Port of Seattle’s Executive Advisor, Colleen Wilson, Speaks on Leadership

By Karen Buchholz, CM
Port of Seattle Chapter, Seattle, WA

People who work closely with Colleen know that she uses a “round table” metaphor in the Police Department. It is a place where they can review new ideas and share thoughts about the way their department should operate. King Arthur was said to have assembled his knights at a round table. Thus, the knights were all peers and there was no “leader” as there were at so many other medieval tables. The actual table itself was round in order to represent that each knight was of equal value. Today our tables are a bit more eclectic than Arthur’s, but they still try to leave their “rank” at the door and work together to facilitate change and solve problems. This magnifies the leadership possibilities.

Colleen believes that each of us can be a leader. Anyone can “lead from where you are”, as it has been said. Leaders do four critical things, regardless of their titles. They build relationships, serve a purpose, appreciate others and sustain hope.

- **Build relationships**: Make your conversations valuable growth experiences for yourself and those you are speaking with. Listen well and use your personal knowledge and expertise to influence others in a positive way. Foster a team attitude wherever you go.

- **Serve a purpose**: Pay attention to your daily routine to make sure you are contributing, not just showing up. Focus on the mission and expect results from yourself and others. Take advantage of training and development opportunities and encourage others to do the same. When you make a mistake, admit it and articulate the lesson for others.

- **Appreciate others**: Foster collaboration in your team, not competition. Be predictable to others and let them know you value their time. Seek to understand others ahead of your wish to be understood. Remember that a simple “thank you” is a powerful gesture.

- **Sustain hope**: Display patience with others and encourage them to be independent. Interpret change as opportunity. Always deny the prognosis of doom, but share in the hardships of others when you can. Act with sustained initiative and share your results and positive energy.

In NMA, there is no “head of the table”, either. We do have titles like president, chair or sponsor, but really we are all leaders, working together to improve ourselves, facilitate change and improve our community. That can lead to endless possibilities!

Colleen Wilson is the Chief of Police and Executive Liaison for the Port of Seattle Chapter of NMA.
Highlights from Miami - 2010 NMA Annual Conference

NMA Chairman of the Board, John Kuntzmann welcomes attendees

2010 NMA Member of the Year, Alix Peck, CM, United Space Alliance; pictured on the right with NMA Board Chairman John Kuntzmann, 2002 Member of the Year, Michelle Lewis, and 2009 Member of the Year, Victor Koman.

Christopher Ilitch accepts the NMA Hall of Fame award on behalf of his parents, Michael and Marian Ilitch.

Speech Contest Finalists, left to right: Shashank Sirivolu (3rd place), Shekeyla Caldwell (3rd place), Devin Boyd (1st place) and Laureen Bousmail (2nd place).

Blue Cross Blue Shield of Michigan attendees joining Christopher Ilitch (holding award) at the NMA Hall of Fame presentation were (from left): NMA National Director Nancy Bennett, 2000 NMA Chairman of the Board Cathy Longo, BCBSM Board Chair Stacey Brown, R.N., and Pam Braund, immediate Past Chair of BCBSM Leadership Development Association.
2010 NMA Executive of the Year
Howard DeCastro, Vice President and Space Shuttle Program Manager, United Space Alliance

Several USA executives flew from Houston to Miami to honor Mr. DeCastro. Pictured left to right: Norm Gookins (VP, Human Resources), Dave Valentine (Director, Safety, Quality, and Mission Assurance, Mike Jones (VP of Logistics & Materials), Howard DeCastro, Steve Bailey, CM, NMA President, Virginia Barnes (USA President & CEO), Gary Waits, CM, NMA National Director, and Brian Breen (International Space Station Program Manager).
Executive leadership from Lockheed Martin Space Systems Company and Star One Credit Union honored nine new Certified Managers and seven graduates from the Supervisory and Management Skills (SMS) Program from the “Class of 2010” at a Professional Development Graduation Luncheon in Sunnyvale, CA, on Tuesday, 31 August 2010. Linda Reiners, LMSSC Vice President of Business Development and Sunnyvale Site Executive, and Rick Heldebrant, President of Star One Credit Union were featured speakers and presenters. Each graduate invited his or her manager to the luncheon to share in the accomplishments.

Our LMLA NMA Chapter professional development is conducted as part of the LMSSC Employee Development Forum. It uses a classroom environment because this format best meets needs of the program and the participants. Classes follow the program textbooks in a guided tutorial format to review the subject matter and discuss application to participant’s needs and experiences. A frequent comment from participants is that a highlight of the courses is sharing experiences and understanding between class members as specific subjects are reviewed in the round – table class discussions.

LMLA Bay Area Certified Manager Class of 2010

From left to right in the group photo are new Certified Managers Anwar Abdelsalam, Karen Bourgeois; Vaughn W. Abbott, CM Program Facilitator; new CMs Carol Gutierrez, Ryan Havens, Cecilia Bartolomei, Charles Sedlacek, Jennifer Bradley, and Jeremy Brush. New CM Jacob Dimiceli was unable to attend.

Group Photo of the Supervisory and Management Skills Class of 2010

From left to right in the group photo are SMSP Graduates Mark Alhadate, Edward Miguel; Marcella Walters; Lynn Brubaker, CM, SMSP Program Facilitator; SMSP Grads Cheng Torrado, Judy Sepulveda, Layne Dean, and Paula Cardozo.
Environmental, Safety and Health and LMLA Keep Cobb Beautiful

By Leslie Nigh
Lockheed Martin Leadership Association, Marietta, GA

This summer, ESH and LMLA employees supported the Keep Cobb Beautiful Adopt-a-Mile program by volunteering to pick up debris along Atlanta Road adjacent to Dobbins Air Force Base. The volunteers braved the summer heat and managed to fill part of the truck bed.

ESH and LMLA encourage all NMA chapters to become a part of your local program and help keep your community beautiful.

“Wooden on Leadership”

By Mary Ek
Boeing Aerospace Leadership Chapter, Huntington Beach, CA

I recently picked up a copy of John Wooden’s “Wooden on Leadership” book. With his passing recently, I thought it was appropriate to share a couple things I think are important concepts that made him such a successful individual and that are just plain good leadership strategies.

Among my favorite parts of Wooden’s philosophy is that effective leaders are good teachers. Essentially, you cannot have an effective, efficient operation without imparting your knowledge to those you are charged with leading. Additionally, good leaders have a philosophy or a way of doing things that is part of what they teach their crew. We all know people who are extremely knowledgeable in their field but are unable to effectively transfer that knowledge to those they manage. In the long run, their groups are ineffective and inefficient when they do not perform as a team or when all decisions have to be made by the manager.

A saying we have had at my house for many years is “Don’t Mistake Activity for Achievement.” As Wooden says, “activity must be organized with a productive purpose in mind.” As a good leader, you are expected to manage your own time as well as understand the activities being performed by your group. It’s your responsibility to know whether what they’re accomplishing is also your priority and that the team understands the goals and expected results. I like Wooden’s assertion that each meeting with your team is an opportunity to get better at something, share information and a time that should never be wasted.

Make no mistake, managers and leaders are not synonymous. In order to bring out all your leadership capability you have to work hard at it. You can begin by understanding where your strengths are, what continuous learning activity you are going to take on next, objectively review your team’s performance and be open to suggestion and constructive comments. If you are not learning and improving, you are likely stagnating yourself as well as those you are tasked with leading.
What will you do to improve your leadership skills? You do not have to create a Pyramid of Success as John Wooden did. But you can always do as I did and start by picking up a book by your favorite teacher to learn something new tomorrow.

**Achieving Greatness: The Value of Association**

By Don Yaeger

Association leaders and corporate executives have long recognized that great lessons — lessons in leadership, team building, handling adversity, and managing success — can be learned from their peers in the world of sports. This explains why some of the most sought after public speakers at corporate events are sports greats — Miami Heat President Pat Riley, Duke basketball coach Mike Krzyewski, former Pittsburgh Steeler running back Rock Bleier and former LSU basketball coach Dale Brown are among the most popular speakers on the circuit. The lessons they teach and exhibit in their world translate perfectly into yours.

In my 20-plus years as a writer for Sports Illustrated and author of more than a dozen books, I have been blessed to spend hours interviewing great winners like Riley, Krzyewski, basketball legend Michael Jordan and Hall of Fame running back Walter Payton.

Some of the best lessons I have learned, however, have come at the foot of the greatest winner of them all, the late John Wooden, former UCLA basketball coach and winner of unprecedented 10 NCAA championships. Wooden also was an oft-tapped corporate consultant on the subject of leadership.

Before Wooden’s passing, I often traveled to Los Angeles to talk with him about Greatness and the traits of those who have achieved it. One characteristic he was passionate about was that the truly “great” understand that value of association. They know they can only become great if they surround themselves with others who are headed in that direction.

Just a couple of years ago, the then 97-year-old Wooden, his mind sharp as any 30-year-old I had met, got a twinkle in his eyes when told me he had a story to share, one I would enjoy sharing with others. “Many people, when they ask me about coaching great players, always ask me about my two most famous centers, Lew Alcindor (who became Kareem Abdul-Jabaar) and Bill Walton,” the coach said, “But one of the greatest I have ever coached is a player many wouldn’t suspect. It was Swen Nater.”

I think Coach enjoyed the look of surprise on my face. I remembered Nater, but just barely. What I remembered was that he was cut from his high school basketball team because, even at 6-foot-11, he was too clumsy to offer the team any value. He didn’t give up, though, and several years later made a community college team. He became talented enough that several four-year colleges offered him scholarships.

At the time, UCLA and Wooden were in the middle of one of the most spectacular runs in all of sports, winning seven of eight national championships. Alcindor had graduated, but Wooden had a new center, Walton, who he thought might be even better. Nater’s community college coach asked Wooden to consider his player. “I was told he could, at the very least, be a great practice opponent for Walton,” Wooden recalled. “So I spoke with Swen. I was honest. I told him he could go to a small school and play all the minutes he wanted, or he could come to UCLA, where he likely would never start a game, but where he could play against the best center in the country every day. That’s the best I could offer him.”

Nater didn’t flinch. He accepted the opportunity and, as Wooden had promised, he didn’t start a single game at UCLA.

“Swen understood that to become the best he needed to associate himself with the best he could find,” Wooden said. “There was no better than Bill Walton.” Or John Wooden.

When his three years at UCLA were complete, Nater had been part of a team that won a record-breaking 88 straight games and had played for three more national championships — all as Walton’s backup. Nater then made history when he became the first player selected in the first round of the professional basketball draft without ever starting a college game. He played 12 years professionally and now is a senior executive in the corporate offices of COSTCO. His career “is absolutely and directly the result of having made the decision to associate myself with folks who were the very best,” Nater told me. “I learned that you are who you associate yourself with.”
Achieving Greatness, cont.

Coach Wooden was succinct: “Mark these words...You will never out-perform your inner circle. If you want to achieve more, the first thing you should do is improve your inner circle.” At its core, that is exactly why associations hold annual events. Those conventions are a member’s opportunity to improve his or her inner circle, to learn and associate with the very best.

Like Swen Nater, I hope that each of you have identified those in your profession from whom you could learn, those who share your passion for greatness. Then, while attending your state or national conferences, introduce yourself, spend time asking and learning what it is they do that makes them successful. These lessons are often transferable.

Then take the lessons home with you. Make your aspirations known to your staff and your membership because they want to associate themselves with greatness, too. You’ll be amazed by what you can achieve when you surround yourselves with those headed in the same direction.

At each of these steps you’ll understand why John Wooden agreed that the value of association is one of the most significant traits of greatness.

Don Yaeger is a nationally acclaimed inspirational speaker, New York Times best-selling author and longtime associate editor of Sports Illustrated. He speaks on the subject of Greatness, taking lessons from the world of sports and translating them to business and professional audiences. He can be reached through his Web site: www.donyaeger.com.

---

NMA Members can go to www.coachwooden.com to review “The Pyramid of Success.”

There is also an 8 minute video of Coach Wooden speaking about The Pyramid Of Success at: www.bigspeak.com/video/john-wooden.html
**Coming October 15th**

It’s no secret that many of our members and organizations are facing downsizing and personnel redeployments. To respond, NMA Professional Development activities are focusing on products that can specifically address individuals and organizations impacted by such actions and serve members who are looking for ways to improve their job skills and opportunities. Our goal has been to identify, collect and integrate training and reading resources in a number of critical areas such as:

1. Career Exploration
2. Resume Writing
3. Interview Skills
4. Networking
5. Job Searches
6. Alternate Occupations

In our research we discovered that Career Management is a skill we ALL need to incorporate into our tool set. Whether you are in the early phase of your work life or are a workforce veteran, you know the term “career management”. Today you need to be responsible for your career. Employers keep reinforcing that idea. What we may not have been told is what career management is and how we do it! Career management uses concepts similar to good financial management. A good rule of thumb to keep in mind is that a disciplined investment, made on a regular basis, yields a greater return. Although the tactics will vary, career management focuses on two key investment assets to manage throughout our working years, our personal lifelong learning and our network of relationships. Both assets are a direct benefit of NMA participation.

The Career Counseling Catalog will be a vital part of the NMA website. Watch for an announcement in the coming days!

---

**Bay Area Chapter Honors Volunteer Leaders**

*By Vaughn W. Abbott, CM*
*Lockheed Martin Leadership Association, Sunnyvale, CA*

The LMLA Bay Area Chapter held its annual Chapter Recognition Dinner on Thursday evening, 5 August 2010, at Ristorante Don Giovanni in Mountain View, CA. Sixty members, spouses, and honored retirees joined in the festive evening where feedback revealed three responses: people liked the restaurant, loved the food, and enjoyed the evening. Mission Success!

The dinner is a “thank you” to our members who performed a leadership role in the chapter during fiscal year 2010. Chapter leadership is divided into two categories.

The first comprises members who led program, professional development, youth development, community service, and social events throughout the year that offer our members and employees the opportunity to participate in chapter activities.

The second are members who led the chapter and administrative divisions of membership, communications, awards, and our satellite sections in Palo Alto and at the Santa Cruz Test Facility. Chapter President Steve Stoner and Chapter Executive Vice Presidents Krystal ParkerMeyer and Paul Parsons presented each contributor with a Certificate of Appreciation recognizing their actions, a personal messenger bag with chapter and Lockheed Martin logos, and a Star One Credit Union key ring.

Three special recognition awards were presented next. Gay Morgan received a Distinguished Service Award for her many contributions to the Leadership Association over the years, including serving many chapter offices through president. Gay retired in 2009. Ralph Babcock received a Distinguished Achievement Award. Ralph initiated and grew the Investor’s Exchange
Bay Area Recognition Dinner, Cont.

seminar series over the past four years. Ralph recently retired. Star One Credit Union was awarded a Distinguished Contribution Award for their many years of support to the Bay Area Chapter. Star One Executive Vice President and Chief Operating Officer Carol Safberg accepted the Award.

The Chapter Member of the Year Award was the highlight and conclusion of the awards ceremony. Steve presented this highest chapter honor for a member to a very surprised Lynn Brubaker, CM from Star One Credit Union. Lynn was selected for her many contributions to the chapter including serving as Facilitator for the Supervisory and Management Skills Program for the past two years. Her selection was regarded as a deep, dark, chapter secret over the past six weeks with great concern it might leak out. Fortunately, Lockheed Martin employees are good at keeping secrets. And so were Lynn’s colleagues at Star One. Congratulations Lynn!

Try this brain tickler...9 Differences in this Picture Puzzle

Can you spot them all? The answers at bottom of page 10.


1
2
3
4
5
6
7
8
9
Top Ten Tactics for Chapter Professional Development (PD) Success

Earlier this year, we asked our chapters leaders for input on what strategies make a successful year and here is a summary of their responses.

1. **ASK PD ADVISORS**: Invite an HR and/or site executive to be Executive Advisors, and review your PD plans and program with them in advance. Invite them to participate when they can.

2. **PLAN PD PROGRAMS**: Lay out a range and schedule of specific PD offerings by month, and sign up corresponding trainers/facilitators. Reserve meeting rooms, and arrange for telecon/online support, as required.

3. **BUILD PD BASES**: Recruit motivated volunteers to help market and manage your PD offerings, and assign them specific related roles and responsibilities.

4. **PICK PD PARTNERS**: Look for local universities and affinity groups with whom you can co-sponsor PD opportunities. Add chapter/NMA logos to resultant PD flyers and co-market events.

5. **MARKET PD MESSAGES**: Use email blasts such as Did You Know? (DYK) announcements for upcoming events. Post monthly PD calendar on chapter website. Project PD flyers during chapter GMMs.

6. **SHARE PD SESSIONS**: Provide local toll-free telecon numbers and go-to-meeting links to enable individual participation in PD sessions from their desktops, whenever practical.

7. **RECORD PD RESPONSES**: Implement an online course signup capability to automatically record PD session participation. Alternatively, track all session participants manually.

8. **PUBLISH PD PROGRESS**: List upcoming PD offerings in chapter newsletter. Write articles on outstanding PD sessions and successes for chapter newsletter and NMA Breaktime to encourage increased PD participation.

9. **COLLECT PD COMMENTS**: Use feedback forms to solicit participant feedback and suggestions for future PD topics. Summarize results on chapter website. Consider periodic surveys on PD options, schedules and content.

10. **MEASURE PD METRICS**: Track PD participation by session and month to assess PD program success, and to provide R1 inputs for NMA Professional Development Award.

**ANSWERS to**

*Can you spot the differences?*

1. The girl wears a blue instead of a pink sweater.
2. One girl is missing.
3. The student is left-handed
4. Left-handed guy had no glasses
5. Girl with white sweater had no glasses
6. Girl behind the one with a sweater had glasses
7. Girl behind guy with aqua blue sweater is missing
8. Girl wears green sweater instead of purple
9. Guy at the back wears a blue-striped sweater