Board of Directors Meet in Dayton!

Steve Bailey, CM / NMA President
Dayton, OH

NMA’s Board of Directors met in Dayton on Friday afternoon, July 20th, and Saturday, July 21st. All meetings were held at NMA Headquarters, with two members joining via Skype or conference call. A Director Workshop, a Planning Meeting, Finance & Policy Meetings, Area Meetings, Committee Meetings, and a full BOD meeting comprised the busy weekend. We were pleased to welcome our newest member, Kathy Spatz from The Columbus Public Service Chapter in Columbus, OH.

Some highlights of the meeting follow:

- The Board reviewed the results of the recent NMA Member Survey and the NMA Chapter Leader Survey. Board Chair Melinda Hester, CM, summarized the findings of the Member Survey which you can access at:  
  http://nma1.org/surveys/ChapterMemberSurveyResults.pdf

- Our thanks to all those who completed one or both surveys. In studying those results, Board discussions centered around providing additional training and certification programs for members as well as ways to improve the NMA website, considering a job posting, members only section to the website, and expanding the use of social media through Facebook, LinkedIn, Twitter, and other avenues. We will continue to respond to that input via ongoing study and upcoming announcements of additional programs and services.

- The NMA Strategic Plan for 2012-2014 was refined and expanded to continue focus on Association Sustainability & Growth, New Partnerships & Products, Horizontal Integration, and Diversity & Inclusion. Copies are available upon request.

- NMA will be announcing in August a new partnership with Business Training Experts. BTE has an outstanding collection of leadership and management training programs that they are considerably discounting for NMA. You’ll find more information on the last page of NMA Breaktime. Stay tuned for full details coming soon!
Board of Directors Meet in Dayton! (Cont’d)

- *Foundations of Management*, a new course being developed jointly by NMA and The Institute of Certified Professional Managers, is scheduled for delivery by the end of the year. Additional details will be shared with Conference attendees in Seattle.

- The NMA staff will be working on the development of a new incentive program to motivate and excite current chapters to participate in developing new NMA chapters.

- Chapters are reminded that the NMA Membership Campaign for the second half of 2012 is now underway. Registration Fees for new members are reduced from $20 to $10 for first-time members who join NMA after July 1 and who are reported to NMA by Dec 31st. 495 new members and 84 “reinstated members” were recorded between January 1 and June 30th. Congratulations to our chapters for their successful campaigns so far this year!

- The Board and staff continue to closely monitor NMA finances. Although NMA’s balance sheet is healthy and income has stayed ahead of expenses, new chapter development and income from new products and services are key to sustaining the Association in these economic times.

The NMA Board of Directors will meet again on Friday, October 5th, prior to the NMA Conference. A highlight of that meeting will be a presentation by students at Miller College in Battle Creek, MI, who are organizing a new collegiate chapter. We look forward to having them with us for the entire three days!

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TEST YOUR NMA KNOWLEDGE...

Who was honored as NMA’s 2011 Executive of the Year?

A. Charles Kettering
B. Fritz Hauf, CM
C. Aram Mika
D. Vance Coffman
E. None of the above

(Answer on last page)
Georgia Governor Presents LMLA #531 with Proclamation!

Michelle Lewis, CM / Lockheed Martin Leadership Association #531 / Marietta, GA

Governor Nathan Deal presented Lockheed Martin Leadership Association with a proclamation declaring June 3-9, 2012, as “Management Week in Georgia”.

During that week, the National Management Association sponsored their 34th annual Management Week in America, highlighting its objectives to advance management/leadership in the organizations.

Public recognition of management as a profession through Management Week in Georgia can encourage leaders to improve their managerial competencies, inspire young people and educators to become familiar with the benefits of quality management, foster respect for the management profession and create an understanding of the essential role of management in increasing productivity.

Shan Cooper Receives Silver Knight Award

Michelle Lewis, CM / Lockheed Martin Leadership Association #531 / Marietta, GA

The Lockheed Martin Leadership Association hosted its Aeronautics Night Dinner on Tuesday, June 12 at the Cobb Galleria Centre in Atlanta, GA. Larry Lawson, president of Lockheed Martin Aeronautics Company, provided an outstanding presentation about program accomplishments, employee engagement and the bright future he anticipates for our company.

In addition, Shan Cooper, Aeronautics vice president and Marietta site general manager, received the “National Management Association Silver Knight Award” the highest award a chapter can give a leader. Shan was recognized for her involvement with the Lockheed Martin Leadership Association and unwavering support of events and programs. No job is too tough or complicated as she takes on complex issues and breaks them into smaller elements that can be understood and accomplished. Over 400 employees attended the dinner.
2012 Annual Conference National Award Recipients

2012 NMA Executive of the Year

Tricia Keith

Ms. Keith is Vice President, Corporate Secretary and Services, Blue Cross Blue Shield of Michigan in Detroit, MI. She is responsible for managing a 35 member Board, community giving, security, facilities, procurement, business continuity, executive and document services. Tricia Keith was nominated by the NMA BCBSM Leadership Development Association in Detroit, MI, and will be recognized at our Executive of the Year Banquet on Monday evening, October 8.

2012 NMA Hall of Fame Inductee

Peter Karmanos, Jr.

Mr. Karmanos is Executive Chairman of the Board and Founder of Compuware based in Detroit, MI. He sets strategic direction for the company he founded which grew to become Detroit’s technology giant with 4,700+ employees and nearly $1B in revenue. Peter Karmanos was nominated by the NMA BCBSM Leadership Development Association in Detroit, MI, and will be recognized at our Hall of Fame Luncheon on Monday, October 8 at noon.

2012 Member of the Year

Daniel Kaz

Mr. Kaz, Strategic Business Partner, Learning, Training & Development for The Boeing Company, Huntington Beach, CA, was a major contributor in creating and planning nearly 200 professional development classes aligned to business objectives that enhanced the chapter’s reputation yielding a large training savings for his organization. Daniel will be recognized at our Member of the Year Banquet on Saturday evening, October 6.

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There is no way to make people like change. You can only make them feel less threatened by it.
—Frederick Hayes
SCAC Presents 2012 Awards

Avis French / 1995 NMA Member of the Year
Mission Viejo, CA

June is always a big month in the life of the Southern California Area Council (fondly referred to as SCAC) and its affiliated chapters. It is the time when NMA awards are presented at the chapter level and at the council level.

BALC Member of the Year
SCAC Member of the Year
NMA Member of the Year
Daniel Kaz, The Boeing Company
Strategic Business Partner

Daniel Kaz is a triple-threat NMA member, being selected as Member of the Year at the chapter level (BALC), at the council level (SCAC), and as NMA national Member of the Year for 2012. Daniel joins other members from SCAC as recipients of this honor: Lawrence S. Pechter (1987), Avis French (1995), Elaine Fafilek (2003), Joyvonne Bragg (2006), and Victor Koman (2009).

Daniel works countless hours devoted to aligning and promoting BALC’s vision in developing leaders with the focus on accelerating Boeing business success. He made 2011 a banner year with the varied spectra of classes offered through Professional Development, helping to achieve the highest amount of points ever recorded in an R-1 chapter report, providing 180 classes in 2011. Utilizing his network of internal and external resources, he supplied no-cost or low-cost quality training, coming in under budget for both 2010 and 2011. His partnerships included SCAC, Boeing affinity groups, UCLA, and Boeing executives, many of whom participated in lunch and learn sessions. Daniel also promoted a program involving 30 Boeing leaders to mentor students at Ocean View High School Business Academy in Huntington Beach. He supported site executive efforts to galvanize employees to reduce costs in a competitive market, spearheading innovative ideas for untold cost savings. Daniel facilitated, developed curricula, and managed volunteer teams to implement high quality learning solutions. He championed the NMA Supervisory and Management Skills seminar series with nine graduates in 2011. An avid mentor in professional and leadership skills, he is also sought after by many organizations to share his expertise to coordinate and promote events through automated tools, innovative thinking, social networks, and Lean checklists and templates. He has always “found a way” to influence others to join BALC as new members. With a flair for promoting and recognizing others, he has written 10 articles in Boeing engineering and BALC newsletters, encouraging the improvement of professional skills and leadership potential.

“**What chance gathers she easily scatters. A great person attracts great people and knows how to hold them together.**”

—Johann Wolfgang Von Goethe
Gold Knight Award
Paul Geery, Boeing Network and Space Systems, Vice President and Program Manager, Fab T - (Family of Advanced Beyond Line of Sight Terminals)
Nominated by the Boeing Aerospace Leadership Chapter (BALC)

For many years, Paul Geery has been an executive advisor to several BALC Board of Director members, and he is currently the executive advisor to the chapter’s Vice President of Professional Development. Mr. Geery suggested that his current mentee attend his leadership team meetings to enable him to advertise BALC and its professional development courses and its general membership meetings. He invited his staff to help his mentee communicate BALC events, and he even offered to personally send out an e-mail to promote these development opportunities. As a busy executive, he has kept the communication lines open, and he responds quickly to e-mail and requests in spite of a full travel schedule. He is a great listener and consistently makes recommendations to the Board. Personally, Mr. Geery demonstrates integrity and honesty and exemplifies Boeing’s six leadership attributes. Paul Geery is an excellent Gold Knight of Leadership recipient.

The Boeing Aerospace Leadership Chapter #701 Awards (Cont’d)

Silver Knight Award
Kevin Naya

Kevin Naya was awarded the Silver Knight. This is the highest award presented at the chapter level in the NMA. It is given to an outstanding executive. Kevin served as executive advisor to Lisa Ross while she was on the BALC board, and made sure that he was available to her for advice and questions during her transition to the Operations position. He attends every GMM when in town, and volunteered to be an executive advisor again in 2012 to the new Operations VP. Kevin wrote and taught a “lunch and learn” session for Professional Development. He served as executive advisor to the site affordability sessions, also planning its curricula for sessions, and hosting two of those sessions. His enthusiasm for BALC and his continued involvement on many levels makes him a most qualified and deserving recipient of the Silver Knight award.
SCAC Presents 2012 Awards
The Boeing Aerospace Leadership Chapter #701 Awards (Cont’d)

Volunteer of the Year
Lisa Ross
Lisa Ross was asked to join the BALC board during difficult times, yet she jumped right in and started the VP Operations job without anyone to advise her. With her expertise, she was able to quickly negotiate contracts and find cost effective venues. She managed to balance an operations budget left in disarray, develop good relationships with hotel personnel, and make on time payments to suppliers. She provided endless amounts of time and energy working these logistics for our General Membership Meetings. She organized the holiday party with her team, where everything ran smoothly, again putting in much time. She helped and coached the new incoming Operations VP, and she has remained cheerful throughout the four remaining months of her tenure. Her organization, leadership, and ability to work well with others made these events huge successes. Lisa’s knowledge and expertise have benefitted other board members who participated, and she has really made a difference.

Leader of the Year
Dee Thomas
Dee Thomas was awarded the Leader of the Year award for demonstrating exceptional leadership as a BALC President and for tackling tough issues head on with passion. She has instituted the sponsorship of sending three participants to the Boeing Technical Excellence Conference and the Tech Fellow lunch and learn series to ensure knowledge transfer to successive generations. She ensured collaboration with site executive affordability sessions to generate ideas to promote site affordability. For three years, Dee has organized the holiday party bazaar, managing a small amount of revenue for BALC, and ensuring needed additional revenues for participating non-profit organizations. She has advised new board members, and she has taught two classes for other SCAC organizations.
SCAC Presents 2012 Awards

The Boeing Aerospace Leadership Chapter #701 Awards (Cont’d)

Manager of the Year
Fred Perez, Financial Partners Credit Union
For the last four years, Fred Perez has attended many of the chapter’s General Membership Meetings. His organization has donated $5,000 for many years towards the chapter’s scholarship fund. Fred has participated as an executive hash slinger at the chapter’s last four “Western Nights” events. He has also volunteered for three years at Working Wardrobes as a “Success Coach,” teaching job skills to “at risk” populations such as homeless veterans, battered, and addicted persons. He is currently serving as executive advisor to a BALC board member, and has supported members of FPCU as they have served in BALC board positions for the last six years.

The Harbor-UCLA Medical Center Chapter #401 Awards

Silver Knight
Darrell W. Harrington, MD
Darrell W. Harrington, MD, is Professor of Clinical Medicine at the David Geffen School of Medicine at UCLA, as well as an Internist/Hospitalist and Attending Physician in the Department of Medicine at Harbor-UCLA Medical Center (HUMC) in Torrance, California.

Dr. Harrington has been at Harbor-UCLA Medical center throughout his medical training, earning his medical degree in 1990 from the University of California School of Medicine in Los Angeles, California. His first and last clinical rotations as a medical student were on this campus. He then completed a residency in internal medicine in the Department of Medicine at Harbor-UCLA Medical Center followed by a clinical fellowship in perioperative and consult medicine in 1994. That year he received the “The Distinguished Teaching Award” as a fellow and decided to join the full-time faculty in the
SCAC Presents 2012 Awards
The Harbor-UCLA Medical Center Chapter #401 Awards (Cont’d)

Department of Medicine. Dr. Harrington quickly immersed himself in the fabric of the clinical and training environment and became a very popular resident supervisor, once again receiving the Department of Medicine’s “Distinguished Teaching Award” for a full time faculty member just two years into his faculty tenure in 1996. Seeking additional training in both research and epidemiology, Dr. Harrington completed a Health Services Research Fellowship at UCLA in the School of Public Health in 1998 while maintaining his appointment in the Department of Medicine. In 1998, Dr. Harrington became the Associate Chief of the Division of General Internal Medicine. Over the next few years, Dr. Harrington’s involvement in leadership positions within the Department and the Institution began to flourish. In the span of 3.5 years, he was appointed Chief of the Division of General Internal Medicine, Program Director for Transitional Year Medicine, Vice Chair for Clinical Affairs for the Department of Medicine, Associate Medical Director for Medical Education, Director of Graduate Medical Education and the Institutions Designated Institutional Official.

Despite a very heavy administrative load, Dr. Harrington has maintained his commitment to clinical excellence and the education to the Medical Center's house staff. He has continued to serve as Attending Physician on the Inpatient Internal Medicine Wards, Inpatient Consult Service, the Adult Urgent Care Clinic, and the General Medicine Clinics. In addition, he is sought after by both house staff and faculty to serve as their internist or to care for a loved one in a small faculty practice on campus. Still a favorite among trainees, he received a second “Distinguished Teacher Award” for full-time faculty in the Department of Medicine – an honor held by very few faculty members in this very talented Department. He has been nominated twice for the Golden Apple Award at the David Geffen School of Medicine at UCLA. In addition, Dr. Harrington has developed a strong reputation both regionally and nationally in the area of anticoagulation, venous thrombosis, and perioperative medicine. He has authored book chapters, peer-reviewed articles and editorials related to these topics, as well as served as principal investigator on related funded research grants. He is a frequent invited lecturer and is a regular invitee at the American College of Physicians National Meeting. Most recently, Dr. Harrington was honored as Chair of the American College of Physicians 2012 National Meeting. As a result of these scholarly accomplishments, Dr. Harrington was transitioned to the “Clinical X” series at UCLA and now holds the rank of Professor of Clinical Medicine.

As a manager, Dr. Harrington has been a key member of the hospital leadership over the last several years. He has successfully guided HUMC through two Institutional Accreditation Visits for both ACGME (governing graduate medical education) and CMA/IMQ (governing continuing medical education). Dr. Harrington’s leadership provides the basis for maintaining a high-quality training environment despite the challenging fiscal climate and aging physical plant. Although his primary responsibility is for medical education, Dr. Harrington is often pulled into a variety of related and completely unrelated activities. He is a manager with an “open-door” and “on the hook” policy – always available and willing to lend support, insight, feedback, a hand, a shoulder, an ear, or even as much blood and sweat as needed. As a result, Dr. Harrington has become a critical resource for the Institution and its leaders. Dr. Darrell Harrington is a worthy recipient of the NMA Silver Knight Award.
SCAC Presents 2012 Awards (Cont’d)
The Harbor-UCLA Medical Center Chapter #401 Awards (Cont’d)

Leadership Award
Dana Denis and Morrison Healthcare Team
The Morrison’s Health Care Group includes many members ranging from the Director, Dana Denis, to the caterers and many other members. Morrison’s employees are the most friendly, helpful, accommodating people with whom to work. Almost every one on campus has utilized their services through catering orders. The Morrison’s Health Care Group goes beyond the call of duty, filling orders at the last second to make sure that needs are met for all conferences. Morrison’s employees are readily available to fill the last minute rush orders that people have requested on numerous occasions. The meals that are served are not only nutritious, they are beautifully served and the presentation is professional. Those people who have personally have worked with Olivia and Gerri and Dana on many occasions cannot say enough about the professional, courteous, and helpful work accomplished under their guidance. Congratulations go to the entire Morrison’s Healthcare Team for receiving the Leadership Award.

Past President’s Award
Mary Werk
Hospital Architect
Mary Werk is a shining example of a well-known member of the chapter who is not only committed to the well-being of the NMA chapter at Harbor-UCLA Medical Center, she is committed to the campus and its vast improvements throughout this past year. She has specialized in hospital architecture her whole career. She has been on campus since 1984 when she joined the Department of Facilities Management. Her favorite project was the Tower Seismic Upgrade Project. Mary has been instrumental in educating our NMA group (three years in a row) with her Walk Around the Campus tours, in which she lectures on the history of the campus architecture and the major improvements planned for the campus. Mary is known for her interesting fund of knowledge about the campus. If you engage in a conversation with Mary, you will no doubt be delighted because you will learn another tidbit about Harbor-UCLA Medical Center that you never knew! Mary is tireless in her efforts to see the campus through its conversion. You will see her walking throughout the campus with blueprints in hand, fielding questions, and helping all of us to navigate through the unsettled waters of campus conversion. Congratulations go to Mary Werk for a job well done.

Frank J. DeSantis Management Achievement Award
Kevin Crawford
Kevin Crawford has served in the capacity of Treasurer of the NMA Chapter for four terms (2008-2009, 2009-2010, 2010-2011 and 2011-2012). Kevin has really grown in his role as Treasurer, exceeding the expectations of the detailed spreadsheets that are reviewed each month at the board meetings. Kevin also took on a very detailed task of some tax work the NMA chapter had to file this past year. He is one board member who constantly volunteers for extra duties that need to be accomplished in our chapter. One of his most recent volunteer efforts was to assume the duties of Newsletter Editor when one board member was unable to complete the term of office. Kevin not only volunteered, but he is genuinely excited about taking on this new role in our chapter. He is always the first person to ask if we need help at the sign-in desk at each monthly NMA meeting. Kevin Crawford is a deserving recipient of the Frank J. De Santis Management Achievement Award.
Manager of the Year
Abel Bernal, Community Services Department
Abel Bernal, a Parks Maintenance Supervisor, is a hardworking, enthusiastic, and conscientious employee who takes pride in a job well done. He has gone above and beyond over the past several years as the only full-time Parks Supervisor overseeing approximately 250 acres of parkland in the City of Orange park system. He has continued to do this with a great attitude and sense of humor. Abel leads by example and is always mentoring staff in an effort to help them continually improve. He has shown true leadership and support to the City of Orange and its residents by making the City of Orange’s park system safe, clean, and green for all customers. Congratulations go to Abel Bernal, Manager of the Year.

Professional of the Year
Sandy Hayashigawa, Public Works Department
Sandy Hayashigawa, an Engineering Technician, is a “cornucopia of professional skills.” She is an effective but quiet time manager, people manager, and communicator. She works with virtually every department in the City of Orange and she provides exceptional customer service to everyone with whom she interacts. Sandy is a team builder and leader within the Public Works Department, and she is a catalyst for leadership throughout the City of Orange. She possesses exceptional writing skills, extraordinary computer skills, wonderful people skills, and unbounded creativity. Sandy Hayashigawa is a worthy recipient of the Professional of the Year Award.

L-R Christine Overturf, Manager of the Year nominee, Abel Bernal, Manager of the Year recipient, and Irma Morales, nominee

L-R Sandy Hayashigawa, Professional of the Year recipient, and Leila Hoopi, nominee
WHAT IS THE SILENT AUCTION?

The Silent Auction is a great event, held in conjunction with the Annual Conference and designed to raise funds to help NMA continue to hold the Leadership Speech Contest. This will be the 11th year for the Auction and those who have previously participated know that this is an exciting and entertaining event! For three days, attendees mingle and network with others while checking out the various items available for bid – strategically targeting those “must win” items over the course of the conference so when that final bell rings, they win (and the Speech Contest wins!). Last year, thanks to the generosity of both our donors and our bidders the Auction proceeds totaled over $4,000 – singularly covering about 25% of the annual cost of the Speech Contest. With your participation this year, we would love to substantially increase the contribution the Auction makes!

Click here for information About the NMA Leadership Speech Contest!

NMA’s first Silent Auction was conducted by a group of NMA volunteers at our 2002 NMA Annual Conference held in San Francisco, and brought the Speech Contest $5,235.50!! The auction is dedicated to the memory of two very special people, Dot and Forrest Shorey, who were stalwart volunteers of the International Management Council (IMC), an organization that subsequently merged with NMA in 2004. Dot, who had a vision that would strengthen the purpose and programs of IMC by raising funds (and having a little fun along the way!), championed the original IMC Silent Auction in 1992 in honor of her husband, Forrest. Forrest served the IMC in many capacities, most notably as National President of IMC. Supporting Forrest efforts to champion outstanding programs involving the development of youth, Dot was a visionary and an energetic team player — serving in a broad range of positions in her 35 years as an IMC member. She was a remarkable person and a dear friend to all who knew her — and attended 22 consecutive IMC National
2012 NMA Shorey Silent Auction!!! (Cont’d)

Conferences. Her daughters, Barbe Herrholz and Cindy Racic, have continued her legacy and supported this effort by attending our Annual Conference to help with the auction since its inception; unfortunately, they will be unable to attend this year.

The 2012 NMA Shorey Silent Auction will continue to carry on the original intent initiated by Dot with all the proceeds used to support activities involving youth… specifically the NMA Speech Contest!

HOW CAN YOU PARTICIPATE?

There are two ways that NMA members, chapters, and sponsoring companies can participate in the fun and philanthropy of the NMA Auction:

• Bid early – and often – on the auction items up for bid at the Annual Conference, and

• Donate items, as well as solicit donations from other companies and/or organizations. It just isn't much of an auction without items to bid on! Item donations are tax deductible as the funds raised by the Auction accrue to the NMA Educational Foundation, a 501(c)3 organization. It’s a great opportunity for companies – or suppliers to chapter or company – to get their products and brand great marketing exposure to a wide audience of consumers. We'll also highlight their donations in our Conference materials, and (did we mention?) the donations are tax-deductible.

The idea is to have a wide diversity of items… and things that appeal to a variety of tastes and pocketbooks. We suggest a minimum value of $25. Keep in mind that items should be relatively portable, since Conference attendees will have to carry them back home in a suitcase or carry-on. If you cannot think of anything to donate, rest assured that monetary donations are always welcome and contribute greatly to the overall success of our Auction. **REMEMBER, ALL CONTRIBUTIONS ARE TAX-DEDUCTIBLE!**

In order to do some planning for space and materials needed for the Auction room, we would love to hear from you soon. If you are considering making an auction donation, please contact Cathy Longo (clongo@bcbsm.com) or Robin Furlong (robin@nma1.org) to let them know that you will be shipping items or bringing items to the conference. **MONETARY CONTRIBUTIONS** should be made payable to NMA Educational Foundation and sent to Headquarters in Dayton, and be clearly marked that the funds are for the 2012 Silent Auction.

**Thank you so much for your consideration.**

**We look forward to seeing everyone in Seattle!**
North Texas Council Speech Contestant Makes Us All Very Proud!

Wendell M. Pichon, CM / 2005 NMA Chairman of the Board
Lockheed Martin Leadership Association #249 / Fort Worth, TX

Most of you will recall a few years ago, in 2006, Jimmy Hammond represented the North Texas Council at the Southwest LDC in the NMA Speech Contest and returned home a winner. He then went on to the National Conference representing the North Texas Council and the Southwest Area winning the Speech Contest at the National Level. Well needless to say this guy is still winning! Recently I received this note from Jimmy’s mom, Andrea, and I would like to share her note and the article on Jimmy with our Breaktime readers. After all, this is what makes all our efforts at the North Texas Council worthwhile.

Mr. Pichon:

“I was thinking about contacting you to send an update on Jimmy since you are so kind as to always show an interest. What mother doesn’t enjoy talking about her child, right? He has been a tremendous success in his two-year stint with Teach for America, winning awards from the San Antonio ISD and teach for America, and increasing their AP pass-rate many times over. I have attached an SAISD article I believe you will enjoy.

Jimmy will be continuing to teach in San Antonio this year as he is working on his post-graduate degree at UTSA. The leadership that your organization helped inspire and nurture has become his focus. His course of study is split between Educational Leadership and Law. I am not really sure what title he will end up bearing, but I do know that he will be a leader in whatever he pursues. As I have said to you many times before, thank you so much for the role you and NMA have played in his life.

Thank you again for your assistance,

Best regards,

Andrea Hammond

Educator who strives for greatness named Trinity nominee

San Antonio Independent School District (SAISD)

A second-year teacher already recognized for his leadership both inside and outside the classroom will represent SAISD for one of Bexar County’s most prestigious honors.

James Hammond of Jefferson HS has been selected by a District committee as SAISD’s nominee for the 2012 Trinity Prize for Excellence in Teaching. Later this spring, two Bexar County area recipients will be announced at an awards ceremony hosted by prize sponsor Trinity University.

“Although he is one of the youngest members of the faculty here at Thomas Jefferson High School, James Hammond has
North Texas Council Speech Contestant Makes Us All Very Proud! (Cont’d)

already demonstrated a considerable capacity as a teacher and a leader," principal Joanne Cockrell wrote in her nomination letter.

"The life of a new teacher can be daunting as James soon found out, but he rose to the occasion and met the challenges head on." To increase his effectiveness, the Teach For America corps member created several new teaching tools. Strategies he developed for his 12th-grade Advanced Placement literature students resulted in their passing the AP exam with SAISD's highest percentages. While new to teaching, Hammond was no novice to overcoming challenges. His decision to seek a career in education is attributed to a teacher whose question, "Do you want to be great?" inspired the-then Lewisville (Texas) HS 10th grader to conquer speech defects.

By senior year, Hammond was a national oratory champion and his new-found confidence would soon help him to thrive at the University of Texas at Austin, where he earned his bachelor's degree in 2010. "I never forgot Ms. Squibb's charge – greatness is in reach of those hands that stretch to grasp it - and I never forgot that it was a teacher, just one unspeakably devoted teacher, who had given me my new life," Hammond wrote.

"Upon graduating, I knew that the greatest cause I could think of, the cause I wanted to devote my life to, was extending to others the opportunities that Ms. Squibb had extended to me. I knew my future was in education."

In addition to AP literature, Hammond teaches AP language and English language arts IV. After school and Saturdays are spent helping students prepare for their ACT and SAT exams, as well as for college entrance essays. Through his tutelage, many have earned scholarships in the six figures. Among the highest was a scholarship for more than $500,000.

When not in the classroom, Hammond provides professional development and has taken the initiative to redesign Teach For America - San Antonio's diversity curriculum. Hammond also spent this past summer working with the mayor's office as a policy analyst/education for the city's public school students. He currently is pursuing his master's from UTSA, leading by example through "his own quest for knowledge," Cockrell wrote. "I am quite sure that we will be hearing great things about James Hammond in the future."
Sneak Peek: Update from ICPM

Melody Branner / Manager of Customer Relations
ICPM / Harrisonburg, VA

After years of offering a single, one-size-fits-all program for managers, ICPM is reengineering its CM® certification to appeal to managers at different levels.

The all new Foundations of Management (FoM) certificate program is being developed exclusively for first level managers and supervisors with 0 to 3 years experience. The program will impart fundamental knowledges for competent performance to entry level managers at the start of their careers—just when it is needed most! This 40-hour program of training and development will be offered in both classroom and eLearning formats. The anticipated release date is late fall 2012.

Additionally, the Certified Manager® certification will be reengineered to appeal to experienced managers with more than 3 years of experience. The program with a focus on more advanced knowledge, skills, and abilities (KSAs) for competent performance by mid-level managers. Strategic analysis, critical thinking, and application will drive the 70 hour program which will be offered in both classroom and eLearning formats through both NMA and ICPM. The anticipated release date is early 2014.

NMA Breaktime

If your actions inspire others to dream more, learn more, do more, and become more, you are a leader!

- John Quincy Adams
Today’s Youth Are TODAY’s Leaders
Lisa Stephenson / Chapter President
Wyle Leadership Association #492 / Houston, TX

Over the past few months, I have been inspired by several young students from various walks of life. In February, the Wyle Leadership Association (WLA) held its annual Leadership Speech Contest, and in April, the Texas Gulf Coast Council sponsored its regional contest in preparation for the National Management Association’s West Leadership Development Conference. These events brought about the opportunity to hear 7 very different perspectives on leadership from teenagers.

I will admit that most of my experience with teenagers is limited to family and friends and their extension. Although my exposure is somewhat narrow, I am continually surprised by what I learn from them, as well as younger children. All I really have to do is listen, which is something not commonly done between adults and teenagers. What surprises me is their grasp of “grown-up” concepts like leadership and their desire to push themselves to become better people and give back to their communities.

When we were teenagers, we each had our own challenges, but that seemed like a simpler time. Today’s youth have instant access to all kinds of information we used to just wonder about. Exposed to growing social pressure from peers, many teenagers often make choices that adversely affect their future. In spite of our changing times, I see many examples of students making the often difficult choices to get an early start on the right path. This is always evident during our speech contests when 15- and 16-year-olds teach you to think about leadership in new ways. It is very refreshing and encouraging.

As we have in years past, this summer WLA will sponsor two high-school sophomores to attend the Hugh O’Brian Youth (HOBY) Leadership seminar. For those unfamiliar with HOBY, it was founded in 1958 with the mission to inspire and develop student leaders from around the world. Today, over 9,000 students participate in their annual programs and almost 400,000 alumni are taking on leadership roles in their own schools and communities. This year’s local event will be held at Texas A&M University at Galveston with more than 200 student leaders participating and many more adults volunteering. Many of our Wyle colleagues have volunteered as ambassadors (or mentors) in past years.

With so many challenges facing today’s youth, I remain hopeful that WLA’s involvement in HOBY and the annual leadership speech contests will provide our students with opportunities to continue developing the leader within them. I am more convinced than ever that not only are today’s youth tomorrow’s leaders, but those leaders are already here.
BTEC: A Tradition of Technical Excellence

Tiffany Heyd, Elizabeth Lanzarone, Daniel Wallman
Boeing Aerospace Leadership Chapter #701 / Huntington Beach, CA

The Boeing Aerospace Leadership Chapter (BALC), based in Huntington Beach, CA, initiated a new program in late 2011 to help transfer technical leadership to junior employees. Through this program, BALC sponsored three junior engineers to attend the Boeing Technical Excellence Conference (BTEC). This is an internal conference designed to share technical knowledge and innovation across the Boeing enterprise. Below are the three engineers selected to attend this year's conference and their summary of what they experienced.

Tiffany Heyd works as a Satellite Thermal Blanket Design Engineer for S&IS in El Segundo.

Elizabeth Lanzarone is a member of the S&IS Engineering Rotation Program in El Segundo. Currently, she is working as a Satellite Propulsion Engineer.

Daniel Wallman serves as an Aerodynamics Engineer for the Advanced Space Exploration of Phantom Works in Huntington Beach.

Attending BTEC provided a unique opportunity to collaborate with Boeing’s technical community while gaining insight into the company’s direction and strategy. Through speeches and plenary sessions, we were invited to explore Boeing’s current direction and technical endeavors. In doing so, we discovered much about Boeing’s tradition of technical excellence, specifically the importance of mentoring, and also had the chance to collaborate with other attendees and connect with individuals from across the company. When coupled with the speeches from Boeing's leaders, being a part of this discussion painted an exciting picture of Boeing's future. Partaking in BTEC was thus tremendous, as it led to new insights regarding how to improve our technical know-how and how to contribute to Boeing’s continued growth.

Ensuring a legacy of technical excellence through technical mentoring was an important topic of discussion during many of the plenary presentations. Throughout the conference, there was a special interest placed on it, not only the retention of young engineers, but on providing an interesting and engaging environment for all engineers so that technical knowledge can be retained. The Engineering Excellence program provided information about many projects being implemented enterprise-wide. These projects have provided many new opportunities for technical knowledge to be shared - especially through the Technical Mentoring project, which is specifically designed to help retain technical knowledge and skills. A focus was also placed on increasing the female presence in the Technical Fellowship and as technical leaders in the company. BTEC served as a strong indication that retaining technical knowledge is a top priority for Boeing to maintain its competitiveness and foster innovation.
There were also many chances to mingle and network at the conference. This gave us the chance to meet and share interesting stories with individuals from across the enterprise. This was an eye-opening and fun experience as we heard accounts from what it is like to work on projects that are completely different from what we do day to day.

In terms of strategy, the theme of affordability was repeatedly addressed. From the opening plenary through the technical talks, to the closing plenary, the idea of cutting costs and increasing value came up in almost every session. Tom Bell’s opening session, “Strategy at BDS”, and John Tracy’s closing plenary, “Engineering Excellence for Competitive Advantage,” were both particularly inspiring. These discussions continually emphasized that Boeing needs to focus on providing customer value, providing what the customer wants, and not adding extra features that drive up cost. This sentiment was present in many of the technical sessions, which discussed not only technical innovation, but also how that innovation will provide a cost-effective solution. It was inspiring to see how Boeing’s strategy is changing without compromising technical innovation and excellence.

Overall, being a part of BTEC was a very rewarding experience. From networking to listening to strategy regarding the company’s direction, it was wonderful to see the vibrancy of the Boeing community and the steps taken to continually improve it. In light of this, it is easy to see how BTEC is and will continue to be a very important and meaningful part of Boeing’s technical culture.

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**JOIN OUR NMA GROUPS ON FACEBOOK AND LINKEDIN!**

Dear NMA Member!

I would like to take this opportunity to invite you to visit and join our Group Pages on Facebook and LinkedIn! Both sites will provide you the opportunity to network with other NMA Members! This social media will also give you access to resources that may help you in developing your leadership and interpersonal skills! I encourage you to share with your Friends and Contacts! I am certain you will like what you see!

Laura E. Spamer  
NMA . . . The Leadership Development Organization  
Community and Communications Committee Chair  
Phone: 619-691-3058  
Cell: 619-708-9220  
Email: lara.spamer@goodrich.com
2nd Half of 2012 NMA Membership Campaign!

We’re At It AGAIN!!!

2ND HALF OF THE YEAR MEMBERSHIP CAMPAIGN

The Association Development & Services Committee agreed to offer another Membership Campaign incentive for the second half of the year.

What’s the Deal?  All new members reported to NMA between July 1 – December 31, 2012, will receive a reduced Registration Fee of $10 (1/2 off the normal $20 fee).

Simply report your new members on the monthly Membership Dues Worksheet but only a $10 Registration Fee for each new member; no special forms required.

If you have any questions, please call or email Robin at:  937-294-0421; robin@nma1.org
2012 NMA Publications Contest Winners!

1st Place Winners

#141  BCBSM Leadership Development Association, Detroit, MI / blueprint
#220  Columbus Public Service Chapter, Columbus, OH / Lighthouse
#271  Bismarck-Mandan LDO, Inc., Bismarck, ND / NMA Chapter Newsletter
#395  Mid-Columbia Leadership Association, Richland, WA / The Leading Edge
      #514  Lennox LDO, Marshalltown, IA / Bootstrap
      #525  Lockheed Martin Leadership Association, Palmdale, CA / StarDust
#618  Leadership & Management Development Association, Raleigh, NC / Management Insight
#740  Goodrich Leadership Development Association, Chula Vista, CA / NMA Publication
      C150 North Texas Council / North Texas Star

2nd Place Winners

#071  American Valve & Hydrant LDO, Beaumont, TX / Plug
#492  Wyle Laboratories Leadership Association, Houston, TX / In the Know
#531  Lockheed Martin Leadership Association, Marietta, GA / The Leader
#581  Medcenter One Leadership Association, Bismarck, ND / NMAAction
      #701  Boeing Aerospace Leadership Chapter / New Horizons

3rd Place Winners

#164  City of Burbank Chapter, Burbank, CA / NMA VISION
#401  Bastion Employee Leadership Association, Houston, TX / BELA Vista!
#540  Lockheed Martin SSC Leadership Association, Sunnyvale, CA / The Missile

Congratulations to all our 2012 Publications Contest Winners!! You will be publicly recognized during our 2012 NMA Annual Conference on Sunday, October 7, at the Recognition Luncheon!
Mid-Columbia Leadership Development Association (MCDLA) #395
Honors Executive of the Year

Pasco, WA 6/18/12 – The Mid-Columbia Leadership Development Association honored Matt Hammer, President and CEO of Vivid Learning Systems, as Executive of the Year during their Year End Recognition event on June 13th at the Clarion Hotel in Richland. The MCLDA provides leadership development opportunities to help organizations discover, develop, and showcase leadership talent. Under the MCLDA, the Executive of the Year Award recognizes a senior executive who has gained significant recognition for managerial and leadership accomplishments.

Matt Hammer was awarded Executive of the Year for his involvement and leadership in the Mid-Columbia community. In 1994, he co-founded Imageworks, a creative firm focused on brand development, with partner Nick Bauer. Matt grew Imageworks from two to twenty employees and ensured the business remained a viable, profitable entity within the community. Ten years later, Vivid Learning Systems, a leader in the e-learning space, purchased Imageworks in 2004.

Matt became CEO of Vivid and Imageworks in 2009 and has been an instrumental factor in the company’s continued success.
**Mid-Columbia Leadership Development Association (MDLA) #395 Honors Executive of the Year (Cont’d)**

Matt Hammer was recognized as an inspirational leader who championed change, reinvigorated the company and took it in a more successful direction. He shifted the focus back to the core capabilities, where success had been found in the beginning. As part of this initiative, he reinvested in the company's products, people and infrastructure, positioning the company to become a leader within the industry.

Under his guidance, research and analysis efforts were commissioned to acquire critical business data, enabling strategic decisions to be made and plans to be executed. Matt also sought the advice and guidance of leading industry experts, crafting a vision founded in logic and supported by continual growth and innovation. His clear, direct communication style enabled him to articulate his vision to others. As a result of his infectious passion, the team rallied around the new vision and new energy was breathed into the culture.

In addition, Matt is heavily involved in the community serving as a board member on the Three Rivers Community Foundation and is a founding member of the Washington State STEM Education Foundation. He is also a founding member of People Learning About Destructive Decisions. Through his positive community activism, he continually builds trusting, lasting relationships and strives to treat all as equals from his interns to his peers within the business community.

**About MCDLA**

Mid-Columbia Leadership Development Association is a chapter of the National Management Association. MCLDA’s mission is to “Develop Tomorrow’s Leaders Today.” Through chapter-based experience, MCLDA provides leadership development opportunities to help sponsoring organizations discover, develop, and showcase leadership talent. Professional development courses and management certification are available to members and non-members.

[MCDLA.org](http://MCDLA.org)

**About Vivid Learning Systems**

Vivid learning Systems is a leading national provider of online training programs, delivering best-in-class off-the-shelf safety training content and custom training solutions designed to assist with meeting compliance requirements, achieve internal communication goals, optimize employee potential and elevate business performance. Through strategic learning solutions, web-based technologies, and cutting-edge instructional design, Vivid Learning Systems maximizes the potential of brands and the people that power them. Founded in 1995, organizations both large and small have partnered with Vivid Learning Systems to deliver solutions that increase employee engagement, mitigate risks and improve the bottom line.

[Learnatvivid.com](http://Learnatvivid.com)
Don’t forget…. 

REGISTER TODAY! 

2012 NMA Annual Conference 

October 6-8  

Renaissance Seattle  

Seattle, WA  

http://nma1.org
Dear Chapter Leaders,

Look for an announcement in August detailing a unique NEW partnership with Business Training Experts. Offered as The Leadership Journey, BTE’s 44 dynamic courses, comprising two complete curriculums, will be made available to NMA chapters and members. Complete with participant guides, facilitator guides, DVDs, and other active learning components (including e-learning options), they are in sync with The NMA Leadership Model and will complement your organization’s ongoing employee development strategies. Stay tuned for more information!

The Leadership Journey™

A turn-key, in-house management, supervisory, and leadership training curriculum chosen by NMA as a new training and development program for its chapters and members.

The Leadership Journey™ delivers:

- **Practical Skills.** Participants learn practical skills that are useful and can be immediately applied to your workplace.
- **A Complete Solution.** A complete curriculum makes it easy to develop the leadership competencies of your members.
- **Short, Concise Courses.** Participants learn 2-3 key skills and are back on the job very quickly. You decide the length of courses - 30, 60, 90, or 120 minutes.
- **Multiple Delivery Options.** Participants receive a consistent message regardless of the delivery method chosen - classroom, e-learning or a blended approach.
- **Continuous Learning & Development.** You choose the frequency of course delivery with this structured yet flexible learning system.

The Leadership Journey™ uses the latest in adult learning principles and technology to deliver interactive and engaging training.

“Productivity went up 13%, prior to The Leadership Journey we thought that type of improvement was unattainable.”

Gary Cameron, HR Director, Mitchell Grocery Corporation

Michael Coats was the 2011 NMA Executive of the Year.