation from event organizers.

"We get letters from the kids - thank you letters - saying how much it means to them to be honored this way," Jackson said in an e-mail to the Valley Press.

The event was sponsored by the Antelope Valley Athletics Club, a non-profit mentoring organization that provides after-school and sports activity programs for community youth as a means to advance the support of academics among the students they serve.

"Other service organizations in the Valley have supported the program since its inception", Jackson said, "and are continuing to do so, but more sponsors are being sought."

"This is a time to see the brightest the Valley has to offer," Jackson said. "Everyone should come out and applaud these young people for their successes."



Leadership Quotable:

"Even if you are on the right track, you'll get run over if you just sit there." -Will Rogers

From the Editor

Sue Kappeler, CM

VP Management Information Systems
Dayton, OH



Send Us Your Leaders!

It's that time of year again!! Most of our chapters and councils are electing or have elected new officers who will be installed soon.

Don't forget to complete the Elec-

tion Results Form and submit to NMA. We need this information in order to effectively communicate with chapter leaders. This can be done very easily on our website. Click here to access the online [Chapter Officer Update Form](#) and the [Council Officer Update Form](#).

2008 National Conference
Please mark your calendars today to attend our 2008 National Con-

ference in San Diego, California!! NMA has an action-packed educational conference planned for November 1-3! Enjoy the sites of this beautiful city!! To get a peek at the tentative agenda for this conference, go to: <http://nma1.us/conference08/>.

See you in San Diego!!

NMA Honors

Marietta's Lee Rhyant Named Atlanta's 2008 Man of the Year

The Atlanta Tribune, a respected media outlet in the metro Atlanta area and the Southeast, has recognized Lockheed Martin Aeronautics Marietta EVP and GM Lee Rhyant as the 2008 Man of the Year. Mr Rhyant spends countless hours reaching out to the community. He serves on numerous boards including the SafeAmerica Foundation, United Way of Cobb County, and The Atlanta Urban League. This award recognizes leaders and "difference makers" across the metro Atlanta area. NMA joins Lockheed Martin Leadership Associations in congratulating Mr. Rhyant for this outstanding achievement.



Victoria Vernon Graduates!

LMLA in Fort Worth, Texas, advises us that Victoria Vernon, winner of the 2002 NMA National Speech Contest, graduated from West Point Military Academy on May 31.

Congratulations from all your friends at LMLA and NMA!

NMA

<http://nma1.us/LEADS/>

\$35
BUY NOW

New from NMA **LEADS**

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- ◆ Receive an electronic Leadership Analysis immediately after taking the assessment. It will identify areas of strength and potential areas for improvement
- ◆ Acquire assessment-related suggestions for reading, training, and work assignments as part of your Analysis



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SUBMIT ARTICLES FOR AUGUST/SEPTEMBER ISSUE OF NMA BREAKTIME BY JULY 25

Do you have any activities that you would like to share with other chapters and NMA members?? If so, please send them to me so we can publish them in the next issue of NMA Breaktime. I'll need to have all articles and pictures no later than July 25.

NMA Receives Thanks From Hearts & Homes



Hearts & Homes
for Youth

"As If They Were Our Own" since 1964

June 3, 2008

Lockheed Martin Leadership Association
c/o Ranessia T. Smith, NMA Associate Director
9231 Corporate Boulevard
Building 861/5D31
Rockville, Maryland 20850

Dear Ranessia,

Heart & Homes for Youth would like to thank you for choosing us as your 2008 NMA East Leadership Development Conference charity of choice. Your contributions have made it possible for us to supply incoming kids with not just the essentials, which included hygiene products but also comforting toys and stuffed animals. Most of the time kids come in with as little as the clothes on their back and gifts like yours put a smile on their face and help them feel a little more at home. Approximately 50 kids have benefited from your generosity so far with many more to follow.

Thank you for having me as a judge at your Area Level American Enterprise Speech Contest. I really enjoyed myself. At this time I would like to direct you to our website to notice the list of Corporate Partners where we hope to add NMA and Lockheed Martin in the near future.

Again, thank you for your generosity and Hearts & Homes for Youth hopes to work with you again in the future.

Sincerely,

*Really had a great time - some
very special kid - just
like our own.*

Rex Smith
President/CEP



Visit us at www.nma1.org