2009 Conference Highlights!

Lee E. Rhyant Named 2009 NMA Executive of the Year at Annual Conference in New Orleans

Lee E. Rhyant was honored as the 2009 Executive of the Year at NMA’s Annual Conference in New Orleans. The Executive of the Year Award is the highest honor the NMA bestows on an individual. The first Executive of the Year was honored in 1935 and NMA has recognized a key leader in business and industry every year since. The award recognizes a senior executive who has gained significant recognition for managerial and leadership accomplishments, conducted both personal and business affairs in accordance with NMA’s Code of Ethics, and made outstanding contributions toward preserving and advancing the free enterprise system.

Lockheed Martin Aeronautics Company employees nominated Mr. Rhyant for his commitment to the company, the community and the NMA. He is known in the company for his integrity and willingness to address issues openly and honestly.

"Lockheed Martin and NMA share a common vision of growing the next generation of leadership, which is a personal passion of mine," Rhyant said. "I am deeply humbled and honored to receive the 2009 Executive of the Year award. I can think of no greater honor than to be nominated by employees for reflecting true values of leadership."

Throughout his 35-year career in the aerospace and automotive industries, Rhyant has established himself as a business community leader, a civic visionary and a dedicated mentor focused on supporting future generations of leaders. He has been honored by many organizations for his leadership and civic contributions. He was named the 2008 Citizen of the Year by the Cobb Chamber of Commerce/Marietta Daily Journal, the 2008 Man of the Year by the Atlanta Tribune and a 2007 Man of Influence by the Atlanta Business League.

Mr. Rhyant is executive vice president and general manager of Lockheed Martin Aeronautics Marietta, Ga., facility, where he is responsible for the more than 7,000 employees.
2009 Conference Highlights!

Victor Koman Accepts NMA Member of the Year Honor

Representing the Boeing Aerospace Leadership Chapter (BALC) in Huntington Beach, CA, Victor Koman wowed the audience at the Member of the Year Banquet at NMA’s 2009 Annual Conference in New Orleans. Anyone who arrived late to the opening event, missed a spectacular acceptance speech! Articulate, witty, insightful, and just plain funny are choice words for describing Victor’s acceptance.

Only two years after joining the chapter, Victor became its Webmaster. He also serves as Chapter Booster Manager for 57 boosters and over 1300 members. One might expect that such a responsibility (in addition to helping design NMA LEADS and automated tracking systems for chapter meeting reservations) could make one a little “wacky”. Victor did not disappoint as he shared his “wild and crazy” side with the audience...regaling them with stories about growing up infatuated with rockets and outerspace and connecting those interests to his fascination with science fiction. The fact that Victor is also a published author of nine science fiction books to date came through loud and clear...with a tongue-in-cheek A/V presentation that left the audience wanting more “pictures” from his youth and more demonstrations of his many achievements.

Our thanks to Victor for all that he does for NMA...for BALC...and for his colleagues at the Annual Conference on Saturday night, September 12, 2009. As one of the attendees joked at the end of the banquet, “Who knew that such a computer geek could be such a hilarious, uplifting, and gracious public speaker? What a way to kickoff the Conference!”

Chairman of the Board, Phil Delia, presents award to Victor.
2009 Conference Highlights!

Recognition Updates

Over 50 NMA chapters and councils were recognized for their accomplishments at our 2009 Annual Conference Recognition Luncheon in New Orleans! The Recognition Committee selected a Mardi Gras theme and had the entire ballroom decorated in purple, gold, and green!! Congratulations again to all winning teams!!

Changes to the R1 are coming your way soon! Effective with the start of your 2010 administrative year, smaller chapters will no longer be required to earn the same number of points as larger chapters to earn an Excellent, Superior, or Outstanding Award!! Point requirements for each award will be calculated on your membership figure reported to National. This will be a more equitable system for determining award winning chapters.

Also, effective at the same time, you will be able to receive points for each member taking the LEADs assessment, part of NMA’s Leadership Evaluation And Development System. You just need to report the individual’s name and when he/she took the assessment in the space provided on the R1. You will receive 1 point for each and every member who participates.

Caleb Taylor wins 2009 National Speech Contest!!

NMA wishes to congratulate Caleb Taylor, national winner of the 2009 NMA Leadership Speech Contest.

Caleb is a Senior at Christian Life Academy in San Diego, California. Among his interests are speech and debate where he competes on a nationally recognized forensics team. He plays basketball and tennis, and enjoys acting in theatre productions and playing guitar. Recently, Caleb co-launched an organization called “I’m Tomorrow,” as a platform for creative young minds with relevant and meaningful messages for today.

After graduation, Caleb hopes to attend the Torrey Honors Program at Biola University in La Mirada, CA, where he plans to study journalism. Caleb was sponsored by the Goodrich Chapter and the San Diego Council. Caleb received a $4,000 cash prize to help in furthering his education.

Congratulations!

2009 National Speech Contest Finalists!!

Left to right: Forrest Brazeal-2nd place, Sujay Tyle-3rd place, Caleb Taylor-1st place, and David Harris-3rd Place
2009 Conference Highlights!

New Leadership Team Elected for 2010!

Left to right: John Kuntzmann, Christie Tuttle, Bill Kitchen, CM, Melinda Hester, CM

At the National Board of Directors meeting on September 12, 2009, the annual election of National Officers took place. Your new leadership team for 2010 is ready to lead NMA through 2010 and set direction for future years. The following individuals will serve you, starting January 1, 2010:

**2010 NMA Chairman of the Board**
**John Kuntzmann**
BAE Systems, Inc., GSD Santa Clara
17844 Kiowa Trail
Los Gatos, CA 95033
john.Kuntzmann@baesystems.com

**2010 National Vice Chair**
**Christie Tuttle**
Lockheed Martin
199 Borton Landing Rd.
P.O. Box 199, M/S 137-223
Moorestown, NJ 08057
Christie.l.tuttle@lmco.com

**2010 National Treasurer**
**Bill Kitchen, CM**
Washington River Protection Solutions
P.O. Box 850
Richland, WA 99352
william_a_kitchen@rl.gov

**2010 National Secretary**
**Melinda Hester, CM**
United Space Alliance
8550 Astronaut Blvd., USK-T38
Cape Canaveral, FL 32920
melinda.m.hest@usa-spaceops.com

Congratulations!!
Conference Pics...

Speech Contest Judges pose with Stege Bailey, CM, NMA President.

Silent Auction

Keynote Bruce Wilkinson

2009 National Speech Contest Finalists

Attendees cool off at our Ice Cream Social!

Victor P. Koman 2009 Member of the Year
From our Chapters...

Crayons for Kids... another Success!!
Michelle Hodges
Pleasure Island Leadership Association • Gulf Shores, Alabama

The Pleasure Island Chapter of NMA is proud to announce a successful end to our 2nd Annual Krayons 4 Kids fundraiser! The Krayons 4 Kids effort benefits our local schools through the collection and distribution of much needed school supplies. Debra Williams, Community Involvement Chair, contacted 3 local schools and learned that the number one need for supplies was copy paper. (Yes, basic copy paper!) Through various fundraising efforts, PILA was able to purchase for donation 35,000 sheets of white copy paper and 3,500 sheets of colored copy paper!

The Chapter was also able to donate a number of other collected supplies, including: 672 sheets of construction paper, 248 oz of hand sanitizer, 66 bottles/sticks of glue, 70 scissors, 45 boxes of crayons, and more!

NOTE FROM:
Sandra Thorpe, Principle of Swift School
“Thank you for the donation of copy paper and school supplies. You have touched the lives of many students. I appreciate your willingness to help Swift School.”

Krayons 4 Kids

Leadership Quote:
Leadership is the art of getting someone else to do something you want done because he wants to do it.
—Dwight D. Eisenhower

Thank you Joe and SCAC!

Our thanks to Joe Morano and also the Southern California Area Council (SCAC). Both Joe and SCAC made generous contributions to the NMA Leadership Speech Contest following our conference in New Orleans!
From our Chapters...

It Takes Courage to Lead!!
Steve Menke, CM, NMA Pacific South Area Chair
Lockheed Martin Leadership Association • Palmdale, California

Let's face it, it takes courage to lead. As the person up front, you carry the weight of the world upon your shoulders. You are responsible for ECDs, budgets, and all types of problems when it comes to the widgets you build, whether they be tangible or not. You as the leader are the first person people come to, whether it’s someone from management, the customer, or an employee; you face these challenges every day. Days like this can get very dim.

I recently met a young man named Ryan. At the age of 14 Ryan was diagnosed with a rare degenerative disease of the retina which was slowly taking away his sight.

After going through the traditional 5 steps (denial, anger, bargaining, depression, and acceptance) but probably many more of acceptance, this young teenager got on with his life. He's attending college now, just got back from a trip to Italy (but don't ask him to judge wine), swam for his high school, and did a lot of what high schoolers usually do. The only thing I heard that was even slightly negative was Ryan’s admission that he would never have a driver's license. Ryan's next dog, as he told me, would be a guide dog, hopefully a German Shepherd.

We all have stories like this, someone who finds the inner courage to get up when life can be so cruel. This holds true with leaders and the day-to-day challenges we face. Leaders have the unique challenge of being the first line of defense when dealing with any company's biggest asset, employees. It takes courage to walk up to an employee who might be having a bad day, to bring balance to an easily excitable employee, or to deal with management when goals aren't met. Much like a guide dog, leaders must be acutely aware of what's going on.

Leaders can not have blinders on or suffer from tunnel vision. In today's professional environment leaders must rely on the human factor, more than ever, to help guide and lead in achieving the end goal. Much like a guide or working dog, leaders gently tug on the leash as a warning but give free reign, within the proper parameters, insuring that at the end of the day, they have met the challenge and had the courage to guide those whom they were charged to lead.

Leadership Quote:

Delegating work works, provided the one delegating works, too.

-- Robert Half

Question of the Month!

In your chapter, who is responsible for strategic planning?
Your board, your officers, or????
We’re planning now for the 2010 LDCs and we need your input!
Please send your answer to: john@nma1.org
Leading Change

In these challenging and uncertain times, when our economy is driving businesses to change, you may be asked to become a leader. Many books and articles have been written on the subject of Leading Change. One such book is, The Leadership Challenge, by James M. Kouzes and Barry Z. Posner (Jossey-Bass© 2002). In this book, the authors point out that “Leadership is a relationship between those who aspire to lead and those who choose to follow.” I personally believe that leaders can be found at all levels of an organization and that is what contributes to the success of change within an organization.

This theme can even be found in NMA’s Vision Statement: “NMA is the recognized worldwide partnership of people and businesses (relationship) inspiring outstanding leadership, and cultivating highly productive workplaces (leading change).”

Within Boeing I have had numerous opportunities to lead teams towards change on various initiatives and projects. Along the way a few things seem to have worked. Specifically, those things include: assessing the current state of the organization, communicating the shared vision, providing the rationale for the change, and developing a plan.

Assess Current State

Key thought – without crisis people tend not to buy into the need for change. If it’s not broken, why fix it, right? Although the need for change does not have to be directly related to crisis or as I like to call it, “controlled chaos”, the need for change is usually not addressed until it reaches this heightened level.

Many times when change is needed you will find that there is some level of crisis identified. There is a burning platform-type scenario where people are motivated to make the change. Other times, there is a need to make a change, but there is no obvious or apparent burning platform smoldering and it becomes more difficult to gain the support of the team when in this condition.

In any case, the leader has to make the time to evaluate what’s going on in the current environment. A leader must look at the people skills, the financials, and the customer interactions and consider what is and is not working within the team and most importantly, what’s going on within the dynamics of that group. The desired outcome is to ensure that the team remains unified with a common goal and purpose.

Vision

When trying to lead change, explaining and defining the desired state is extremely important, don’t get into the details right away; identify the vision of the desired end state while putting things in top level terms. Be sure to describe the benefits and characteristics of the organization for the particular team(s) that you are working with, and what success looks like.
Describing what it will be like one, two, and even three years after the implementation of change, will help identify the vision for the team and foster an attitude of embracing the desired outcome. If you put the vision “out there,” people will become very creative with their solutions and help resolve the problem or situation that has been identified.

U.S. Army General George S. Patton once said, “Never tell people how to do things. Tell them what to do and they will surprise you with their ingenuity.” The same tenet holds true today in business.

If part of the change is to change culture itself, recognize this is a journey and it will not happen overnight.

**Rationale for Change**

People want and deserve answers. They want to know why the change is happening. They may not accept it, they may not like it, but they want to understand management’s and/or the leader’s decision for making the change. Simply stating that “this is the way it’s going to be” or “Corporate wants it that way” is not good enough.

People want to understand. They expect you as a leader to be honest with them. Explain, to the level that you can, the reasons for the change.

As you have this discussion with your teams, be prepared for good thought provoking and challenging questions. Don’t allow this candid feedback to cause you as a leader to shy away from having crucial communications with your team. It is this team that will actually make the change and eventually have to live with the change after it has been implemented.

The other main reason you want to engage the team in giving the rationale for the change is that it is critical in keeping the people engaged and allowing them to identify any unintended consequences that may happen as a result of the change. Having that insight from people who work at all levels of the organization will allow for a better plan and any risk mitigation to avoid any unintended consequences.

**Develop a Plan**

With the team on board, your checklist is complete. Understanding of the current state and areas for change identified, you are now ready to develop a plan.

Make sure it is comprehensive, documented, and monitored on a periodic basis.

Conducting continuous monitoring of the progress in each of the areas will ensure integration and that the appropriate elements of this change implementation plan are happening in synchronization. This is crucial. Making assignments and defining champions for certain sections or elements of the plan is also a key component of the planning.

A key piece of the strategy is the continuous communication that needs to occur, engaging the larger team who may not be directly involved in implementing the plan. Defining a communications plan up front and one that provides an opportunity to use a variety of venues is essential. Whether through blogs, webcasts, communiqués or round table sessions, your messages need to get through. All are key to the success of your plan for change, and ought not to occur by happenstance.

**Closing Statement**

I am sure there are other key attributes for leading change effectively, yet I have found in the complex and competitive services industry, our simple models for performance often work best.
Individual Member News:

Are you aware that Individual Members can now serve on the NMA Board of Directors? In the past few years, we’ve had National Officers who are individual members serve the Association. If you are interested in representing our several hundred individual members at the national level, please email NMA at nma@nma1.org or call us at 937-294-0421.

Do you have any interesting activities or articles that you would like to share with all NMA members on a national level? If so, please email any articles with pictures to sue@nma1.org.
NMA Creates Group on the Popular Professional Network Site...
Laura Baszak
National Community & Communications Chair
Goodrich Chapter • Chula Vista, California

As part of the Strategic Response to establish a “culture of community” and to increase member connections to the national organization, a key initiative was to create a virtual meeting place that would promote interactions between members.

The Community and Communications Committee has created a group on the professional network site, LinkedIn. We now invite you to join the NMA group and explore your potential to expand your business connections as well as staying connected with other NMA members.

We believe that this is a great venue to stay “LinkedIn” and maintain lifelong relationships with other NMA members and to develop new ones. It is also a site to use to stay informed of upcoming NMA activities.

Virtual networking is an opportunity, among many things, to get to know your fellow NMA members from around the world, share best practices and ideas, or just socialize! So join your NMA Staff, Executive Committee, National Directors and many other NMA members who have already begun to network on LinkedIn!

Here is how to join:
1. Go to: www.linkedin.com
2. Enter first name, last name, email and password
3. You will receive confirmation email.
4. Click on confirmation link to confirm email address and confirm.
5. Enter password.
6. You may continue or skip the next 5 steps.
7. To find the NMA group go to “Groups” and search for NMA.
8. Once you see the NMA logo, simply select “Join this group.”

ICPM Corner...
Melody Branner
ICPM Manager of Customer Relations

What are you doing to improve your management knowledge and practice? What is your NMA Chapter doing to help raise the competency and professionalism of managers?

The Certified Manager Program can assist with these goals by taking one of the following steps:

• Visit the ICPM website to see what the Certified Manager Program is all about at www.icpm.biz, or

• Call ICPM at 1-800-568-4120 and talk with the ICPM staff about how to start a CM Program, or

• Send an email to ICPM at icpmcm@jmu.edu and we will give you the basics on how to run a successful CM Program.

There is no time to get started like now. So, contact us today! 800-568-4120 or icpmcm@jmu.edu www.icpm.biz
**Tech Bits…**

**Don’t Get a Virus**

Almost everyone knows about computer viruses, those little nasties that frequently come attached to emails. Hopefully you have a good anti-virus program running on your computer.

There are other kinds of nasties called malware that may not come as a virus. They are often installed when you download that nifty free utility you found on the internet. Some, such as the now infamous Sony rootkit they tried to keep their music from being shared, are installed by “legitimate” software (I think installing anything the user isn’t clearly told is being installed should be punishable by a long time in a small room with bars).

Malware is responsible for things like slowing your computer down, annoying pop up windows when you are surfing the Internet, spyware which sends information about what you are doing, and even “bots,” programs that take over your computer (frequently used by spammers to send millions of emails).

So if malware is a given, which I think it is, what do you do about it? Get rid of it!

I use two programs to remove malware, largely because even with frequent updates no one program seems to find it all.

The first program I use is the free version of Ad-aware ([http://www.lavasoftusa.com](http://www.lavasoftusa.com)). I first ran into this program almost 10 years ago and have been using ever since. I found it can detect and usually remove almost all the malware on my system (including tracking cookies, which may be good or bad, sometimes they hold your log in information when you check remember me).

The other program I use is Microsoft Defender ([http://www.microsoft.com/windows/products/winfamily/defender/default.mspx](http://www.microsoft.com/windows/products/winfamily/defender/default.mspx)). The price is right (free) and it seems to find and remove anything Ad-aware doesn’t. You can also set it up to either run on demand or as a continuous scan like your anti-virus.

Don’t let malware make your computer run “funky.” Its easy and free to fix.

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*Gregg Marshall, CPMR, CSP, is a speaker, author and consultant. He can be reached by e-mail at gmarshall@repconnection.com, or visit his website at [http://www.repconnection.com](http://www.repconnection.com).*
New from Professional Development...

NMA unveiled the new One-Stop PD Shop at the Annual Conference in New Orleans, making it easy to access all the information about NMA Products with simple clicks of the mouse. By copying the files from the One-Stop PD Shop URL or mini-CD to your desktop, you can instantly implement any of the NMA PD programs.

For example:

Q. **Want to learn more about NMA training products?**
A. Simply click on the “What to advertise:” link in the Training Solutions file, and you can bring up and share a two-page flyer which introduces all NMA PD products...

Q. **Want to put together an outstanding professional development program?**
A. Simply click on the “How to implement:” hyperlink in the Training Solutions file, where you can bring up a QuickTool on winning a national PD award and save that QuickTool to your desktop to get started...

Q. **Want to take inexpensive short courses on current leadership topics?**
A. Simply click on the "What to advertise:" hyperlink under Crisp Courses to bring up a flyer on representative courses you can order online at a 25% NMA discount.

Q. **Want to order course material for FaciliSkills or SMS?**
A. Simply click on the "Where to sign up:" up hyperlink under the FaciliSkills or SMS file, and indicate the course you want plus the number of facilitator and participant manuals, then hit submit to send your order on its way.

Q. **Want to use a particular QuickTool for your chapter?**
A. Simply click on the “Where to sign up:” hyperlink in your QuickTools file, and you will bring up a list of all QuickTools. By further clicking on the QuickTool number (i.e. QT5), you can open up that QuickTool, and save it to your desktop for further use...

Q. **Want to find out what LiveOnline sessions you can offer your chapter and fellow employees?**
A. Simply click on the “Where to sign up:” in your LiveOnline file; and you will bring up a current two-month listing of planned LiveOnline sessions, plus signup instructions. That information will allow you to plan ahead in offering this training to your chapter...

And so on...virtually every hyperlink in the ONE-STOP PD SHOP files offers you instant access to previously hard-to-find PD product opportunities.

To access the online One Stop PD Shop, go to: [http://www.nma1.us/OneStopPD](http://www.nma1.us/OneStopPD) For your own mini-CD, call or email Karen Tobias at 937-294-0421 or Karen@nma1.org.