2013, What a Year!

As we close out 2013, I look back at what a year it has been!

We started the year with a Chapter Marketing incentive program that could bring needed revenue to any chapter that brings a new chapter lead to chartering (details on page 9 of this newsletter). At the time of charter, the sponsoring chapter receives $25 for each member in that chartering chapter. Bring me a new chapter with 50 new members and I’ll give you $1,250!

This year’s theme, “Leadership…. Motivating and Thriving from Coast to Coast” certainly held true with two successful LDC’s on either coast. We held one in La Jolla, California, and the other in Panama City Beach, Florida. During these two Leadership Development Conferences, we saw the launch of the newest course offering from NMA, Foundations of Management.

The Foundations of Management (FOM) Program is a collaborative effort with the Institute of Certified Professional Managers (ICPM) that takes the attributes of supervision and management to generate a course study that is current in today’s trends in leading people. Since the launch, we’ve had over 100 people taking the 3-course material.

Keeping with our theme, our 2013 NMA Annual Conference was held between each coast, in San Antonio, Texas; and what a conference it was! Some of the highlights of the conference were presenting the McFeely Award to world-renowned and best-selling author Marcus Buckingham, and presenting NMA’s highest award (NMA Executive of the Year) to Brigitte Lauderdale, Vice President and General Manager of LM Aeronautics Operations, Fort Worth, Texas.

We recognized our individual and chapter achievements with a South of the Border themed luncheon. We held our very first electronic balloting system for various positions on the NMA Board of Directors. Our NMA Member of the Year, Angela Hollis, and the winner of the NMA Leadership Speech Contest were announced. Our friends Scott and Susan Wood, Sarita Maybin, and Craig Price hosted outstanding workshops.
In January, we initiated a donation program for the NMA Speech Contest. People can donate at various levels receiving both a nice plaque as well as a tax write-off! Along with the money raised from the Silent Auction hosted by Cathy Longo, the 50/50 Split the Pot, and various fundraisers held at the LDCs, we raised an all-time high of nearly $14,000 for our Leadership Speech Contest! But, none of this is possible without you, the membership!

Now, let’s double that amount in 2014!

This year brought about a new direction with NMA reaching out to our chapter presidents, their chapter executive advisors, and entire NMA membership. We asked them all the same question: “What can NMA do for you?”

I am encouraged with our new membership and the youth and enthusiasm they bring while our established membership makes NMA the right choice to join. We can’t help but succeed when we have a united cause in bringing out the best in each one of our members through all that each chapter offers. The hours of community service would be in the thousands. The networking opportunities afforded the membership through dinner meetings, socials, or chapter events can’t be counted but the testimonials from belonging to the NMA are on file and have been shared.

A term I first heard while attending the LDC in Savannah, Georgia, several years ago was simply this, “Are you a stakeholder in your future?” We realize that our NMA members have options, but believe me, NMA and the chapters and companies you belong to are stakeholders in your future and I Thank You for being a stakeholder in your future and belonging to the NMA.

Steve Menke, CM
2013 NMA Chairman of the Board
Lockheed Martin Leadership Association #525 / Palmdale, CA

Happy Holidays from your
NMA Staff!!
NMA Board of Directors Meeting Reminder!

The next Board of Directors meeting will take place at NMA Headquarters in Dayton, Ohio, on January 24-25, 2014. If you have any NMA issues you would like to have discussed at that meeting, contact your assigned National Director who represents you and your chapter.

If you don’t know your NMA National Director, contact Robin or Sue for assistance!!

robin@nma1.org or sue@nma1.org

Lockheed Martin Leadership Association #531

LMLA Members Complete Supervisory Management Classes

By: Ted Miller
Lockheed Martin Leadership Association #531 / Marietta, GA

LMLA extends our congratulations to the Lockheed Martin employees who have recently completed the 10-course series on Supervisory and Management Skills (SMS). Each class is seven weeks; the entire series represents one hundred and forty class-time hours, plus over a hundred hours of outside individual study. These courses are voluntary, free to LMLA members, and are taken outside of work hours. The courses represent a significant sacrifice, a contribution of many hours of study, and a commitment on the part of each of these students.

Pictured below: (l to r)
Glenn Stewart, Kwaku Achampong, Deborah Weaver, Tina Corbett, Christina Tucker, Rodney Hammond, J. Ted Miller (VP of Professional Development) and Kenneth Clark  Graduates not shown: Minish Shah, Nicole Lynch
The Multiple Sclerosis “Bike MS” Atlanta Ride took place Sept. 14 - 15. Riders enjoyed riding through the beautiful Georgia countryside surrounding Callaway Gardens and Pine Mountain. Marietta’s Team joined nearly 1,400 cyclists for the 27th annual Bike MS for the two-day non-profit fundraising cycling event in the fight against multiple sclerosis, benefiting the National MS Society–Georgia Chapter. Team Lockheed was led by Stan Taylor of Technical Operations. Other team members included Carolyn and Larry Downey of the Integrated Fighter Group (IFG) and Andrea Jones-Durr of MMRO. The small four person team rose over $2,715.00.

This year the Team dedicated their ride and efforts to Mr. Paul R. Miller, a Systems Engineer Principle currently working in Fort Worth after the IFG transition. Mr. Miller has been fighting MS for several years and the Team was proud to ride and raise funds on his behalf.
Yes, NMA has finalized the 2014 Annual AND Leadership Conference sites and dates!! Look for information for all 3 conferences on our website after the first of the year. http://nma1.org

2014 NMA ... Rejuvenating Leadership

2014 East Leadership Development Conference

June 5-7
Hyatt Regency
220 North Main Street
Greenville, SC 29601
864-235-1234
$125 S/D

2014 West Leadership Development Conference

May 15-17
Westin Houston, Memorial City
945 Gessner Road
Houston, TX 77024
281-501-4339
$125 S/D
As a code enforcement officer for the city, my primary area of responsibility is the Franklinton neighborhood. I work in that area almost every day, and I have had the opportunity to meet and work with several people in Franklinton. Over the last couple of years, I have done many interior inspections and noticed many kids who were living in very poor and unhealthy conditions. It broke my heart, and I wanted to help in some way.

Fortunately, in 2011 while at the Franklinton Library, I saw a flyer for the Franklinton Tutoring Program (FTP). It is a program that allows someone to directly work with a child at school to help them improve their reading and writing skills. It also provides the opportunity for someone to mentor this child.

I felt this was a great fit for me because I have loved to read since I was a little kid, and I was fortunate that I had two parents who liked to read and instilled that habit in me at an early age. It’s a sad fact, but approximately 45% of the adults in Franklinton did not graduate from high school and only about 1 in 6 households have two parents. Often times, education is not a primary concern at home.

There are three elementary schools that are currently in the program: Starling, Sullivant, and Avondale. I volunteer at Avondale once a week during my lunch time. I work with the same student the entire year, so I get the chance to see progress and make adjustments along the way. Depending on the skill level of the child, I will work on the basics like the alphabet and phonetics. For a more advanced kid, I will work on better pronunciation and reading comprehension. It’s remarkable how much a kid can advance and learn with just a little bit of attention.

FTP is great because it provides you a structured environment with training tools and support, but it also gives you the freedom to interact and teach a child in your own way. Anna Knotts is the director. She is very passionate about the program, and she is great person with whom to work. She is constantly providing support and helps me with tutoring techniques and approaches. She really makes the program run.

I have volunteered with FTP for the last two years and am excitedly getting ready for my third year. I really enjoy doing this because I get to work one-on-one with a child and make an immediate and direct impact. Even though I’m only with them for the school year, I hope that I instill a love of learning and reading in them so that they want to finish school, graduate, and improve their life.

If you have been looking to volunteer in a meaningful way, I highly recommend the Franklinton Tutoring Program. It’s only one hour a week of your time, and the results are fantastic and last a lifetime. You don’t even need any experience in tutoring (I know I sure didn’t), just a passion to help a kid. If interested, please contact Anna Knotts at aknotts@coyfc.org or at 614-264-8882. You won’t regret it.
Rocket Days / LMLA Teams with STEM at Stanford

By Paul Parsons
Lockheed Martin SSC Leadership Association / Sunnyvale, CA

On July 24th, LMLA Rocket Day Director, Paul Parsons, loaded a few of his personal rocket supplies and headed to Stanford Stadium to support the LMSSC STEM team in providing a demonstration of aerospace concepts. The Youth Impact Program (YIP) takes high potential young adult football players from around the bay area for a three week camp that balances football skill development with personal development. The rocket demo and an LN2 demo by Dave Stubbs were accompanied by a description of the physics of rocket propulsion, and how large liquid and solid fueled rockets are controlled. In the end though, it was the sight of a rocket flying clear out of the stadium and having it parachute right back to the pad that got the applause.

Left: Riki Ellison (white), Paul Parsons (blue) and coaches talk aerospace with students

LMLA Rocket Day Director teamed up July 30th with the African American Mentoring and Information Network (AAMIN) to enlighten and entertain a large group of young adults as they toured NASA facilities and then had a lesson in rocket physics, aerospace engineering disciplines and enjoyed numerous rocket launches. AAMIN Chair James Locke and many AAMIN volunteers made this opportunity possible, with oversight by Richard Staley, SSC Range Safety officer.
Do You Want To Be Professionally Recognized?

If you are looking for a way to enhance your management and leadership skills AND boost your professional recognition for career advancement, the CM certification is the solution. You can apply online at any time and prepare to take the CM competency exams according to your own personal schedule.

The CM study materials (optional) present quality standards of management practice and provide tools and principles you can put to use on-the-job right away. Upon meeting eligibility requirements and passing the three CM exams, you will earn the right to use the CM professional credential which recognizes managerial competency and leadership potential worldwide.

To apply, visit www.icpm.biz and create a guest account. Then, click on APPLY to complete the online CM application. Application approval takes 2-3 business days and is communicated by email, along with instructions on how to get started with the CM certification. Why wait? Apply Now! Have questions? Contact Aly Wilkins at wilkinac@jmu.edu or call 540.568.3247.

Don’t forget!

January 31st is the deadline to submit your chapter’s 2014 Speech Contest Confirmation form. This informs NMA Headquarters of the intent of the chapter/council to conduct a speech contest but does not obligate them to conduct a contest.

http://www.nma1.org/Online_Forms/Speech_Contest/SC_Chapter_Confirmation.html
Want to Earn $$$ Revenue for Your Chapter?

Help NMA Charter a New Chapter in 2014!

As of January 1, 2013, NMA chapters began receiving a financial incentive for taking a lead role in chartering new NMA chapters. For example, if your chapter can help us develop a 100-person chapter nearby or within your parent organization, then keep reading and learn how to receive $2500 for your efforts!

This new Chapter Marketing Incentive Plan has been designed to get our existing chapters engaged in initiating and sustaining a new chapter development relationship with a potential prospect. You’ll get $25 for every member who joins that chapter within the first six months after chartering.

How do you get started?

1. Survey your local geographic area and/or personal and professional “spheres of influence” to find organizations/communities suitable for an NMA chapter
2. Call upon representatives/key decision-makers in the organizations/communities in order to introduce the NMA chapter concept to appropriate audiences; invite them to chapter meetings, possibly recognize their executives through NMA awards, etc.
3. Establish, maintain, and “work” all promising leads, calling upon the NMA staff and/or volunteer leaders (Directors, chapter leaders, etc.) to assist in marketing NMA as appropriate
4. Work with the NMA staff to establish a Steering Committee and provide advice and counsel to individuals working toward the establishment of a chapter
5. Guide said new chapter(s) through all steps of formation and chartering and keep NMA Headquarters advised of all action plans and accomplishments
6. Serve as an ex-officio advisory group to new chapter during its first year of operation.

What assistance will be available?

1. Chapters should have a New Chapter Development Committee and a Chair who will contact NMA headquarters to express interest in learning more and/or declaring that you are positioning yourselves to become representatives of NMA and will identify target organizations/communities as ripe for new chapter development.
2. NMA will provide your chapter with marketing materials and work with you to design “targeted” materials if requested. Chapters that develop their own will be asked to share them with headquarters to ensure uniformity, conformity with standard NMA marketing messages, and professional appearance.
3. The NMA President or a designated Board member will coach and counsel your chapter representatives in the areas of representing NMA professionally, your knowledge of NMA chartering processes and procedures, your ability to understand and apply first-rate marketing strategies, and your desire to work collaboratively with the NMA staff and volunteers.
4. Chapters will be asked to determine any “conflict of interest” concerns or appearances; those will need to be addressed as appropriate.
5. Interested chapters may ask for a new chapter development tutorial/orientation program conducted by the NMA President.

What is the compensation/revenue-sharing plan?

1. $25 will be paid to the sponsoring chapter for each member of the new chapter for whom dues and registration fees are paid and received by NMA.
2. Payment will be made after the submission of the new chapter’s first Membership Report (along with dues and registration fees).
3. Additional compensation (at $25/member) will be paid at the end of six months if the new chapter adds new members and their total membership is more at the end of six months than it was at the end of the first month.
4. No expenses for travel or marketing will be reimbursed; volunteers who work on new chapter development projects are not employees of the Association.

Don’t forget that in addition to this new chapter incentive program, NMA will also work with individuals who wish to become Commissioned Marketing Representatives of NMA under a similarly styled program. To learn more, simply contact NMA Headquarters.
Lockheed Martin and LMLA Chapter Host Science Olympiad Student Coach Workshop

By: Kathy Jacobson
Lockheed Martin Leadership Association #531 / Marietta, GA

Lockheed Martin / LMLA sponsored the State Science Olympiad Middle School Student-Coach Workshop on Saturday, Oct. 26, 2013 at Dickerson Middle School in Marietta, Ga. Fifteen Lockheed Martin employees from LM Aero and IS&GS volunteered at this STEM event. Over 200 students, coaches, and teachers from 15 schools around the state attended this workshop. The feedback received from the teachers was very positive. Two of our LM volunteers had participated in Science Olympiad when they were in middle / high school. Three of the LM volunteers are currently actively helping middle school Science Olympiad Teams with others interested in becoming more involved.

American Cancer Society Relay for Life
By Leslie Dunn
Lockheed Martin SSC Leadership Association / Sunnyvale, CA

On July 13th, Cupertino, CA, held its annual 24-hour American Cancer Society Relay for Life at Cupertino High School. This relay event is held in communities all over the country to remember those that we have lost, those who won their fight against cancer, and those who are currently fighting cancer.

Tents were put up by the teams in their “camps”, then people began decorating their area, selling goodies, and putting up posters to remind us to whom and what they were dedicating their fundraising. The goal was to have at least one team member on the track to remember and reflect why we relay. During the course of the event, several laps were theme laps in which teams had a great time dressing up and having fun such as walking backwards or wearing crazy bras. We even had a Poker hour at 4am: each walker was handed a playing card every lap until we had five cards, then compared to see who had the best hand. It definitely helped keep us awake.

There was good music, food and fun for all despite the heat out on the track. In all, there were about 30 teams and nearly 400 registered participants. Altogether, the 2013 relay raised more than $85,000. Lockheed Martin has played a critical role in the Cupertino Relay since the Cupertino Relay was “born”. Year after year, dedicated Lockheed Martin employees have applied their skills to several committee leadership positions and general support. This year, the Lockheed Martin Carol’s Cancer Crushers team raised almost $14,000 with a special thanks to LMEF for their support and donation of $6,500. In total, this team has raised more than $125,000 over the life of the Relay.

The most memorable part of the relay was held in the evening with a memorial lap to remember those who have succumbed to cancer within the last year. To start the ceremony, a bagpipe was played and participants would fall in behind for the lap to the front of the stage. The track was lined with lighted bags decorated with names and pictures of those who are fighting or lost the battle to cancer, and the bleachers on either side of the field were lighted with “Celebrate Birthdays” and “Cure”. Motivational speakers talked about their own battle with cancer and that you can persevere. In addition, a caretaker of a cancer patient spoke about being the teenager of a single mom, having to become the parent, and helping her mom through the battle with breast cancer. Her mom is now a 10-year survivor. Afterwards, while relay participants walked, music from artists who lost their battle with cancer played throughout the lap while names were read of those individuals affected by cancer. It was a very emotional time for many, but, also healing, knowing that we are continuing to fight this awful disease.

All in all we had a very successful event and we are already planning for next year. Thank you to all team members and those that donated to our team to help us to find a cure for cancer.

Cindy Cotton leading the team’s first lap.

Lockheed Martin’s “Carol’s Cancer Crushers” Team
Left to right Carol Reppucci, Jim Lafranchise, Kinney Wong, Michael Janz, Lori Janz, Cindy Cotton, David Steele, Patti Voshall, Steve Sweeney, Dwight Stallings, Leslie Dunn, Not pictured – Carolyn Young, Patricia Brown, Lori Joe, and Mike Dunn
Aerostructures volunteers team up to transform a home...and a life!

By: Jeff Hulewicz
UTC Aerostructures Publication Department

When Chula Vista resident Elvi Partee and her son Ken assessed the brush removal, tree trimming, fence repair, painting and other improvements, the 77-year-old widow’s home of 58 years needed, they estimated it would take year to get to them all.

Thanks to a team of Aerostructures volunteers, the work was completed in two days.

It was all part of the “Christmas in October” project in which Chula Vista facility employees actively engage at this time of year. The goal is to rehab the house of someone unable to perform needed home improvements due to age, physical or financial circumstances.

This year, the helping hand extended by Aerostructures left homeowner Elvi Partee, in the words of one employee volunteer, ecstatic.

“I’m so thrilled having all these people here to help us,” Partee told the San Diego Union-Tribune after some 60 Aerostructures volunteers descended on her house in western Chula Vista on Oct. 12. “I’m so excited that I don’t have to be ashamed of this yard anymore.”

Spearheading the volunteer team was Chula Vista Manufacturing Engineer Bill Stacy . . . a seven-year veteran of the Christmas in October events. What keeps him coming back?

Possessions accumulate and trees branch out when you live in a home for 58 years. Such was the case for 77-year-old widow Elvi Partee, whose western Chula Vista home is pictured above left before a team of Aerostructures volunteers began clearing debris as part of the annual “Christmas in October” community service event. By the time the crew of volunteers were through filling five dumpsters, the same area looked absolutely pristine . . . as pictured at the right. “Elvi (the homeowner) couldn’t stop saying how happy she was that we were there to help her out,” according to one of the Aerostructures volunteers, Senior Manufacturing Engineer Nicole Maston. “She has been in that house a long time with a lot of good memories. I think we managed to give her a couple more.”
Giving someone a fresh start

“The fact that you can give someone a fresh start, change a life, make such a difference is amazing,” said Stacy. “Also, I treasure just being around such wonderful people . . . my fellow volunteers. They make you believe in the good in people.”

Several of those volunteers cited similar reasons for taking part in the home rehab.

“When I got the email explaining what the project was, I was instantly willing to help,” said Aftermarket Contracts Administrator Elise Korican. “Having done a great deal of household work and renovation myself, I know how overwhelming and physically taxing it can be. It bothered me that someone has to live in a home in disrepair because they do not have the means to change their environment.”

Added Korican, who focused on painting the trim around all of the windows and doors at the Partee home: “Since I started at Aerostructures in August, I have been consistently impressed with how nice and friendly everyone is. Being a part of Christmas in October was incredible. I couldn’t believe the number of people willing to come out and do hard, manual labor for someone else. Not only that, but everyone did the work with a smile on their face and seemed to truly be enjoying themselves . . . no matter how hot and tired they were. Coming to work the following Monday, seeing all the people I had met and having a bond with them outside the office environment is priceless.”

Staff Engineer Tim Olson -- an Aerostructures employee for more than 25 years, but a first-time Christmas in October participant -- was equally impressed with the volunteer crew.

“I was amazed and enjoyed the absolute commitment by all involved,” he said. “Every few minutes, I would hear someone ask: ‘Can I help you?’ People would also just join in and help others without saying a word. Everybody was in a good mood, happy to be of service. There was plenty of hard work to go around and each volunteer was happy to do more of it. I was proud just to be a small part of a larger good.”

Speaking of hard work, Bill Stacy said the 2013 Christmas in October volunteer team set a record for filling dumpsters with refuse and debris.

“In the past, the most refuse we’ve removed from a home was three large 40-foot ‘roll-off’ dumpsters,” he noted. “This year, we filled five dumpsters! We were told that the total weight of those dumpsters from our house was 22.17 tons. So, we shattered our record by quite a margin.”

About 60 Aerostructures employees and their family members, many of them pictured at the right, sacrificed a Saturday or two this month to give the home of Chula Vista resident Elvi Partee a thorough makeover. In addition to performing yard work, repairing fences and painting, the Christmas in October volunteers also built a new wheelchair ramp for the 77-year-old homeowner. “The reward you feel when you can step back from something and see the change you made is well worth the time and effort,” said one volunteer, Aftermarket Contracts Administrator Elise Korican. “Being able to help with this massive transformation for someone who does not have the ability to do it herself doubled the reward.”
Turnaround Artists Paint New Landscape for Chapter #145
An Interview with Arianne Overholtz, Chairperson
The Blues — A Chapter of NMA / Lansing, MI

NMA: “Arianne, it’s been widely noted in NMA circles that ‘The Blues’ Chapter has had an extremely successful year in 2013 – new energy, new focus, and not to be too corny, but almost a new outlook on life as a professional society. While you’re quick to give credit to a whole host of people, we’d like to ask YOU what motivated you to become so engaged in the team process of seemingly breathing new life into Chapter #145?”

Arianne: “In August 2012, our little chapter found out that our long time president was retiring from the company and he was looking for NMA members who were regular meeting attendees to step up to be on an interim board. When he approached me I said sure, and in a whirlwind week I found myself the interim chairperson of the board working with Eileen Taylor as the new President. We also found out that we were headed to Seattle for the 2012 NMA Annual Conference. We had no idea what we were in for when we arrived, but together we were ready for whatever was ahead of us!

We came back to Lansing in September of 2012 energized to change the way our membership viewed the NMA chapter, and we hit the pavement quickly to not only light a fire under our existing membership, but also to increase the interest in joining the chapter. Our personalized face to face discussions started working immediately; we were getting new members every month. This work did not go unnoticed; our chapter grew a whole chapter ‘size group’ from September to June … and almost two sizes! We were recognized for the NMA Growth Award and that was just the icing on the cake!”

NMA: “Was there a philosophical or mission shift that you can identify?”

Arianne: “Our philosophies were clear: reach out personally and let people at Blue Cross Blue Shield in Lansing know what our little chapter can offer them. Our goal is not to just grow; it is to build our members into the great leaders of tomorrow. We can make a lot of promises but without something to back up our words up, it doesn’t mean much. We are still working to create a strong program to develop our leaders.

In May 2013 we were a little shocked to hear that our energized President, Eileen Taylor, had received a promotion and was moving to our Detroit Chapter. I did shed a few tears, but our new President, Mike Nash, was ready to step up, and I made a promise to keep our original goals and philosophies in mind and make sure to represent her well.

It is very important to make sure as a leadership team that you keep yourself involved in the chapter, and that your outreach to the members is both in-person and via technology. Never lose sight of the goals, and make sure that your chapter is enriching the communities you serve. Our chapter has created a Twitter account and a Linked In account. This helps us reach out to our community leaders and keep our members informed at the same time.”

NMA: “So, what have been your 2013 goals?”

Arianne: “Our goals this year include growth, but also include providing memorable experiences for our local community. We are working at developing relationships with our local children’s hospitals so that our members can see the benefits of our efforts, and still grow as leaders. We are also working to forge relationships with other chapters; something I find very fulfilling. While in San
The Blues Chapter #145 (Cont’d)

Antonio this past September, I reached out to many chapters to find what was working for them. One of those relationships has followed us home. Our vice president of professional development has been in contact with the vice president of the Port of Seattle Chapter and they are working together on creating joint professional development opportunities. This is something that is very exciting! I believe in making the most of the NMA conferences and using them as networking opportunities.

**NMA:** "Ms. Overholtz, somewhere along the way you must have reached out and/or otherwise gotten the Blue Cross Blue Shield company executives engaged and supporting what you’re doing as an organization. Tell us how you did that and how THEY react to having an in-house leadership development association, affiliated with NMA?"

**Arianne:** I would have to say that we are very blessed to have the backing of our CEO, Daniel J. Loepp. With that being said, it is important not to fear reaching out. I have contacted our executives directly about NMA and what our goals are. I really feel the most effective way to approach any situation is with honesty and facts. With every outreach to our executives we have provided the goals and intent of our actions and they are very willing to support us and work with our initiatives. We recently have added on a sister company and have been open and honest about our goals and what we intend on doing for our members. Our sister company has opened its arms and welcomed us in. I do not believe it would have been possible without the open communication and support from our executives.

**NMA:** “Does your company’s executive management team see a value-add and is THAT why they are behind you?”

**Arianne:** Oh yes. I really feel that they see a value-add with our programs and our community outreach. We make sure to partner with the company on the community events they have planned, too, and also make sure they understand our goals are not only that of our little chapter, but also the same goals that they want for their all their leaders at Blue Cross.

**NMA:** What does "The Blues" bring to the table to ADD to the company’s already significant human resource development initiatives?"

**Arianne:** “Really the company supports our initiatives and allows us to utilize company space for meetings – and we can use company systems for our internal websites. Our chapter has a direct link to BCBS human resource initiatives as we have someone from human resources represented on our board. This decision to reach out to her to run for a board seat was really important to us; her input helps us stay within the company’s guidelines and still lets us grow. This is an advantage to the company and to our chapter because she can assist us with aligning our goals to meet those same goals of the corporation. We plan to grow our professional development goals by working with our staff and human resources to intermingle our company performance goals, with programs our chapter can offer to help staff meet their yearly goals. “

**NMA:** “Finally, Arianne, do you have any final thoughts and would you like to share what leading such a great team has meant to you personally?”

**Arianne:** “Above and beyond anything, the chapter has to be a partner with the company. You, as a member of NMA, have to value the company’s goals and personnel, and work to make their goals a reality. I look at NMA as a way to not only develop leaders, but to also incorporate the goals of a company and help the company surpass expectations. Outside of the NMA chapter we all have jobs to do; it really is up to me, our officers, and the chapter as a whole to provide tools to help perfect the skills of leadership here at Blue Cross. NMA has created such an enriching experience for me; I can only hope that my energy and excitement are contagious! “

Happy New Year!
LMLA Chapter #531 attends “Boo at the Zoo”  
By Donald Carnes  
Lockheed Martin Leadership Association / Marietta, GA

On Oct. 19, LMLA members, families and friends attended the Atlanta Zoo’s Zoobulous event. LMLA members and their families enjoyed games, animal petting areas, kid’s craft and a lunch buffet. First, second, and third place prizes were awarded for the best kids costumes. The kids also participated in a candy guessing contest, each guessing how many pieces of candy corn were in the jar. The child that came closest to the right number of candy corn won a prize. Although it was raining outside the sun shone brightly through all of the smiles.
NMA 2014 MEMBERSHIP CAMPAIGN

THIS CAMPAIGN IS DESIGNED TO REWARD YOUR CHAPTER AND YOUR TOP RECRUITER!

SELECT A SALE MONTH FOR REDUCED REGISTRATION FEE

- Chapters may select a “SALE” month (of your choice) during 2014 in which the national New Member $20 Registration Fee will be reduced to $10 per new member. Just indicate “sale month” on your regular membership reporting form.

WIN A FREE 2015 CONFERENCE REGISTRATION FOR YOUR CHAPTER

- Also, the chapter reporting the highest % of net growth for the year (2014) will receive a free 2015 Annual Conference registration valued over $800 (to be issued/used at the chapter’s discretion).

THREE OPPORTUNITIES FOR YOUR RECRUITERS TO WIN:

- The top recruiters from the two chapters reporting the highest % of New Member growth for the first 6 months of 2014 will each receive a $100 VISA Gift Card.

- The top recruiters from the two chapters doing the same for the second half of 2014 (July - December) will also earn a $100 VISA Gift Card.

- The one top recruiter for all of 2014 (from the chapter with the highest % of net membership growth) will receive an additional VISA Gift Card for $400!

Campaign Rules!

- To track your recruiters’ success, when you complete your regular Membership Worksheet, the tab at the bottom will take you to the second worksheet where you will be able to submit the names of your recruiters.

- The starting point for calculating the percentage of net growth is based on the chapter membership figures reported and on file at NMA as of 1-1-14 and 7-1-14.

- “New members” are those paying the $20 New Member Registration Fee and/or a $10 New Member Registration Fee (during your sale month).

- All forms and fees must be received at NMA by the end of the appropriate contest periods (June 30th and December 31st respectively).