I'm writing this on the official first day of summer – when many of you are thinking beaches, lakes, oceans, cookouts, and sunscreen! September seems a long way off – but it's not. In fact, for your NMA staff, we’re all ready cooking – cooking up surprises for you in Miami, September 26 -28, 2014!

We have something BRAND NEW waiting for you in Miami. But if I told you what, I'd have to … well … you know!

We started 2014 with a theme of Rejuvenating Leadership. Little did we know that we were on a trajectory to Rejuvenating NMA – in many, many ways. Most of them are yet to be revealed to you. But come to Miami and you'll be THE FIRST to see “what's new”!!! The operative word? Transformative.

Yes, we were at The Hyatt Regency in 2010. The hotel proved SO popular that we received a record number of requests from NMA members to go back. And the hotel staff liked our members so much (and our staff too!) that they asked us to come back ASAP. So? We heard you! We’re going back! (With Sue able to negotiate a room rate of only $109 single/double, you can take the whole family ... and the kid next door.)

And we want YOU there! We had THE MOST OUTSTANDING Leadership Development Conferences EVER this spring in Houston and Greenville, SC. SO much energy, SO much enthusiasm, and SO much networking. The number one valediction or “goodbye” I heard people saying to each other was, “I hope to see you in Miami!”

So, let's do it! Let's get to Florida, let's build on what we learned, practiced, and shared at the LDC's, and let's celebrate success – yours as leaders and your chapters as THE BEST Leadership Training Vehicles there are. Great speakers, impressive honorees, award-winning recognition, and a beautiful venue – for what more could you ask?

And don't forget. We DO have some surprises in store for you.
2014 Executive of the Year

Richard D. "Rick" Baily is the Vice President of Engineering, Mission Assurance & Product Support for Boeing Defense, Space and Security. He has been an NMA member for 30+ years, including Board service as Sergeant-of-Arms/Welfare/Civic of the Valley Chapter in 1984. The Chapter and area council have recognized his leadership qualifications by previously awarding him the Silver Knight of Leadership and Gold Knight of Leadership Awards. Rick Baily has supported NMA and Boeing Leadership Association of Southern California (BLASC) in many forms and venues over the years. He was an Executive Sponsor of the Boeing Anaheim Leadership Association (BALA) and supported the integration of the BALA and Boeing Aerospace Leadership Chapter (BALC), now a part of BLASC. Rick encourages personal and professional development for all employees.

He will be honored at our Executive of the Year Banquet on Sunday, September 28, at 7 pm.

2014 Hall of Fame Recipient

Hugh Dorrian has been the City Auditor of Columbus, Ohio, 1969-present. Through his strong professionalism and tireless public service efforts, Columbus has maintained a AAA bond rating from both Moody's Investor Services, Standard and Poors, and Fitch ratings for 34 years. Mr. Dorrian has received numerous rewards recognizing his outstanding professional efforts, character, and integrity. He has received the Outstanding Local Public Service Award from the School of Public Policy and Management from The Ohio State University, Ethics in Government Award from the Ohio Government Finance Officer's Association, and was inducted into the City of Columbus Hall of Fame. In 2002, he received the Gold Knight of Leadership from the Buckeye Council. He will be recognized at the Hall of Fame Luncheon on Saturday, September 27, at 12 pm.

2014 Member of the Year

Arianne Overholtz, Chapter Chairman of the Board, The Blues Chapter #145, worked hard to provide the leadership and new visions that have resulted in new programs, new services, and most excitedly, new growth -- in a very short period of time. Over the past year, Arianne held open houses in multiple locations to spur interest and chapter growth, made sure programming continued, instituted social events, and was instrumental in establishing a fundraising committee and increasing fundraising for the chapter. She took the initiative to coordinate the Teddy Bear fundraiser for donation to area hospitals in the two main geographic areas served by the chapter. This program not only engaged members and raised funds for the chapter, but benefited the community as well. Arianne will be recognized at our Member of the Year Banquet on Friday, September 26, at 7 pm.
There’s a wonderful surprise coming for you as we open our 2014 NMA Annual Conference!! His name is RICHARD HADDEN!!

Richard Hadden is a Certified Speaking Professional (CSP), and the co-author of *Contented Cows Give Better Milk: The Plain Truth About Employee Relations and Your Bottom Line*, which focuses on employee relations and creating a great place to work..

*Contented Cows Give Better Milk* is a business book in every respect. By using real companies and real numbers, *Contented Cows Give Better Milk* establishes, a clear linkage between an organization’s employee relations practices and its bottom line.

Mr. Hadden has a Masters of Business Administration from the University of North Florida, Jacksonville, and his Bachelor of Science in Management from Jacksonville University. He earned the Certified Speaking Professional (CSP) designation, the highest earned designation in the speaking industry, conferred by the National Speakers Association, and held by fewer than 7% of its members.

He started his own consulting business in 1986. Since then, he as delivered keynote presentations and training programs for more than 500 audiences throughout the US, Canada, Australia, the Caribbean, and Europe.

Mr. Hadden is an 8th generation Floridian, and a native and lifelong resident of Jacksonville. He and his wife, Christine, have two children.
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 13th 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 $5,000 – 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! Visit NMA’s website at http://nma1.org 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’s 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.

The 2014 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!
2013 NMA Shorey Silent Auction (Cont)

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 2014 Silent Auction.

Thank you so much for your consideration.
We look forward to seeing everyone in Miami!
See what Michael Williams, Chapter President, LMLA Chapter 249, has to say about NMA’s newest program!

“I wanted to express why it was that I found it important to sign up and take the Foundations of Management classes.

As President of LMLA Chapter 249 I felt that I needed to lead by example so I decided to personally experience what the FOM training entailed. When I complete this training and go about promoting it to others, I want to be able to honestly answer the “What can it do for me?” and “What’s in it for me?” questions.

I felt it would also be a great way to follow up on an action from our Roadshow with our company president, Orlando Carvalho. (LMLA finding ways to become more inclusive to the represented workforce).

If Lockheed Martin’s executive leadership is willing to explore funding this training for the hourly represented workforce to attend, then I feel it is my duty to show a genuine interest.

So what better way to do that than to sign up and take the training? For me it’s a Win/Win... Investing in myself and investing in other people. I sincerely feel that it would go a long way in inspiring participation from Lockheed Martin’s hourly employees as well as our chapter members.”

Junior Achievement Bowl-a-thon

David B. Williams / JA Bowl-a-thon Coordinator
Lockheed Martin Leadership Assoc., #249 / VP of Community Services

The Junior Achievement Bowl-a-thon, recently held at Cityview Lanes, was a tremendous success as JA surpassed their goal for the 2014 - 2015 school year. LM AERO and LMLA sponsored sixty-two teams (316 bowlers) for this annual fundraiser. Together, we had great team spirit and raised $50,171.66.

Junior Achievement provided the fun and music for the annual Bowl-a-thon. Everyone bowled two games while listening to the music, playing PLINKO, and competing in 50’s Trivia. Along with the cheering for their teammates, many bowlers participated in the hula-hoop and push-up contests. Prizes for the events were donated from LM AERO and other local businesses.

It was a tough competition for the “Sock Hop” Costume and Lane Contest as several of the costumes and decorations were very creative. The best costume contest for the ladies went to Kathleen Zurlinden as “Sandy from Grease” and the men’s went to Wayne Hoffman as “1950’s Poodle Skirt Girl”. The best lane decorations went to the three HR teams.
who hosted a running “Hot Rod’s Soda Shop” with treats available to buy and Hot Rod managing the counter. Obviously, everyone had a great time!

All of the donations received through this fundraiser help directly support Junior Achievement, a nonprofit organization committed to preparing kindergarten through high school students for the business world. The books and materials purchased from the donation go to various classrooms where business professional volunteers help the students learn the importance of staying in school. The program provides students the opportunity to develop the knowledge, skills, and attitudes to become productive citizens, workers, and leaders of tomorrow. Junior Achievement impacts thousands of students through educational programs that are focused on work readiness, financial literacy and entrepreneurship.

Special thanks to Tom Bradley, Jennifer Byrne, Michael Cain, Joe LaMarca, Lorraine Martin, JD McFarlan, Rod McLean, Tom Simmons, Jean Wallace, LMLA and SHPE for sponsoring teams. For those who donated their time and/or money to make this fundraiser a success, many thanks to you. Finally, we appreciate all of our outstanding bowlers/fundraisers.

LMLA’s sponsorship and participation does make a difference for our children and our community.
Congratulations New CMs and SMS Graduates!

Lynn Brubaker, CM and Vaughn Abbott, CM
Lockheed Martin SSC Leadership Association #540 / Sunnyvale, CA

The Lockheed Martin Leadership Association Bay Area Chapter 540 and executive leadership from Lockheed Martin Space Systems Company and Star One Credit Union honored five new Certified Managers and the last five graduates from the Supervisory and Management Skills Program from the “Class of 2013” at a Professional Development Graduation Luncheon in Sunnyvale, California, on Friday, 18 April 2014. Wanda Sigur, LMSSC Vice President and Deputy for Civil Space and Rick Heldebrant, President and CEO of Star One Credit Union, were featured speakers and presenters. Each graduate invited his or her manager to the luncheon to share in the accomplishment.

Both Wanda and Rick presented remarks from their personal experience with leadership and self-development for attendees to consider. All appreciated their participation and comments, as did those of us who facilitate and lead chapter activities. Supervisory and Management Skills (SMS) Facilitator Lynn Brubaker, Star One Credit Union Vice President Deposit Services, and Vaughn Abbott, CM Facilitator, also congratulated the graduates.

Both the Certified Manager Program and Supervisory and Management Skills Program have been major elements of the LMLA Bay Area Chapter Professional Development Division for 15 years. This year was a little unusual because it marks the final group of employees taking SMS. The material is aging and there are good reasons NMA wishes to retire it and replace with a modern introductory level program. Starting last September, Lynn has been facilitating what some of us think is the “Beta Test Version” of that replacement program, a partnership between NMA and the Institute of Certified Professional Managers (ICPM) called Foundations of Management. The next luncheon should include the early adopters of this program.

Chapter officers also attended in addition to the primary speakers, graduates, and managers. Both Wanda Sigur and Lynn Brubaker also serve as LMLA Chapter executive advisors.

“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
CM Instructors of the Year for 2014

Submitted by Jim Healy, CM
Lockheed Martin Leadership Association #611 / Moorestown, NJ

The Certified Manager Program (CM), sponsored by the Institute of Certified Professional Managers (ICPM), based at James Madison University, is the largest pure management certification program in the U.S. The CM Program is active in all 50 states and over 25 foreign countries.

In Moorestown, the course is sponsored by Lockheed Martin Leadership Association (LMLA).

Each year the ICPM awards a Certified Manager Instructor of the Year Award. It goes to the person who shows the highest level of Dedication and Excellence in teaching the Certified Manager Program.

LMLA is proud to announce that the instructors from our CM Class here in Moorestown, have been awarded the Certified Manager Instructor of the Year Award for 2014. The instructors are Paul Prentiss, Judd Sloan, Gerry Mahon and Carlos Vazquez.

The CM Program has been sponsored by the LMLA chapter since 1998, and is one of the major Professional Development offerings.

Congratulations to Paul, Judd, Gerry and Carlos, and thanks to all of you for your commitment to LMLA and the Certified Manager Program.

The next Certified Manager Course will start in September.

Pictured L-R – Paul Prentiss, Judd Sloan, Jim Healey, Gerry Mahon, Carlos Vazquez
On April 7th, a luncheon was held in Moorestown to recognize the graduates of the 2014 Certified Manager Program. The Certified Manager Program is sponsored by the Institute of Certified Professional Managers (ICPM), based at James Madison University, and is the largest pure management certification program in the U.S. In Moorestown, the course is sponsored by Lockheed Martin Leadership Association (LMLA).

The Certified Manager Program involves a twenty one week course of study focusing on management skills. Some of the topics covered include management theory, planning and organizing, decision making, quality management, and financial concepts. Employees from other Lockheed sites such as Atlantic City, Rockville, Md and Marietta, Ga also participated in this year’s CM class. The students had to complete three modules. They then had to pass three challenging exams given by the ICPM. This year’s course was taught by Carlos Vazquez, Gerry Mahon, Paul Prentiss and Judd Sloan. The Program Administrator was Jim Healey.

Pictured - Left to right
Front row - Tammy Chmura, Linda Romer, Carl Pelzer; Back row – Seven Anderson, Styron Bond, Patrick Dougherty, Sarah Croce, Brian Schmidt, Gary Fisher, Jesse Harris
A Determined Speaker—
2001 NMA National Speech Contest Finalist

Asiah Coleman
Greater Houston Convention and Visitors Bureau / Houston, Texas

“Going all the way to Nationals had always been my ultimate goal since winning my first NMA speech contest in March 1999.” There was no stopping me from that point. I went on to compete every year, placing 1st on the first level and 2nd on the second level. I was determined. My senior year was my last year to fulfill my dream. I won 1st place on the first and second level. I had a huge decision to make going into the third level. The contest was being held in Seattle, Washington, the same day as my senior prom. I wanted it very badly, so I decided to skip my prom and go to the 3rd level, and I told myself, “There is no way I’m coming home without that 1st place title”. I won 1st Place in the Area Level completion and advanced to the national level in Denver, Colorado, November 2001, where I placed fourth overall.

After high school, I moved to Tuscaloosa, Alabama, where I attended Stillman College and received my Bachelors in Business Administration. I also completed my MBA in Human Resource Management at Ashford University.

I had the privilege to work with some amazing people that helped mold me into the woman I am today. I have so many people to thank especially NMA. The organization has given me several tools that assisted me in my professional life that will continue to help me as I succeed in life.

Today, I reside in Houston, Texas, where I am working as a Conventions Service Coordinator for the Greater Houston Convention and Visitors Bureau. I recently had the opportunity to judge the third level of competition in which I competed in and missed my prom and won 13 years ago. “Time flies when you’re having fun.” Although it was a bit strange at first to actually be a judge and not the contestant, I was impressed to see such young talent on the stage.

Again I would like to thank NMA for the opportunity to excel, and hope they continue to help other young adults like myself.

Cordially yours,
Asiah Coleman
Turning a Dream into Reality—Lt. Col. Patricia Murray

Daniel Kaz / Chapter Chairman and Past President
Boeing Leadership of Southern California / Huntington Beach, CA

We were definitely honored to have Lt. Col Patricia Ann Murray weave a pictorial storytelling tour of her stellar military aviation career on “America Goes to War in the 21st Century” at our February General Management Meeting at the Westin South Coast Plaza in Costa Mesa. From an early age, Patricia always dreamed of being a commercial pilot. She leveraged her beauty (winner of ‘92 Miss California) and brains (initially a B.S. in Aeronautical Engineering) to realize an amazing commercial and military aviation career, literally from ‘Crown to Cockpit’.

You can sense someone’s passion in the way they speak; despite great odds, how they made the most of their talents and abilities to carve out a storybook career of service and leadership. The audience was captivated by the actual military photography and related stories with which Patricia delighted us. Patricia’s focus to accomplish a lifelong dream truly “inspires others” to succeed.

Becoming a commercial pilot in a male dominated field is not easy. However, Patricia had to “find a way” to make this happen. After receiving a B.S. Degree in Aeronautical Engineering from California Polytechnic State University and realizing engineering was not for her, she focused on winning the $30,000 scholarship from the Miss California pageant to pay for flight school. After being crowned Miss California and completing flight school, Patricia has gone on to accomplish greatness beyond her years of service.

As she nears the end of her military career (mainly Middle East), Patricia recounted stories of courage and duty through the eyes of a pilot. She told one amazing story after another: being under enemy fire, flying with three engines versus four (most of the time), landing at night with glow-sticks to light up the dashboard gages (older plane), dropping supplies in remote areas, having celebrities aboard her flights (David Letterman), flying at high speeds at 50 feet off the ground, to name a few. Patricia spoke highly of her fellow military comrades including the importance of teambuilding and mentoring others to develop talent.

Visit Patricia Ann Murray (www.patriciaannmurray.com) website to review her storied career and learn more about her journey including her soon to be released book “Crown to Cockpit”. Before we touchdown and put the plane in the hangar on this article (close), following are a few leadership lessons that come to mind from Patricia’s captivating storytelling:

- Pictures are worth more than a thousand words especially when there is a great story to share.
- Staying calm under fire or dire circumstances increases your odds of survival/success.
- Dream, set big audacious goals, live passionately, find a way to make your dream a reality.
- Leave no stone unturned. Have no regrets.
- Give back, share what you can, inspire and grow others.
- You leave your legacy with your every action, make everyone count.

The BLASC chapter honors Patricia for her years of military service, her preference to Boeing airplanes, and giving us a glimpse of her storied journey…to be continued.
It's no joke, Steve Bailey, NMA President, really did visit Southern California on April Fool's Day 2014. He came from cold and wet Dayton, Ohio, to what he thought would be warm and sunny Southern California; however, he brought his own cold and wet weather with him, even though he said "your cold and wet weather is nothing like my cold and wet weather."

Steve was invited to speak at the April meeting of the Harbor-UCLA Medical Center chapter. He was warmly greeted by current chapter president Dana Denis, Vice President Susan Butler, Membership Secretary Candy Gray, Treasurer Bill Warren, Booster Chairperson Pam Shea, and chapter members and guests; by the 2014 president of the Boeing Leadership Association of Southern California Glenn Button; by the 2014 president of the Southern California Area Council Steve Stake, and past Vice President Communications Dave Andersen; by NMA Associate Director Avis French; and by past NMA member Don Safarik.

Using logic, passion, and humor, Steve spoke on Secrets of Effective Leadership. He began with a quote: “Leaders may be born and they may be developed, but you can always see them coming.” He discussed the need for leaders to be able to successfully transition through turbulent times. To do so, they must return to core values and care about people FIRST. “People are the ones who generate new business and live your brand for the long term.” Leaders should display professionalism, which is more than education, experience, and training; professionalism is a state of mind.

When encountering turbulent times, leaders should remember that people do not resist change as much as they resist BEING changed; therefore, leaders should involve people in the process, solicit their input, and value their perspectives. Change is always the result of someone trying to make things better, whether you agree with their result or not. Recognize and appreciate the contributions of each person, including those who just do normal stuff, and the high achievers, and the low performers. Learn from, grow with, and share the journey with each other. “Keep moving and adjusting, to avoid becoming road kill on the Highway of Change.”

Leaders must be baggage handlers (because everyone carries baggage) by knowing what is happening. Circumstances affect people’s ability to perform, so be aware and compensate. Get to know more about your people, what is going on in their personal life. What has changed in their life that might or is affecting how and when they work. It is not communicate, communicate, communicate; it is communicate, listen, feedback. “Some managers are like the bottom-half of a double-boiler, they can get all steamed up but they don’t really know what’s cooking!”

Building trust is not the number one job of a team leader; it's the ONLY issue. Despite your knowledge and skills, people will not follow you if you cannot demonstrate personal character and consistency. How does a leader build trust and have impact? They

- facilitate, not dominate
- disagree, without being disagreeable
- influence, not inflame
- collaborate, not dictate
- Listen first ... to learn, then lead!
Leadership is not about where you sit or the position you hold; it is about the way you impact and influence those around you. A leader's task is to influence, to help each person to contribute. The challenge is that each person is unique. Leaders must have a wide, even global, perspective. The goal of every manager and leader must be to create an atmosphere that gives ALL employees the chance to make a difference. An effective NMA Chapter leader once said, “We use this Chapter to identify the champions who will address the management challenges of the next decade.”

Steve Bailey once again proved why he is the President of NMA. He is an articulate and persuasive speaker.

While in Southern California, Steve also visited with the Harbor-UCLA Medical Center chapter Board of Directors, with the City of Burbank chapter Board of Directors, with the newly merged and renamed Boeing Leadership Association of Southern California chapter Board of Directors, with the newly rebranded City of Orange Leadership Development Association chapter Board of Directors, and he attended the 30th anniversary celebration of the City of Orange chapter.

All in all, Steve had a busy and productive time for an April Fool.

City of Orange Management Chapter Celebrates 30 Years
Avis French / 1995 NMA Member of the Year / Mission Viejo, CA

In March 1984, the City of Orange Management Chapter was chartered. In March 2014, the chapter celebrated its anniversary in grand style.

The City of Orange Council members presented the chapter with a Proclamation recognizing the accomplishments of the chapter over the past 30 years: developing leadership skills among all of its members, providing training opportunities for personal and professional growth to its members, involving members in various outreach programs in the local and national community, earning many recognition awards from the NMA National organization and from the Southern California Area Council, and presenting recognition to an outstanding city employee quarterly and honoring a Professional of the Year and a Manager of the Year annually.

The Proclamation also announced the rebranding of the chapter: *City of Orange Leadership Development Association – A Chapter of NMA*. The rebranding enables the chapter to align their name with the national organization and to have a name that better explains the purpose of the chapter to new employees.

In accepting the proclamation, Jessica Carlson, chapter president, and Aaron Schulze, chapter vice president, thanked the Council for the recognition. “This anniversary is an accomplishment for all of us, because not many things these
City of Orange Management Chapter Celebrates 30 Years (Cont’d)
Avis French / 1995 NMA Member of the Year / Mission Viejo, CA

days last for 30 years, but when they do, you know it is a good thing and that you are doing something right.” Jessica acknowledged the efforts of all those who had served on the chapter Board of Directors and all those members who had expended time and energy to improve themselves and to benefit those in need in the City of Orange. Mayor Smith, a member of the NMA chapter, offered her personal congratulations, as did City Manager John Sibley.

The chapter sent cake and balloons to each of the City facilities, thanking their fellow employees for their support of the chapter throughout the years.

A social event at Ruby’s Diner Orange Depot & The Streamliner Lounge on April 4th capped the celebration. Leading the celebration were Jessica Carlson, 2013/2014 president of the chapter, Aaron Schulze, Vice President, and Angie Andrelus, Secretary. Joining were NMA guests Steve Bailey, NMA President, Steve Stakely, 2014 president of the Southern California Area Council of NMA (SCAC), and Avis French, NMA Associate Director. Jessica thanked everyone who attended for their support of the chapter over the years and called them “the important people” of the chapter. A veritable pantheon of past chapter presidents who attended were asked what challenges they faced and what successes they experienced: Milt Galbraith (the chapter’s 1st president), Steven Pham (1991/1992), Mike Harary (2001/2002), Greg Warren (2004/2005), Julie McWhorter (2005/2006), Patti van Voorst (2006/2007), Rosie Flores (2008/2009), Virginia Miscione (2009/2010), and Rosanne Miller (2012/2013). They all agreed that serving as NMA chapter president was a growing experience.

Congratulations on 30 successful years, and may there be many more years to come!

L-R Jessica Carlson, Aaron Schulze, Steve Bailey, Mayor Pro Tem Whitaker, Steve Stakely, and Steven Pham.
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

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.
I PM Recognized by Shenandoah Valley Technology Council

Lynn Powell, CM / Executive Director
Institute of Certified Professional Managers

The Institute of Certified Professional Managers (ICPM) was recently recognized with the Innovation In Higher Education Award for the innovative use of technology in a professional development program. The current trend toward e-learning encouraged ICPM to create a custom e-learning center to facilitate self-directed learning. The center contains both a learning management system (LMS) to view digital learning resources and a feature-rich test engine to administer online exams. The award was announced on May 7 by the Shenandoah Valley Technology Council during its annual Tech Nite.

The nonprofit educational institute and business center of the JMU College of Business has certified more than 12,000 managers and leaders worldwide. Its Certified Manager® (CM®) professional credential recognizes the managerial competency and leadership potential of managers and leaders in over 70 countries. Executive Director Lynn Powell, CM said, “We are excited about the SVTC Award and recognition for the innovative tech work performed by ICPM employees, Jonathan Lutz, MET and Drew Koch, CM.”

NMA wishes to publicly thank those chapters, councils, and individuals who volunteered and helped make our 2014 Leadership Development Conferences a big success!!
Dakota Spenrath is a 17-year-old senior at Clear Creek High School in the greater Houston area. If that last name is familiar, it’s because his mother, Amy Spenrath, is a past president of the Bastion Employee Leadership Association at the Johnson Space Center. She’s currently their membership chairman.

This fall, Dakota will be attending the University of North Texas working toward a double major in English and German. He is an aspiring author with one book in the works. He is involved with the Boy Scouts of America and is currently working on attaining the rank of Eagle Scout.

Dakota’s article was printed in Bastion’s chapter newsletter. Our thanks to Sheila Neal Morris for sharing it with us.

Many things require experience to know when you’re doing well or when you’re flushing things down the toilet. Writing is one, art is another, and leadership a third. All of these are complex—abstract. There is no formula for flawless writing, breathtaking art, or great leadership. On the other hand, there are qualities that incline certain people to certain things. Typically, people who are great at math are awful at writing. We envy those who can do both. The same is true with leaders. Some are naturally more inclined to lead—have a strong personality, an ability to make quick and calculated decisions, and seem unaffected by the little stresses that get to the rest of us.

I have no idea whether or not I’m writing well or if I need to flush this down the toilet because I would never write like this in a novel or an essay, but I assume this style is appropriate for my audience and if all else fails, I have a backup plan—Excuse me while I pull out my teleprompter.

Speaking well is an area that many people associate with great leadership. However, some people lack the ability to communicate their message well but have the vision to drive in the right direction. Then there are those who can communicate but lack vision, motivation, drive, skill, or a compelling message. Those who cannot lead cannot provide what people need.

The vast majority cannot tell the difference between the two. Lines have been blurred between effective leaders and effective communicators.

“The key to effective communication is simplicity.” John Maxwell’s The 21 Indispensable Qualities of a Leader lists communication at number four. It falls behind character, commitment, and charisma. Maxwell recognizes that despite the necessity of communication to leadership, without the three that come before it and many of the others that follow, complex communication is unnecessary. I have quite simply just done the opposite of what I quoted from Maxwell’s book. Put plainly, the majority of Americans believe that if a person can communicate a message, then that person is the right one for the job.
The Art of Leadership and Effective Communication (Cont’d)

by Dakota Spenrath

This is where we get into the business of teleprompters. The President of the United States does not write his own speeches, does not memorize them, and does not deliver with all the necessary pauses when he thinks they apply. He has staff that writes his speeches from a few key points that he wants to include. When it is time to give the speech, he reads word for word from screens at forty-five degree angles from his podium that show him when to pause for applause and when to put emphasis on certain words because the speech was written in a form that lends itself to doing just that. During the debates, the one who best presents his message is usually the one who is elected. The Silent Language of Leaders by Carol Goman discusses the fact that in the age of television, presentation and appearance is everything. John Maxwell said it best—“It is not just what you say. It’s also how you say it.” The point is to get people to believe what they hear, or they will not follow. It’s as simple as that.

Our society tends to put the best presenters in positions of power. They are the communicators; the ones who have made a career out of making people believe what they have to say. Those who should be in their places are those with vision but may not be able to communicate effectively. For some of them, when they speak, what they say sounds like it came up through the toilet bowl and they are pushed aside, not because the idea wasn’t great, but because the presentation was sub-par.

Leadership requires hanging in the balance because it is an abstract art form. It takes an artist to see the many facets of a problem and then see many more solutions. I have only this advice—read all the books on leadership you want. They all say the same. True leadership comes from vision and a will to push forward, to take criticism and turn it to your advantage, to use resources to their maximum potential, and above all, if you are not a communicator, it doesn’t mean that you shouldn’t be in a position of leadership. All it means is that you need to learn some simple techniques and communicate your vision by what you do, not by what you say.

Dear NMA Member!

You are invited to visit and join our Group Pages on Facebook and LinkedIn and follow us on Twitter! 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 NMA Contacts.

I am certain you will like what you see! Visit our home page at http://nma1.org for direct links to each.