Earning Executive Management’s Support
Port of Seattle Chapter Shows How!

Steve Bailey, CM
NMA President

Part of the fun of attending the LDC’s is picking up great lessons learned from our affiliated chapters.

At the West LDC, we heard of the extraordinary support that the Port of Seattle Chapter is getting from its executive management. In addition, Karen Buchholz, CM, ended her recent monthly Director report with:

“Our company, even through budget restraints, has not cut our funding. They believe that our training and members are a valuable asset and that we deserve and are earning the money they give us. In tight economic times, we have maintained a wonderful working relationship with the administration.”

So, what’s their “secret”? We asked Karen and here is what we learned...in both my words and hers.

- Their chapter is up to 156, 22 more than a year ago. They have a varied mix of activities, including 2 lunchtime meetings in January “to bring in the members who could not attend the evening meetings”. Ah... great customer service!

February’s Black History event was attended by “the CEO and other high administrative officials and commission officers”.

- They had 8 speech contestants, have 4 professional development classes going (with 48 “students”), have solicited 10 people for a new CM class (in addition to the 10 who will “graduate” in May...all paid by the chapter), and took 12 new members in the 1st three months.

- Chapter “knitters” are making liners for the helmets of soldiers in Afghanistan, they're doing Adopt-A-Highway, donated to a local food bank, answered phones during a local telethon... and have new projects on the drawing board. Members are willing to assist ...but it "helps" to ask and have a mix of opportunities for everyone.

- In short, the chapter focuses on learning, serving, and giving back to the company and the community. But, don’t you all? Of course. But the Port of Seattle makes sure that they get on the radar screen of senior management! That’s probably why the Port gives the chapter $28,000 a year ($7,000 per quarter). According to Karen, “Many of the chapter leaders get our expenses paid separately from our departments to go the Annual Conference”. She adds, “Our senior management team belongs to the chapter as well as the head of HR. We have a tremendous amount of support from them as well as the CEO. We make sure that they see the value-added from NMA.”

All well and good. But how do they walk that extra mile?

- “We presented them with a ‘check’ in the amount of $987,000 for training delivered from NMA for the past 3 years - the SMS program, NMA’s Advanced Management Studies, CM classes, and programs at our dinner meetings. We showed...
ICPM IS HAVING A Bundle SALE!

Don't miss out on the summer savings! For the month of June, save $50 per person when purchasing the CM bundle*.

Savings apply to individual or group purchases of CM bundles at $645 (regular US price) each + $20 shipping/handling at $690 (regular Intl price) each + shipping/handling (call-email for quote)

*The CM bundle includes all materials required to become CM certified:
1. Application Fee
2. 3 CM Study Manuals
3. ICPM’s Online Learning Center
4. 3 CM Assessment exams
5. Recognition certificate and lapel pin

The following Terms of Sale apply to the Summer Sale:
- Payment must be made at the time of order by check, US money order, credit card, or wire transfer. Payments received after June 30 will not be eligible for summer sale pricing.
- A CM Application must also be submitted to ICPM at the time of order for each bundle ordered. Applications received after June 30 will not be eligible for summer sale pricing.
- CM materials will not be shipped until payment and CM applications have been received. All sales are final, no returns accepted.

To take advantage of this offer, call Melody Branner at 800-568-4120 or email brannemh@jmu.edu. Be sure to request the 2009 Summer Sale pricing.

Hurry, offer expires June 30, 2009
Lennox Continues Speech Contest Tradition

Sandy Holubar

Lennox Leadership Development Organization

Marshalltown, IA

Monday evening, March 23, the Lennox Leadership Development Organization (Lennox LDO), hosted its annual Speech Contest. Five area students in grades 9-12 competed by composing and delivering a 4-6 minute speech on “Leadership.” Parke Adamson, Lennox General Manager, welcomed the contestants, judges, and audience. Shane Jacobson, Lennox LDO President, served as Master of Ceremonies.

Holly Hassman of Marshalltown, Iowa, received the 1st place prize of $150 and a trip to Cocoa Beach, Florida, to compete at the NMA Regional Competition in May. This year’s contestants were solicited from public, parochial, Christian, and home schooled organizations in Marshalltown and surrounding communities.

Photo from L to R: Lennox Plant Manager Parke Adamson; 1st Place Winner Holly Hassman; Runner-Up Angela Wrage; 3rd Place Winners Brianne Hassman, Emily Rose, James Lindgren; Lennox LDO President Shane Jacobson.

SWFPAC Women help Girls Exploring Math and Science

Janet Brittain, NMA National Director

Lockheed Martin SSC Bangor Chapter / Silverdale, WA

Lockheed Martin SWFPAC (Strategic Weapons Facility Pacific) Women, including many NMA members, supported the career day event Girls Exploring Math and Science (GEMS). The event is held for girls in the 5th through 8th grades.

The purpose of the event is to increase girls’ interest in mathematics and science through positive hands-on experiences, foster awareness of career opportunities for women in math and science related fields, and provide students an opportunity to meet women working in non-traditional careers in math and science-related fields. The girls pick 3 workshops from an offering of 12 different workshops. Each workshop allows hands on science and/or math experience such as the observation skills required to be a police officer, having fun with chemistry, and what the girls can do to protect wildlife and the environment.

The 2009 GEMS event was held on Saturday March 21 at Olympic College. 112 girls and 22 adults attended. The LM SWFPAC volunteer effort is a family affair with 18 LM women, two LM men, two LM daughters, and an LM granddaughter volunteering to make the 2009 GEMS event a success. The LM SWFPAC effort consisted of assembling handout materials, packing tote bags, participating as members of the GEMS planning committee, staffing the registration tables, and presenting two workshops: “Blast Into the Future” (basics of rocket science) and “Calibrate to Success” (basics of calibration). The Bangor Leadership Association Chapter donated scales for the “Calibrate to Success” workshop.

Pictured: (back row) Reshondra McInnis, Mary Malvey, Nicole Fay, Michelle Sturdivant, Denise Brennan, Carol Evanoff; (middle row) Hailey Brennan (Kim’s daughter), Kim Brennan, Janet Brittain, Christine Cox; (front row) Denise Martin, Cindy Brown, Ashlee Ulery (Janet’s granddaughter)
The Greek philosopher Plato once remarked that, “The beginning of wisdom lies in the definition of terms.” As members of NMA, our very name compels us to define management and leadership.

The word management is derived from the Greek word manus which means hand. The very essence of the word is associated with touch, feeling, connection and grasp; which is what our hands do. In our culture, to manage is to be involved. Unfortunately, during the past 110 years, the symbiosis between management and leadership has become clouded.

What is leadership? Personally, I have come to believe that leadership involves vision, optimism, enthusiasm and direction. Many managers have been trained to adhere to the status quo and for the sake of survival they remove the tools of vision, optimism, enthusiasm and direction from their toolbox and operate as complicit cogs in the perpetuation of organizational culture. Consequently, it is possible to manage and not lead.

A manager can manage well and the body of an organization may still suffer. For instance, the Chief Engineer managing the engine room of the Titanic was managing well but the captain, who was providing the leadership, led the ship to its peril. The demise of Enron is a contemporary testimony to the consequences of poor leadership and its consequences.

Leadership is the key. Although managerial systems do not exist globally, leadership is universal throughout our world community. For instance, in Germany the title of “manager” is to be used infrequently, but all of their organizations are run by several leaders. The Germans expect employees to manage themselves.

Currently, we are in the midst of a global economic crisis. Although the epicenter of the crisis has not been detected, its shockwaves have reverberated from Washington, DC, all the way to the City of Orange. Whether this crisis is a turning point or the advent of a greater decline will be determined by our ability to collaborate, remove the cloudiness of complicity and lead with the light of transparency.

The inspiration and manifestation of our leadership may be projected through ourselves, our families, our communities and at work. We are the composer and the symphony is waiting for the music. Each of us will need to know when it is time to compose and when it is time to play our instrument as part of the orchestra.

Our source of light that will break through the dark economic clouds will be derived through leadership. It’s your turn. What are you going to do? Rise up! Get out of the engine room and see what’s on deck. Maybe the Captain could use some advice. Look to the horizon and you will see the sunlight breaking through the clouds.

Vaughn Abbott, CM, Sworn In As Newest NMA Director

Lockheed Martin Space Systems Company (LMSSC) Bay Area Chapter recently authorized an LMLA (Lockheed Martin Leadership Association) officer to serve on the national NMA Board of Directors. Vaughn Abbott, CM, was sworn in at the West LDC in San Jose, CA, on May 24th by NMA Chairman of the Board, Phil Delia. As an NMA director, Vaughn will primarily be a liaison between the NMA and the company, and will represent the NMA in various roles throughout his term in office. Vaughn brings an enormous wealth of knowledge and vast chapter experience to our NMA policy-making family. In addition to his chapter involvement, Vaughn received the CM Facilitator of the Year award from The Institute of Certified Professional Managers in 2005.
Don’t Forget to Send Us Your Election Results

Matt Parker, MIS Assistant
Dayton, Ohio

If you’ve recently held your chapter elections, don’t forget to send us the election results!!!

In order that we can effectively and efficiently service your new leadership team, we need to know the names and contact information of your new leadership team.

Once we receive the information, we will initiate Step One of the Five Step Leader Development Program by mailing a “Chapter Leader Training Kit” to the President-elect. This kit includes guides for all officers and committee chairs. Using it will expedite the transition of the officers and will get you started on planning for your new administrative year.

But, if we don’t have your updated information, we can’t send the Kit or communicate with the appropriate people with mailings, reminder notices, etc.

Go to nma1.org, go to Quick Links on the right side and click on “Online Forms”. You’ll see the Online Chapter Election Results Form.

Or simply go to: www.nma1.org/forms/admin/chaptelect.htm

LMLA Bangor Chapter Members & SWFPAC Employees Evaluate Olympic High School Senior Projects

Amy Peterson
Lockheed Martin SSC Leadership Association Bangor, Silverdale, WA

Once again the Lockheed Martin Team at SWFPAC (Strategic Weapons Facility Pacific) has made a tremendous impact in one of the local high schools here in Bremerton, WA. During March and April, a number of employees and family members assisted Olympic High School educators in evaluating student culminating presentation projects, a graduation requirement for seniors. These presentations were graded using a district rubric and each student was tasked with doing research, keeping logs, writing various papers, gathering artifacts to support their project, and performing at least 25 hours of on-hand experience. The students were also required to prepare and deliver a presentation before a board consisting of three to four educators, local business employers/employees and community members. About 250 students presented and each presentation lasted 10-15 minutes. Board members were afforded this great opportunity to see how our young adults are being prepared to enter the workforce and support our community schools. The high school had much praise for the overwhelming support from the Lockheed Martin Team and was extremely grateful for the time, effort, and experience that our volunteers provided. This was the third year in supporting this event. It is coordinated by the Community Services Committee of Chapter #534.

From left Dave Danford, Mary Malvey, Dennis Cox, Germaine Szewczyk, and Larry Joslyn. Not pictured Ray Pratt, Cindy Brown, Kelsey Shaw, Sharon K-Pearl, and Lorie Blackwell.
In tough economic times, people naturally become worried about their jobs and financial security. And with good reason! The media brings us stories about companies laying off employees while cities, counties, and states cut back on expenses.

Many specialized skills, like those that doctors have, are considered “recession proof” because, even in tough times, people still need to take care of their health. Unfortunately, these skills can take years of schooling and years of experience to master. Most people have jobs that other people could also do if given the training. While those jobs can be the type where the skills can transfer to other employers, there is typically significant competition for these jobs. So, what can people do to improve their “value” to their employer or other employers?

The answer is simple - beyond some basic skills like math and communications, one of the most valuable skills a person can have is leadership! Leadership brings forward many other important skills like project management and effective teamwork. And leadership is not just for managers - even if you are not a manager, you can lead projects or even yourself! Everyone should use these skills, but few people are well versed in them.

However, because of the recognition of leadership as such an important skill now, there are many avenues where people can learn more. All of them should discuss at least the basic skills and principles of leadership. The NMA Leadership Model is one of the easiest to understand. Let’s look at its four components.

First and foremost, integrity is at the root of leadership. A leader that isn’t trusted is a hard person to follow. You simply have to be trustworthy - even with yourself. Do you believe you can reach goals such as losing weight if you can’t trust yourself to stop eating sweets? Probably not - meaning you’ll probably give up and won’t even follow yourself!

The next part of leadership is looking at what exists today and developing a vision of what tomorrow should look like. Without this vision, it’s hard to know what to do! To be effective, you also have to clearly communicate the vision. If others cannot understand your vision, they’ll find it difficult to know how to help.

The third component is to mobilize others and motivate them. This means inspiring them to believe in the future and be hopeful. This is a positive message, not a negative one. People who think they are leaders and drive their followers with a fear of consequences really aren’t leaders. Their followers will desert them as soon as they find a way. This component also calls on the leaders to share their power and give people ownership in the change.

The final component of leadership is the drive to enable change by instituting changes to the organization. If there are rules which stifle creativity and change, they need to be amended. A leader will find a way to do this while maintaining integrity.

A leader needs to have all four components to be effective. Think of things in your life where you could exhibit these behaviors - even away from your job. Practicing and mastering these skills will make you invaluable because you will have a rare but extremely important set of skills. Leadership means jobs can get done faster and better. Leadership also means that people work together in teams more effectively. What employer wouldn’t want that?
The Institute of Certified Professional Managers, located at James Madison University in Harrisonburg, VA, has announced two recipients of ICPM’s 2009 CM of the Year Award—Melinda Hester, CM, and Marshall Tuck, CM. The two of them took home the honors when the Award was announced at the Spring ICPM Board of Regents Meeting, April 17-18, in Herndon, VA. Melinda is NMA’s 2009 Southeast Area Chair and is employed by United Space Alliance at the Kennedy Space Center. She and her husband are both active in the Florida Space Coast Council. Marshall has been deeply involved for many years at the Gulfstream Management Association in Savannah, GA, and is also an active leader in the Peach Council. The ICPM Awards Committee determines the CM of the Year based upon the following criteria: professional development; CM recruitment, support, and mentoring; organizational contributions; leadership exemplification; and ethics/social responsibility.

Marshall and Melinda have provided critical leadership and support to their chapters in terms of professional development programming and both continue to serve as facilitators for CM “classes” at their respective sites.

Congratulations to both Melinda and Marshall... and thank you for all you do!

From the LDC’s — Stepping Up to the Challenges of Leadership
Ten Steps You Must Take to Get to the Top

1. Get Clarity - What Do You Want?
2. Find Focus - Where Will You Put Your Attention?
3. Take Action - What Do You Need to Do?
4. Tap Into Your Brilliance - What’s Unique About You?
5. Feel Fulfillment - What motivates you and makes you happy?
6. Maximize Your Time - How can you achieve more with less?
7. Build Your Team - Who Can Support You?
8. Keep Learning - What do you most need to know?
9. See Possibility - How Can You Invite Success to You?
10. “All...All At Once” - How do you move from excellent to extraordinary?


For a look at how chapter leaders can apply these steps to chapter leadership strategies, as well as other best practices from the 2009 LDC’s, go to www.nma1.org. This presentation and others will be uploaded soon.
The LMLA Bay Area Chapter sponsored a special dinner honoring Ms Joanne Maguire, LMSSC’s Executive Vice President, on March 19, 2009. The event was held at the Santa Clara Marriott Hotel. Chapter President, Steven Stoner, kicked off the event. After dinner, he introduced Dr. James Rider, Executive Host, for the evening, who in turn introduced Ms Maguire. Ms Maguire talked about Lockheed Martin in the past, present and future. She used her knowledge of sports and creative sporting analogies to emphasize her points. She then answered questions from the attendees. The event was well represented including many departments—EDGE, Engineering, HR, Legal, Operations and Star One Credit Union, SMD, and THAAD.

Among those present were: Ms. Joanne Maguire, Executive Vice President LMSSC; Dr. James Rider, Vice President, Palo Alto ATC; Julie Sattler, VP of Special Programs; Myles Crandall, Vice President IS&GS Global; Wanda Sigur, LMSSC Vice President Engineering; Carol Safberg, Star One Credit Union COO and Executive Vice President Operations Officer; Lynn Brubaker, Star One Credit Union Vice President Member Services; and John Kowalchik, LMSSC Vice Chairman of the NMA.

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**Space Coast Leadership Association Charters at Vandenberg AFB, CA**

Congratulations to the Space Coast Leadership Association on its May 11th Charter. NMA National Vice Chairman, John Kuntzmann, from BAE Systems and the Santa Clara Valley Leadership Association, conducted the official Chartering Ceremony along with NMA National Director, Vaughn Abbott, CM, from Lockheed Martin SSC Leadership Association, Bay Area Chapter, who installed the chapter officers, as shown in the picture. Our new chapter shares a mission with the SLRSC Chapter at Patrick Air Force Base in Florida. Together, they comprise the Spacelift Range System Contract (SLRSC)... the Eastern Range managed at Patrick AFB and the Western Range controlled at Vandenberg. The two entities provide tracking, telemetry, communications, flight analysis, and other capabilities necessary to safely conduct national security, civil and commercial spacrdf lift operations, ballistic missile evaluations, and aeronautical and guided weapons tests. Welcome to NMA!
Come join us in

New Orleans

2009 NMA Annual Conference
in Partnership with ICPM

September 12 - 14
Astor Crowne Plaza
739 Canal Street
New Orleans, LA

Special Hotel Room Rate:
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$550—Early Early Bird (before 7/15)
$625—Early Bird (7/16—8/18)
$695—Regular (after 8/18)

Don’t Forget—NMA Has Awards to Recognize Your Chapter Leaders

- Shining Star Award $40
- Leadership Award $140
- MOY Award $70
- Jade Award $99
- Distinguished Recognition Award $89

SUBMIT ARTICLES FOR UPCOMING ISSUES OF NMA BREAKTIME
Do you have any activities that you would like to share with other chapters and NMA members?? If so, please send them to us so we can publish them in the next issue of NMA Breaktime.