“Take a Stand for Leadership Development”
by Joining Us in San Antonio!
Steve Bailey, CM / NMA President

If it hasn’t been so long ago that the history lessons of your youth are starting to fade, you’ll remember that San Antonio and the Alamo played a critical role in the Texas Revolution. While the facts surrounding the siege of the Alamo in March of 1836 continue to be debated, there is no doubt about what the battle has come to symbolize. People worldwide continue to remember the Alamo as a heroic struggle against impossible odds — a place where many made the ultimate sacrifice for freedom.

In times of economic uncertainty amidst a truly global economy, leadership has never been more critical. Whether it was General Santa Anna in TX or a modern day general in Afghanistan, “tactics” historically win… but not always. Alienate your soldiers or fail to train your troops, and success is anything but guaranteed.

That’s how NMA brings value to our affiliates. We “remember” the Alamo…we “remember” that on today’s business battlefields, it not just about action. As Les McKeown reminds us in The Synergist (see NMA Leader Briefs, 6/25/13), constant motion does not somehow automatically generate leadership as a byproduct. True leadership means building strong, capable teams that are goal-achievement-oriented.

And that’s our theme…taking a STAND for leadership development. It’s what we do…and who we are as a professional association. Every business needs troops on the ground who understand the mission, who are engaged in its achievement, and who display the honesty, integrity, and trustworthiness to achieve mission success.
Once you’ve broken all the rules and launched your career by writing an instant classic management book, what do you do for an encore? If you’re Marcus Buckingham, you dedicate yourself to understanding what makes world-class managers tick, bottling it, and sharing it with the world.

Marcus first conquered the bestseller lists in 1999 with First, Break All the Rules. While the title might imply an iconoclastic streak, his continuing plea for managers to break with tradition has nothing to do with rebellion; instead, he argues, rules must be broken and discarded because they stifle the originality and uniqueness — the strengths — that can enable all of us to achieve our highest performance.

Following up on his highly successful debut book, Marcus continued to spread the message that people's unique personal strengths are the key to unlocking their potential. As co-author of Now, Discover Your Strengths, he helped create StrengthsFinder, the personal assessment tool that gave millions of individuals a new vocabulary to positively describe their ingrained talents.

He continued to refine and reinforce his message in subsequent books and now addresses hundreds of thousands of people, worldwide, each year. He founded The Marcus Buckingham Company in 2007 to create tools and training that would help managers and organizations access the untapped potential of their people’s strengths.

His latest book, StandOut, has launched not just a new strengths assessment but an entire productivity platform based on a new research methodology to reveal your top two "Strength Roles" — your areas of comparative advantage. StandOut goes beyond description to give people practical innovations that fit their strengths, and provide managers and leaders with quick insights on how to get the best from each member of their team.

Ultimately, Marcus’s strengths message is powerful because it is based on rigorous data collection and analysis. He spent nearly two decades as a Senior Researcher at the Gallup organization studying the world’s best managers and companies to discover what drives exceptional performance. A devoted statistician and researcher, he has continued to explore the data behind great performance throughout his career. His research forms the basis of every tool or training program that The Marcus Buckingham Company offers.
You, our NMA customers, have spoken...and we’ve heard you. For the past couple of years, many people wrote in their Conference Evaluations that they’d like to spend a little “quality networking time at the Conference, talking with everyone there about NMA... what’s new, what’s on the drawing board, what characterizes really ‘successful’ chapters, and sharing more best practices and lessons learned.”

We heard you. So, Sunday morning in San Antonio is “NMA Day” at the Alamo! (Well, near it, anyway!) We’ll kick off with the Annual Report, engage in some roundtable discussions about “enriching” our chapters, and then give you a chance to ask questions of the NMA leadership team.

8:00 – 10:00 am
“What’s Cookin’ at NMA?”
Annual Report Breakfast

10:15 – 11:30 am
“The Ingredients of a Successful NMA Chapter”
Chapter Enrichment Roundtable

11:30 am – 12:00pm
“Meet the Master Chefs”
Panel Q & A with Your NMA National Officers

Finally, we’ll cap off the morning with the Recognition Luncheon at 12:30. Yes, it’s a big celebration in the grandest of style. So, come see which people and which chapters found the right recipes for growth, professional development, publications, and all around success in 2012-2013!

For complete 2013 Annual Conference information, visit our website at:
http://nma1.org
and click the conference tab.
Your BIG Opportunity to Support the NMA Leadership Speech Contest!

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 12th 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! See page 14 of this publication for contest details.

NMA's first Silent Auction was conducted by a group of NMA volunteers at our 2002 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 Conferences. Her daughters, Barbe Herrholz and Cindy Racic, have continued her legacy and supported this effort since its inception by attending our Annual Conference to help with the auction.

The 2013 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 2013 Silent Auction.

Thank you so much for your consideration.
We look forward to seeing everyone in San Antonio!
Revitalizing the City of Orange Management Chapter #194
Avis French / 1995 NMA Member of the Year / Mission Viejo, CA

The recent downturn in the economy has affected all of us, at home, at work, and in our NMA chapters. We have had to do more with less, reduce our activities, and see a decline in chapter membership. However, some chapters have been able to reverse that trend. One of those chapters is the City of Orange Management Chapter. How did they do it?

Recently, it looked like the City of Orange Management Chapter was going to fold after being in existence for 29 years. The chapter had not had a Vice-President for a year and no one wanted to be President. The initial step taken by the chapter was to take stock of their resources coupled with City support and reduce activities. This action allowed the chapter to stay within their financial situation and work with the City to gain more support.

During the same period, three top managers in the City decided to organize other top and mid-managers into groups created to boost employee morale, increase communication internally and externally, and provide employee training for succession planning. Members of NMA realized that there was already a great organization to help accomplish those things – NMA - City of Orange Management Chapter. Hearing that the Chapter would be disbanded if a President were not found soon, a member of one of those management groups volunteered to be the next NMA President. The new President, working with the NMA Board, set ambitious goals and objectives, and met with the City Manager to gain City support. Thus began the symbiotic partnership that would help bring about the revitalization of Chapter 194 in the City of Orange, starting the chapter on a path that would make it stronger than ever. This partnership demonstrates a major tenet of NMA – aligning the chapter goals and objectives with that of the chapter’s sponsoring organization.

The chapter Board of Directors selected several goals in order to revitalize the chapter:

- Clarify the purpose of the chapter
- Increase networking and team building
- Utilize social media
- Provide mentoring
- Give back to the community

Recognizing a need for chapter members to network and have fun outside of work, the chapter organized NMA After Hours Events which proved to be a big success. Not sponsored by the City, the events have included bowling, hiking, game night, and going on a Wine & Food Trolley Tour of Orange. Open to all City staff, these events have also increased the chapter’s membership and visibility.

The chapter always had a great newsletter. But to really make NMA a presence in the City, the chapter needed to focus on communication. An NMA City of Orange Facebook page, www.facebook.com/NMACityofOrange, was created, maintained, and updated daily. In keeping with best social media practices, the Facebook page consists of a combination of entries including links to leadership/management articles, motivational quotes and photos, and announcements of Chapter meetings and events. The page is not just for NMA members but for anyone who wants to read about how to be a better leader/manager.
The chapter also began emailing a monthly eNewsletter to all City staff, not just NMA members, so that others might be motivated to join NMA. The eNewsletter also was a great tool for getting information out in a timely manner. Shorter than the regular newsletter, it was easier for busy staff to read. The chapter continues to email the longer newsletter, which comes out every other month, to all City staff because it has more information on events, meetings, and includes the NMA Statement of Principles and Code of Ethics.

The Social Committee decided to create a theme called A Taste of Orange in which all the lunch meetings would be catered by restaurants in the downtown Orange Plaza area. Orange employees are hugely supportive of local businesses, thus this action added an almost patriotic dimension to the lunch meetings. Also the program brought in city employees to socialize with the chapter members and thus raised the visibility of the chapter.

Because of the need for mentors for City employees, the chapter is collaborating with City management groups to create a list of people who are willing to be called upon as a mentor in a variety of areas. In addition, the chapter is serving as mentor to another chapter within NMA that is experiencing similar situations.

The chapter took several actions to create a presence in the City and give back to the Orange community. They purchased a banner as part of the City of Orange’s banner program celebrating the City’s 125th birthday. The banner will remain up for a year on Tustin Ave and proudly bears the name of the chapter and the number of years (29) the chapter has existed in Orange. An NMA awards wall was installed at City Hall featuring numerous plaques and certifies the Chapter has received over the years. The Chapter also increased their visibility in the community by giving back to more charities than ever before, such as Joanie’s Purse Project for homeless women, and Working Wardrobes.

What is the status of the goals set by the chapter?

- Clarifying the purpose of the chapter was reached by aligning the chapter goals with those of the City.
- Increasing networking and team building has increased by 10%. In particular, chapter membership has grown by 25 new and/or rejoined members since 6/20/2012.
- Utilizing social media is complete. The all-day Professional Development Day is included in the Social Media component.
- Providing Mentoring is ongoing in cooperation with the City’s TEAM Orange.
- Giving back has increased with support of tornado relief, blood drives, food drives, Spring baskets for Friendly Center (a community resource center), and similar activities.

In summary, Chapter 194 has been revitalized. The outcome of this project has been a sizable increase in Chapter membership. The number of people attending the lunch meetings has doubled. There is an increased awareness of NMA throughout the City and community. Offering optional outside activities has boosted morale among NMA members, creating a greater sense of teamwork. Plans are in place to ensure that the Chapter of Orange Management Chapter keeps moving forward so that it will exist and thrive for many years to come.

Evidence of the success of the chapter’s innovation programs is demonstrated by the chapter receiving the Southern California Area Council (SCAC) Innovation Award. This annual award is presented to a SCAC chapter for implementation of innovative programs that have resulted in

- Creative alternative to common issues
- Positive leadership outcomes
- Staff satisfaction and/or morale improvement
- Significant contributions to leadership knowledge
For years, I have talked and written about the opportunities for public service within our local community. The speaker skills, the time management skills, the project management skills that I learned from participation in NMA all can be used to benefit local service organizations and educational institutions. On May 16, all those opportunities for me culminated in my being presented with the Outstanding Contributions to Education award by the Orange County Board of Education. The nomination was written by members of the Orange County Academic Decathlon. In the nomination, they mentioned my work over the years with the Orange County Academic Decathlon, the scholarship programs in which I have participated, the variety of speaking and academic competitions that I have mentored, and the support I have given to local school districts.

In presenting the award, Dr. Ken Williams, Board President, said, "It is our honor to recognize the outstanding work of Avis French, which has included helping recruit speech judges for the Orange County Academic Decathlon. Her work has been instrumental in the success of student academic competitions and we are grateful for her service."

Representatives of the following organizations attended the presentation and helped me celebrate the event: Orange County Academic Decathlon, Saddleback Valley Educational Foundation, Saddleback Valley Unified School District, Coastline Regional Occupational Program, Toastmasters International, National Management Association, Rotary International. I appreciate the attendance of Joe Morano, NMA National Director from Boeing in Huntington Beach, CA.

It has been my joy over the years to work with all these organizations and their members and with all the educators and students that I have been privileged to meet. I am grateful for the recognition for my "body of work" represented by this award.

"I am personally convinced that one person can be a change catalyst, a “transformer” in any situation, any organization. Such an individual is yeast that can leaven an entire loaf. It requires vision, initiative, patience, respect, persistence, courage, and faith to be a transforming leader."

—Stephen R. Covey
Relay for Life is the signature activity of the American Cancer Society and it is held in every state, as well as worldwide. The community of Cobb County is the third largest Relay for Life event in the nation and it was held on May 17, 2013, at Jim Miller Park. This year our team dedicated our walk to one of our members who lost his fight to cancer, Mr. David Self. Our Lockheed Martin team had 35 members of which six were survivors.

The opening balloon ceremony was unforgettable; hundreds of balloons floating in the air represented the survivors. The most amazing story was a 59-year survivor who walked the opening lap.

For the first lap, hundreds of survivors and their caregivers were cheered on by 170 Relay teams, who lined the track to applaud the survivors’ victory over cancer and to show gratitude for the support of their caregivers.

At 10 p.m the Luminary Ceremony was held. Five cancer survivors were chosen to be the torch bearers. The beautiful sounds of the bagpipes followed while candles lit the track. To end the Luminaire Lap, the bagpipes played “Amazing Grace.” The Luminaire ceremony is held in honor of those touched by cancer and they burn throughout the night to serve as a reminder to all participants of the reason for the event.

The American Cancer Society’s Relay for Life represents the hope that those lost to cancer will never be forgotten, that those who face cancer will be supported, and that one day cancer will be eliminated.

Our team helped in the fight by raising $5,713.78. Proudly we can say we were 19th of 170 teams when it comes to the amount of money we contributed to help create more birthdays by beating cancer.
“Thank You” from the Guardian ad Litem Program in Florida!

ADVOCATES FOR CHILDREN, INC.
Post Office Box 1521
Panama City, Florida 32402
(850) 747-5180
FAX (850) 747-5463

Dear NMA Members and Leaders,

On behalf of Advocates for Children and the Guardian ad Litem Program we would like to thank you for your donation to our program. Advocates for Children is a not for profit organization that supports the mission of the Guardian ad Litem Program which is to advocate for the needs of children that have been abused, abandoned and neglected. The Guardian ad Litem Program is made up of dedicated volunteers who give of their time to be an advocate and speak for the best interest of these children. Many of these children have been physically abused, sexually abused or in homes where there has been ongoing domestic violence and drug use. The children we serve are placed in foster homes, group homes, or they may be placed with relatives. The funds donated are used to purchase much needed items such as clothes, shoes and undergarments. With these donations we are also able to assist with summer camps, church camps, sporting activities, instruments, school pictures, graduation accessories, prom dresses, and many other needs that children may have. These kids are put in these situations through no fault of their own and the funds help provide to make things as normal as possible. I hope you enjoyed Panama City Beach and had a good time visiting. We appreciate your generosity and kindness. Thank you for helping us make a difference in the life of a child.

Sincerely,

Fred Hapner
Circuit Director
Guardian ad Litem Program
Lennox LDO President’s Message
Sandra Holubar / Lennox LDO #514 / Marshalltown, IA

“The only people you should consider getting even with, are those who've helped you.”

I read that statement this morning and it helped me figure out what to write in my last article as LLDO president.

Nothing I did this year could’ve been accomplished without the help of you all (you too Steve Bailey) - and believe me, I needed help. In my 40+ year career I’ve done many things, but this was the most frightening job ever. I had a huge fear of public speaking, but no fear of voicing my opinion. I was a micro manager, and had a way of stomping through things. Being born Dutch & German explains some of that, but years of feeling inferior and needing to prove myself made me kind of defensive.

As of last July, I have 16 screws, 3 rods, and 2 steel plates in my spine. Having been very active all my life, I had to make big changes. I can’t water ski, ride a motorcycle, run, play tennis, golf or softball anymore. I can't lift over 30#, and must avoid falls of any kind (no more dancing on tables). Realizing this pretty much sucked, but you learn to adapt, and if you’re lucky, you learn to do it with joy for the things you can do, and gratitude for having been able to experience the things you did – but it takes a while to get there.

I learned its OK to ask for help and depend on others; that was a hard one for me, but a good lesson learned in a different way this past year as president of LLDO.

I had excellent mentors give advice on the difference between battles and wars, when something’s a plan changer or just an annoyance, when to step back, and when to put your foot down – when to delegate and when to take the bull by the horns. It wasn’t my job to tell everyone what and how to do things (actually a huge relief), but rather channel them through the process to a better end. The “power” of this office is in the opportunity to encourage and motivate others to become better leaders – and to have fun doing it. Help people discover inner confidence and abilities they didn't realize they had - my mentors did that for me and I hope in some small way, I passed it forward. I have a new found joy in helping others excel, my listening skills improved, and I've learned to give credit instead of take it.

I learned the difference between wanting to shine as a leader vs. encouraging others to shine. A bad leader teaches you what not to do; I didn’t want to be that for you.

So thanks for the opportunity to grow in so many ways this past year. What initially seemed like an overwhelming task, resulted in a positive attitude change I’ll try to continue paying forward. It’s been an honor serving as your president and I hope you’ve enjoyed the dance as much as I have.
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 what you see!
Chapter Communications Strategies

Elizabeth Thomas / NMA National Director
Lockheed Martin Rocky Mountain Leadership Association #560 / Denver, CO

Facebook, Twitter, LinkedIn, Texting, Emails, Newsletters ... and the list goes on! In this day of social media and other technological advances, the means of communication is endless. But what is the best one for your chapter? There is no right answer as each chapter and each individual is different.

The best thing to do is start small – emails. Everyone has an email account (either work or personal) and almost everyone reads their emails. Make your subject line attention-getting ... for example – “BBQ Friday Night – Free Food.” You now have their attention and can then proceed with the information you want to relay. It is important that your members are not overwhelmed with emails (something I am guilty of!). For my chapter, I am in the process of creating a standard communication template that will keep me from sending multiple emails and provide important information.

Next I would look at newsletters. They can be simple or detailed with many pages. Work with your VP of Communication to determine what is best for your chapter. Do you want a lot of pictures or should you focus more on articles? What information should be relayed to your members and others who read it? Don't hesitate to play around with different styles, formats, etc. Poll your members to see what they like and definitely encourage them to provide articles, pictures, etc., to the newsletter!

Finally, let's talk social media: Facebook, Twitter, and LinkedIn. For the younger members of your chapter, this could be a good way to help them get involved. Maybe one of your newer members can take on the project of creating and maintaining an account for your chapter.

Lockheed Martin Moorestown -2013 Certified Manager Graduating Class

Submitted by: Jim Hart / Lockheed Martin Leadership Association #611—Moorestown, NJ

Pictured- (L-R) Paul Prentiss – instructor, Ric Rowland – instructor, Judd Sloan – instructor, John Duong, Jeanne Rosania, Daniel Spooner, Gerard Mahon, Jim Healey – CM Program Facilitator, Brian Stone, Nagi Sukkarieh

Not pictured – Frank Fichera, John Goodemote, Joel Courtemanche, Carlos Vazquez – instructor, Mike Hentrich - instructor
NMA — Outreach to Everyone
Steve Bailey, CM—NMA President / Dayton, OH

Learning to manage and learning to lead require a hands-on component and a personal engagement that is tailor-made for each of our NMA chapters. A “leadership development association” is just that...an association, or a collection of professional women and men, who decide for themselves that it’s an ongoing, evolutionary process. After all, a company may own your job, but YOU own your career!

Gone are the days when anyone should expect their employer to provide all the personal and professional development that’s required for one to grow and mature into positions of responsibility and authority. And, in these economic times, few companies have the resources (or are willing to expend those resources) to service the needs of the entire workforce. Some organizations concentrate on the “high pots”... the anointed “high potential” people identified as likely to head for the corporate office suites in just a few years. That’s fine if that’s your philosophy. But what about the people who keep the wheels on the bus? What are we doing for the people who keep the company on track, while others are focusing almost exclusively on laying new track?

Becoming a better manager or a better leader requires taking initiative. It takes wanting to learn, studying the attributes of successful managers and leaders, and then looking for experiential opportunities to “practice what is preached”. That’s where NMA comes in. All members can take advantage of the first two – through courses, programs, and workshops offered through our chapters, the opportunities are there for those who want to learn. NMA provides a wealth of self-study and self-directed learning. Many will argue that the hallmark of chapter-conducted courses is the group discussion format where people learn from one another; they acquire perspective and learn to look at issues from all sides.

The third element comprises those who choose to get active in their chapter leadership...those who chair committees, head up a special event, and eventually go on to officer positions in the chapter. It’s the “non-threatening environment” we talk about. Thanks to NMA, people can showcase talents that others didn’t know they had...and they can learn critical social skills, interpersonal skills, and organizational skills that only herding cats (or leading a volunteer organization) can provide. Case in point: if you want to learn to delegate...then you need the opportunities to actually DO IT. NMA chapter experience gives you plenty of them!

The beauty and value of NMA membership lies in the very historical nature of associations. Throughout history, associations (called “guilds” and other names in days of old) came onto the scene to fill voids that were not filled in the marketplace. Today, NMA is there to fill gaps...to reach those thousands of men and women who bring their best to work, each and every day...but for whom “formal developmental programs” are in increasingly short supply.

At a recent NMA Leadership Development Conference, one chapter officer remarked, “We’re going to reach everyone!” That’s a pretty laudable goal...but you know what, it’s doable! With passion, energy, and some planning, each and every NMA chapter can step forward, identify the training and development gaps in the parent organization, and then adopt the Nike approach: just DO it!
Looking for Speech Contest Judges? Here Are Some Tips!

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

Over the years, I have often described the synergy between NMA and Toastmasters International (TI). The recent NMA Leadership Speech Contest for high school students conducted during the NMA West Leadership Development Conference (LDC) in La Jolla, CA, was a perfect example of that synergy.

Being an NMA speech contest director carries many challenges. How do you obtain student competitors? How do you obtain volunteers? How do you obtain judges?

- To find student competitors, your chapter works with local schools and school districts to secure students who are ready, willing, and able to participate in the contest.
- To find volunteers, your chapter and/or your NMA council works with chapter members, support organizations, and families of members and/or students to assist in making the contest successful.
- To find judges, the challenge is somewhat different. Because the event is a speech contest, your judges should be people accustomed to speaking in public, who are comfortable working with students, and who can keep their biases from interfering in making a judicious assessment of the contestants.

Where can you find such judges? Why, within Toastmasters International (TI), of course! In TI, you not only learn how to speak, you also learn how to evaluate, you can be trained to be a speech contest judge, and you learn leadership skills. To find TI clubs in your local area, go to http://www.toastmasters.org/, go to find a club, and follow the instructions. Some clubs might have people ready and able to assist your contest, while other clubs might send you to a TI district officer.

To be above board, while most of my experience has been with TI, there are other organizations available to help judge: local government leaders like mayors and council members, local business men and women who belong to the local chamber of commerce, and members of service clubs like Rotary or Lions.

Speaking personally about TI, for over 25 years in the Founder District of TI, my primary role was judging and securing TI members to judge a wide variety of speaking and academic competitions sponsored by service organizations and academic institutions, mostly in Orange County and Los Angeles County. One of those competitions for the past 25 years has been the NMA Leadership Speech Contest. In 2013, the Contest was held in La Jolla, CA. Unfortunately, not only was the event held on April 20, so was the Founders District Spring Conference, as well as three other events in which TI members were participating. As Chief Judge for the NMA Speech Contest, I felt it would be better if I went to TI District 5 in San Diego County to secure judges. Apparently that was a correct decision, because within two weeks, that District had secured six excellent judges for the NMA event. While these Toastmasters have been involved with TI for years and have risen to leadership positions within TI, many of them had not involved in judging community events, particularly student events.

The judges thoroughly enjoyed the experience. Their comments were full of praise for NMA’s sponsorship of the contest and for their judging experience:

“Thanks Avis & Robin. Your correspondence and guidance prepared us for what to expect and what to do at the contest.”

“It was a rewarding experience for us to hear the seven speakers and marvel at how prepared and polished they were. Of course that made it a challenge to rank them since they each brought their uniqueness to the stage.”

“It was such a privilege to be a judge for these 7 talented speakers. What a shame we could only pick one winner - they were all so outstanding! I feel comfortable and proud in knowing that our future leaders will have a firm grasp on true leadership and teamwork.”

All the volunteers who put in so much time and effort to make the NMA Leadership Speech Contest a success at the 2013 West LDC now know that Toastmasters in District 5 appreciate the efforts of all those volunteers. Well done, NMA!
Thank You, Speech Contest Donors!

NMA wishes to thank those who have become new Speech Contest Donors since our last issue of Breaktime by making a tax-deductible contribution to the NMA Leadership Speech Contest. You, too, can help support this important NMA youth activity by becoming a “Speech Contest Donor.” The levels are:

- **Bronze Level**—$25
- **Silver Level**—$50
- **Gold Level**—$100
- **Platinum Level**—$250
- **Diamond Level**—$500

About the Speech Contest!

NMA proudly presents its Leadership Speech Contest as one of the nation’s leading competitions among high school age students. Its primary purpose is to promote better understanding of leadership and reinforce the importance of leadership development all across the globe. The top prize is $4,000 cash!

The contest involves young men and women in grades nine through twelve. They research, write, and then deliver a speech based upon their interpretation of a variety of leadership topics. Topics such as leadership in the world, its application to the free enterprise system, and what leadership means to them personally are some examples of speech themes. In short, the students are limited only by their imagination and creativity.

Students report to us that participation in this contest increases their awareness and understanding of leadership competencies. It forces them to look at whether leaders are born...or made...or both! Their research teaches them about people and principles. The contest also provides an incentive for the development of communication skills – vital to those preparing to enter the workforce or continue their education. In communities across the country, the NMA Contest has become recognized as a unique and innovative program supporting our young people.

The financial rewards, at all levels of the competition, contribute to students’ furthering their education. NMA members take enormous pride in their program and herald the contest as one of NMA’s greatest contributions to understanding and promoting leadership development to a whole new generation.
Employee Service Awards Luncheon
Adriana Babiak-Vazquez / Wyle Leadership Association #492 / Houston, TX

In March 2013, Wyle honored and recognized 147 employees who had reached a milestone in service to the company. The Hilton Houston NASA Clear Lake hotel served us a lovely luncheon of tender baked chicken, just-right-cooked vegetables, and a Spanish rice that everyone (at least at my table) wondered how it could taste so good and look so refreshingly yellow. The dessert of pecan pie was decadent and well worth the calories, and the managers and executives who presented the awards were funny, winsome, and most highly entertaining.

This was my first Wyle Employee Service Awards Luncheon, and I have to say I was a little excited. For me, as for many, our service awards represent not just a period of time with a company but success at navigating business relationships, projects, complex issues, and concerns. They represent an amalgam of all your work friends’ birthday parties, and wedding and baby showers attended. They also stand for the occasional passing of a beloved colleague or of personal loss or illness that you have overcome during your Wyle tenure. They remind us of all the technological changes and policy changes, not to mention fashion and dietary changes, that have occurred since you first began work with Wyle. We need only look at our original ID photos and the evidence is staring right back at us.

Fashions changed and really, how did we manage to eat all those French fries at the age of 25, without gaining weight or getting heartburn? We can’t have successful longevity at work without having successful longevity in life. We need to embrace these moments such as service awards luncheons and give ourselves these figurative pats on the back from time to time to keep us all moving ahead, moving positively.

Congratulations to all 147 Wyle employees who were honored, but particularly to the 50% of the 20+ years of service awardees who are Wyle Leadership Association members. We look to each of you as not only our models for exemplary professionalism, but more importantly as models for living greatly.

Need a Current Chapter Membership List?
Interested in receiving a list of your chapter membership currently on file at NMA; if so, please contact Robin Furlong at robin@nma1.org in order to receive a membership roster. We ask chapters to annually review the NMA roster and submit any changes. Current member information, especially email addresses, assures your members are receiving important NMA benefits and current announcements.
When you reflect on your career, are you content with where you stand? Are you moving forward . . . backward . . . or standing still? If the answer is not what you hoped for, then it is time to ask a serious question—do you own your career or are you letting your career own you?

What have **you** done for **you** lately? Have you volunteered to take on a new work assignment? Have you participated on an interdepartmental team? Have you expanded your professional network or joined a professional association? Have you engaged in professional development to keep your skills up-to-date?

You are in charge of your career and you call the shots! If you are a new manager you might want to enroll in *Foundations of Management* to build a management skill set. If you are a mid-level manager, you might want to consider **Certified Manager® certification** to gain recognition and support for career advancement. You are in the driver’s seat to take ownership of your career. Make an action plan today! For additional information on the CM certification, contact ICPM at icpmcm@jmu.edu or call 540-568-3042.
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