Memorable Moments in Miami 2014
Annual Conference Highlights

Travel agents often call Miami “the Magic City” while others call it “The Gateway to the Americas”. Those who attended this year’s conference certainly felt the “magic” that comes from being with other members of our NMA family – as evidenced in the evaluation forms from those who identified themselves as first time attendees. As for “gateway”? Our 2014 gathering gave us the opportunity to open the doors and showcase not only our new NMA logo, but also demonstrate our new NMA website. If you weren’t with us in Florida, allow me to share some highlights:

• Rick Baily, VP Engineering, Mission Assurance & Product Support, Boeing Defense, Space & Security accepted his award as NMA’s 2014 Executive of the Year. He charmed the audience with his recollections of serving as an NMA chapter leader as a young professional at the heritage Rocketdyne facility in southern CA. He went on to praise the Boeing leadership associations for their role in employee development and community outreach. Rick attended several NMA events while he was in Miami and demonstrated his unique personal brand of servant leadership wherever he went.

• Hugh J. Dorrian, CPA, delighted the NMA audience during his acceptance remarks after being inducted into the NMA Management Hall of Fame. The City of Columbus Auditor since 1969, Hugh displayed a passion for ethical behavior, a zeal for earning the public’s trust, and a “with it” sense of humor that prompted a lot of laughter during the luncheon gathering.

• Arianne Overholtz, from The Blues Chapter of NMA in Lansing, MI, brought a very personal tone and tenor to the microphone. Humbled by receiving the NMA Member of the Year Award, Arianne shared her touching story and inspired everyone with her gracious remarks.

• A highlight of the Conference were five guests from The Federation of the IMC (International
Managent Council) of The Republic of China, Taiwan. Gifts between IMC and NMA were exchanged at the opening event, and then “Chen, Tony, Carol, Isabella, and Jerry” quickly assimilated into the larger group and proved to be charming, inquisitive, and fully participatory. We look forward to continued professional relations between the two organizations.

- **Four outstanding high school students excited attendees at the finals of our Leadership Speech Contest and represented their sponsoring chapter and councils with great poise and promise.**

- Perhaps because our students were so polished and professional, NMA members “dug deeply” and purchased lots of raffle tickets and Silent Auction items in support of the Speech Contest. Silent Auction Chair, Cathy Longo, once again directed a banner event and raised the bar in terms of total dollars raised at a Conference. Thank you to ALL members who have contributed both before and during our meeting in Miami. It’s still not too late for YOU to contribute in 2015. Contact Robin Furlong to make your donations by check or credit card.

- **Congratulations are in order for our award-winning chapters and councils. This year’s Recognition Luncheon was themed “A Stellar Celebration”, inspired by two Florida chapters celebrating their 50th NMA Anniversaries – the Boeing Space Coast Leadership Association #629 and the Lockheed Martin SSC Leadership Association #546. As a special surprise, NMA members were treated to luncheon guest, Chris Ferguson, US Navy Captain and NASA astronaut. Chris, who piloted the Space Shuttle Atlantis in 2006, mingled with the crowd, posed for pictures with attendees, and signed autographs. We are grateful to everyone who had a hand in planning this “spacetacular” Recognition event.**

- In between all the NMA-focused events, attendees were able to attend educational workshops and presentations by Richard Hadden, CSP (author of *Contented Cows Give Better Milk*), Rick Ruiz (“America’s Diversity Leader”), Jason Teague and John Hightower from Leadercast, and Jacqueline Whitmore, CSP, founder of The Protocol School of Palm Beach. Richard Hadden also gave the opening Keynote Address on Friday afternoon.

- **Our thanks to our conference partner, ICPM (The Institute of Certified Professional Managers) for their attendance and financial support. Attendees were able to speak with Executive Director, Lynn Powell, CM, who was in attendance along with Marketing Specialist, Emily Benusa.**

- NMA Chairman of the Board, Kiran Dambala, PMP, CM, opened the Conference and the other national officers did “podium duty” with awards presentations throughout our time in Miami – a good way for everyone to get to know their national NMA leadership team. Congratulations to Nancy Bennett, CM, who was elected as 2015 NMA Chairman of the Board.
The theme of our 2014 Annual Conference aligned with NMA’s theme for the year – “Rejuvenating Leadership”. With the new NMA logo, a new NMA website, the announcement of a new Professional Development Calendar for the next 18 months, and 1/3 of our attendees being “first timers” – we’ve set the stage, early, for 2015 and look forward to providing even more new benefits and services in the coming months. Our thanks to those who came to Miami, shared their great ideas, and went home with their batteries recharged and “pumped” to make 2015 another award-winning year for everyone.

2014 Hall of Fame Award Recipient
Hugh Dorrian, City of Columbus Auditor
L-R Kiran Dambala, PMP, CM, 2014 NMA Chairman of the Board; Hugh Dorrian; Lisa Hart, 2014 NMA National Secretary

2014 NMA Member of the Year
Arianne Overholtz, 2014 Member of the Year (L) with 2014 NMA Chairman of the Board, Kiran Dambala, PMP, CM (R).

2015 Leadership Team Takes Oath of Office!!
(L-R) Bob Noel, Pacific South Area Chair; Don Hart, Pacific North Area Chair; David Hanson, Central Area Chair; Michelle Lewis, CM, Southeast Area Chair; Kathy Spatz, 2015 National Secretary; Lisa Hart, 2015 National Treasurer; Candi Creel, CM, 2015 National Vice Chair; Kiran Dambala, PMP, CM, 2014 NMA Chairman of the Board.

2014 Welcome Luncheon
Top right picture shows attendees meeting attendees. Lower left picture is Richard Hadden, CSP, NMA’s 2014 Keynote Speaker.
2014 Executive of the Year
Rick Baily, Vice President, Engineering, Mission Assurance & Product Support Boeing Defense, Space & Security / The Boeing Company, accepts award from Kiran Dambala, PMP, CM, NMA Chairman of the Board.

2014 Executive of the Year Banquet
(L-R) Candi Creel, CM / 2014 NMA National Treasurer, Rick Baily, Nancy Bennett, CM / 2014 NMA National Vice Chair, Kiran Dambala, PMP, CM / NMA Chairman of the Board, and Lisa Hart, 2014 NMA National Secretary.

2014 Recognition
Our 2014 Growth Award winners were seated at the head table during the Recognition "Stellar Celebration!!!

Boeing Space Coast Leadership Association #629 Celebrated their 50th Anniversary!!

Live Auction during Recognition Luncheon for Speech Contest!
The second live auction to raise funds for the NMA Speech Contest was conducted by Don Hart (2002 NMA Chairman of the Board) during the Recognition Luncheon. A phenomenal $850 was the high bid for a coin collection donated by Lockheed Martin SSC Leadership Association, Cape Canaveral, FL!! THANK YOU!! Alana Oldenburg was the high bidder for this “one-of-a-kind” collection.
2015 Executive Leaders

2015 Chairman of the Board
Nancy Bennett, CM
NMA BCBSM Leadership Development Association
Detroit, MI
nebennett@comcast.net

2015 National Treasurer
Lisa Hart
Mid-Columbia Leadership Development Association
Richland, WA

2015 National Vice Chair
Candi Creel, CM
Aerostructures Leadership Development Association
Chula Vista, CA
candi.creel@utas.utc.com

2015 National Secretary
Kathy Spatz
Columbus Public Service Chapter
Columbus, OH
kaspatz@columbus.gov

2014 Chairman of the Board
Kiran Dambala, PMP, CM
Lockheed Martin Leadership Association
Fort Worth, TX

Your 2015 National Officers and Area Chairs were elected at the recent Board of Directors Meeting held in conjunction with the 2014 Annual Conference in Miami, FL.

The 2015 Chairman of the Board-Elect will soon be appointing individuals to serve as National Committee Chairs.

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2015 Area Chairs

Central Area Chair
David Hanson
Lennox Leadership Development Organization
Marshaltown, IA
David.hanson@lennoxind.com

Northeast Area Chair
Judd Sloan, CM
T-Rex Corporation
Egg Harbor TWP, NJ
judd@nma1.org

Pacific South Area Chair
Bob Noel
Boeing Leadership Association of Southern California
Huntington Beach, CA
Robert.noel@boeing.com

Pacific North Area Chair
Don Hart
Mid-Columbia Leadership Development Association
Richland, WA
duckhart624@gmail.com

Southeast Area Chair
Michelle Lewis, CM
Lockheed Martin Leadership Association
Marietta, GA
Michelle.r.lewis@lmco.com

Southwest Area Chair
Michael C. Williams
Lockheed Martin Leadership Association
Fort Worth, TX
Michael.c.williams@lmco.com
Rejuvenating Leadership at the Annual Conference in Miami!

Candi Creel, CM / 2014 NMA National Treasurer
Aerostructures Leadership Development Association #740
Chula Vista, CA

Where DOES the time go? It’s already been over a month since we convened in Miami for an exceptional Annual Conference! Now that we’re all back in the swing of things at work and in our chapters, it’s time to reflect on the great educational sessions, valuable networking, and the fun of being with members of our NMA family – lots of new faces combined with the joy of seeing old friends. I hope everyone made it back to their chapters with innovative ideas and a determination to celebrate what you do each and every day.

The NMA Staff and the Executive Committee want to Thank You for taking time away from work and your families to join us in Florida. I personally know how hard the staff works to make the conferences the best that they can be and I would like to thank them for all their efforts.

Special thanks go to those who have taken the time to go online and complete the Conference survey. This really helps us to understand what went well, what might not have worked so well, and what you, as members, are looking for at future events. We’re already studying all the comments and looking at issues that you felt need to be addressed. Your suggestions are really helpful. Over 68% of you rated the Conference as Excellent and the “Opportunity to exchange experiences and ideas with others” got a 70% rating. Most of you rated the location and the hotel as Good. The educational sessions received positive reviews as well. We did note that the Leadercast session had mixed results; most people enjoyed it while others felt it resembled a “sales pitch”. While 65% of you gave the hotel/service/meals/personnel an Excellent rating, there were still a few concerns with the hotel and the food. While we don’t have a lot of control over most of that, your comments are being passed along to the Hyatt staff. Thank you for reminding us that sometimes events moved too quickly and occasionally did not start exactly on time. We will take special care to address those concerns in 2015.

We trust that you were able to come away from the conference rejuvenated and headed home with lots of new ideas to help your chapter leaders succeed and grow in the coming months. Let’s all work to make sure that next October, we’re giving out even MORE awards to our chapters and councils in recognition of a truly outstanding year!

Best of luck in the New Year and should you need anything – please don’t hesitate to contact your headquarters staff or your National Officers. We work for YOU!

Candi Creel, CM
Thank you Donors!

Diamond Level
Rick Baily
2014 NMA Executive of the Year
John Hojnacki, CM
William J. (Bill) Smelley, CM

Platinum Level
Alana Oldenburg
Dan Robertson, CM
David William

Gold Level
City of Orange Chapter #194
Lennox Leadership Chapter #514
Lockheed Martin Central Coast Chapter #536
Southern California Area Council #c190

Silver Level
Anonymous
Lockheed Martin Rockville Chapter #554

Bronze Level
Avis French
Robin Furlong
Rayford Horne: Lockheed Martin Leadership Association #531 Member of the Year!!

Donald Carnes / Chapter President  
Lockheed Martin Leadership Association #531  
Marietta, GA

Rayford Horne has been selected as LMLA Chapter 531 2013-2014 Member of the year. We have numerous people who step up and go above and beyond what is expected of them and we try our best to recognize these people as LMLA Members of the Month. This year’s Member of the Year is no exception as Rayford has made numerous contributions to LMLA over this year. Rayford Horne served on the 2013-2014 LMLA Board of Directors as Chairman of the Board. He has over 16 years of industry experience and almost all has been at Lockheed Martin. He is a staff engineer and provides management support for the Electronics Test Labs organization where he supports all programs in Marietta. Mr. Horne serves in many capacities internally and externally including serving as a council advisor for the Marietta Diversity Council. Mr. Horne’s interests are spending time with his family, community service, and genealogy. Presently, Mr. Horne, his wife, and their one daughter reside in the Greater Atlanta Area.

Carol Sweet: Lockheed Martin Leadership Association #249 Member of the Year!!
Syed Haque: Rockwell Collins Leadership Association #626 Member of the Year!

**Dustin Simon**  
Rockwell Collins Leadership Association #626  
Richardson, TX

Syed Haque - Syed was new to the RCLA chapter leadership team for the 2013-2014 administrative year and demonstrated member excellence in leading the Public Relations committee as Vice President. Syed began his service by updating the 56-page RCLA Chapter Guidebook for the 2013-2014 administrative year, which including working with the other committee vice presidents. The guidebook helped the chapter leadership team throughout this past year by clearly defining how the different committees and elected officers work together as a local organization of NMA. Syed also formed a team that produced several high quality issues of RCLA today, which included summaries of general membership meetings, notes from elected officers, leadership spotlights, and several other sources of important information for the RCLA membership. The public relations committee also provide photography services for our various chapter events. Additionally, Syed supported the other chapter committees by preparing flyers for GMMs (general membership meeting), lunch and learns, membership drives, and other committee meetings. Finally, Syed took a very active role during our monthly chapter leadership team meetings to ensure that RCLA was meeting the leadership development commitments for its members. Syed's commitment to RCLA through his time and passion of leading the Public Relations committee truly made a huge, positive impact to the entire RCLA membership.

Doris Dickerson: Boeing Leadership Association #171 Member of the Year!!
Use ICPM’s NMA MARKETING TOOLS to Jump Start Your CM® Certification Program

Is your NMA chapter interested in offering the Certified Manager® (CM®) certification but needs help getting started? Now it is easier than ever to organize, advertise and administer the CM® certification program with ICPM’s NMA Marketing Tools designed specifically for use by NMA chapters.

These online tools are accessible to any NMA member from the ICPM website by clicking on the PARTNERS tab and then clicking on NMA Marketing Tools in the dropdown menu. Here you will find a variety of CM brochures, videos, program presentations, promotional text bites, and newsletter articles to jump start your CM® program.

The process cannot get any easier and ICPM is there to help you along the way. Simply contact Emily Benusa, Marketing Specialist at benusae@jmu.edu or 540.568.5676 with your questions. ICPM looks forward to certifying managers in your NMA chapter soon!
Membership Campaign Winners—1st Half of 2014!

Anna Johnson from Savannah River Site Chapter #773 and Tara Stearman from Lockheed Martin Chapter #565 were the two Top Recruiters for the first 6 months of this year’s NMA Membership Campaign. Anna and Tara each received a $100 VISA Gift Card for recruiting the most new members from January – June.

The Campaign continues until December 31st and the top recruiters from the two chapters reporting the highest % of new member growth for the last 6 months of 2014 will receive $100 VISA Gift Cards as well.

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!

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

If your chapter hasn’t already selected a “Sale Month” there’s still time. Chapters may designate one month this year in which the national New Member $20 Registration Fee is reduced to just $10 per new member. Call Robin Furlong for campaign details 937-294-0421.

Florida Spaceport Leadership Association Completes Foundations of Management!

Melinda Hester, CM / 2012 NMA Chairman of the Board

15 members of NMA Chapter 830 completed the three volumes of the NMA's new Foundations of Management course on Thursday, May 1st. A special graduation ceremony was attended by Chapter President Les Lake, Past Chairman of the Board Melinda Hester, CM and via video conference – NMA President, Steve Bailey, CM.

According to Steve Bailey, this was the first graduating class in NMA's new course and a special cake was ordered to commemorate the occasion. Steve, attending via Zoom, provided an entertaining presentation for the students, facilitators, and guests and was treated to a virtual piece of cake.

After Steve's presentation, Melinda Hester handed out the Foundations of Management Certificates of Completion while congratulating the students for their accomplishments. There was some discussion of sending President Bailey a real piece of cake, but unfortunately it was all eaten; sorry Steve.

Special thanks go out to the FSLA members of Senior Management who facilitated the courses: Jeff Eberts CM, Melinda Hester CM, Betty Muldowney, Mark Nappi CM, Jimmy Rudolph CM, Jim McCarthy, and Larry Ostarly. Jim McCarthy and Larry Ostarly volunteered to facilitate the entire book two course and had so much fun, they continued on to facilitate the final volume as well.
The Florida Space Coast Council (FSCC) annually holds the FSCC Awards Banquet during Management Week in America. This year the banquet was held on June 3rd. Five chapters comprise the FSCC including, the Boeing Space coast Leadership Association (BSCLA), Lockheed-Martin Leadership Association (LMLA), Florida Spaceport Leadership Association (FSLA), Spacelift Range Systems Chapter (SLRSC), Central Florida Leadership Association (CFLA) and soon will be joined by the newly formed Rockwell-Collins Leadership Association.

Each year the FSCC recognizes local leaders by awarding the Brevard County Manager of the Year to a leader from a community organization not affiliated with the NMA. The award is designed to publicize the positive impact that leadership, integrity, and management skills can have on organizations and the community. Nominees must be of the highest moral and ethical principles and have a record of continuing achievements in the community and professionally; be recognized by his/her organization/profession to have made a significant contribution to the success of the organization/profession; demonstrate top management skills and community leadership; and be recognized for a reputation of fair, impartial, and ethical management in dealing with subordinates, peers, and associates.

The 2014 Brevard County Manager of the Year was awarded to Theresa Clifton, Executive Director Central Brevard Humane Society. In the nomination for Ms. Clifton, her employees and colleagues cited her as “a leading force behind the success of the Central Brevard Humane Society.” Founded in 1952, the Central Brevard Humane Society (CBHS) is Brevard County’s oldest established animal welfare organization. A “no kill for space” shelter, CBHS is dedicated to speaking for those who cannot speak for themselves. They educate the community on responsible pet ownership, child/pet safety, the humane treatment of animals, advocate for spaying/neutering to reduce the homeless pet population and provide the best quality care to abandoned animals by placing them in “forever” homes. Also offered are a “low cost” spay/neuter & wellness clinic for those who cannot afford vet care and Chapel & cremation services.

Since the start of Ms. Clifton’s tenure as Executive Director in 2004, the CBHS has gone from a budget of $900,000 with 22 staff, one Adoption Center, two Thrift Shops, a flailing cremation business and an annual deficit of $250,000 in 2003, to a $2 Million budget with 56 staff, two Adoption Centers, four Thrift Shops, a thriving Low Cost Spay/Neuter & Wellness Center, solid performing cremation business and just a bit better than breaking even bottom line in 2012.

Also at the Banquet the FSCC 2014 Gold Knight of Leadership and 2014 FSCC Member of the Year were awarded. The Gold Knight of Leadership was awarded to Melinda Hester, 2012 Chairman of the Board. In her nomination Melinda is cited as “an example of the ultimate supporter of the NMA Code of Ethics and promoter of the values and objectives of NMA. Melinda’s can do attitude, high ethics and leadership skills has provided structure to the FSCC and the NMA as an entirety providing guidance and mentorship to our members.

Melinda, over her 18+ years in NMA, has served many positions in NMA including as the Chair Person of the Board for the NMA (NMA’s highest office governing over 18,000+ members). She is currently serving as the CFLA President, FSCC Vice President and Awards Chairman and NMA National Director for Central Florida. Melinda has provided leadership at the chapter, council and national level. She fosters the principle that you are only as good as your last piece of knowledge and expertise, looking at the big picture to fully understand what is truly at stake, and finding common ground on tough issues.

In her recent leadership roles, Melinda fully understood the membership challenges facing the NMA organization, both
nationally as well as locally. Melinda worked with leaders of the local NMA chapters and companies on Kennedy Space Center to form the new FSLA chapter of the NMA. The membership of the FSLA chapter has grown to over 300, with many of the members coming from the closed USALA chapter. Melinda provided the FSLA chapter formation team with guidance and support to help the process go smoothly. She has also provided guidance and recommendations to the new RCLA chapter at Rockwell Collins in Melbourne, which is just getting started. The initial membership of this chapter is 50 people. Both of these new chapters were sponsored by the CFLA chapter, which Melinda serves as the president.”

The 2014 FSCC Member of the Year was awarded to Michael Schnoke, CM of the Florida Spaceport Leadership Association. In his nomination his fellow members stated “Mike has been affiliated with NMA and, more importantly, been actively involved in helping to forward the mission of NMA. Over the past year, Mike had the two-fold opportunity to not only help create our new Chapter, but then went one step further to become the first Professional Development Director for our chapter. Using his extensive training background he created interest, got folks signed up, found trainers, and facilitated learning on a shoestring budget…quite a remarkable feat. Mike and the FSLA graduated the first class to complete the NMA Foundations of Management. Mike is continually providing valuable input to direct our Chapter’s growth. We at FSLA very much appreciate his involvement and know how important he is to both our Chapter and, more broadly, the NMA mission.”
Chapter Marketing Incentive Plan!

Start a new NMA chapter and earn $25 for each new member!!

Chapter Rewards Program!!

• Awards & merchandise – 10% off the purchase price of all awards and merchandise
• LDC Registrations (in addition to the Early Bird Discount!) – 10% off
• Annual Conference Registrations (in addition to the Early Bird Discount) – 10% off
• President and Past Presidents Pins – 20% off
• Foundations of Management – 20% off
• Leadership in a Virtual Workplace (available later in 2013) – 20% off
• FaciliSkills™ – 50% off
• NMA’s Next Top Leadership Model – 50% off
• Live Online Group Login – 100% off
• Sponsored Speaker – 100% of the cost of a speaker, with a $200 maximum

Delivered to your email address every other Wednesday!!!

NMA’s New Logo!!!
Foundations of Management

3 courses
Management Fundamentals
Managerial Functions
Business Concepts for Managers

Participant Books — $75 ea
Leader Guides — $99 ea

Now available!!!
It all began with an idea by Carly Rohrig. She had been growing her hair out in preparation to donate her beautiful lengths to Locks of Love. Knowing that LMLA is a strong supporter of the St. Baldrick’s Foundation she asked if we would help create an event where people would raffle to cut off her hair while raising money for St. Baldrick’s, supporting childhood cancer research. LMLA President, Paul Metz, has been active with the St. Baldrick’s Foundation for about 3 years. After a child in his children’s school became sick with cancer he wanted to help raise money. A signature event for the foundation is the head-shaving, which is why Carly wanted to coordinate her donation to Locks of Love with LMLA kicking off their St. Baldrick’s fundraising season.

LMLA raffled off tickets for two people to cut the locks. The winners were Jim Montgomery and Christine Brown who also received a Starbucks gift card. With scissors in hand the long ponytails were soon gone. Approximately 14” will be donated to Locks of Love which will be turned into wigs for children undergoing cancer treatment. LMLA also sold pizza and drinks as well as raffled off a ticket for a Starbucks gifts card. The winner of the gift card was Ed Roth. When all the money was totaled over $300 will be donated to St. Baldrick’s Foundation.

Stay tuned for more events as LMLA continues to raise money for this worthwhile cause and prepares for the head shaving event in March!
A class of 4 candidates was accepted into the CM program and began their months’ long journey toward the goal of becoming Certified Managers. Brenda Pangborn, Barb Hisaw, Rodger Hisaw, and Tony Miskho gathered for their first session on Thursday, August 21, 2014, to begin what will be a long process and result in their being awarded the Certified Manager designation from the Institute for Certified Professional Managers, James Madison University.

Each of our students has a special reason for wanting to earn their CM:

**Brenda Pangborn**, a Radiological Control Manager for the Department of Energy, has a passion for leadership and management and believes it’s great to accomplish wonderful goals through teamwork. In Brenda’s words, “The skills taught in the CM classes and experienced through doing it in life, result in success as a leader and manager. I took the CM course in 2002, but never took the exam. I am pursuing the CM, because I want to complete what I had started more than 10 years ago. Since then, I have grown more in knowledge of leadership and management principles through both NMA and in Toastmasters, where I was in a district leadership role for 9 years, including being District 9 Governor in 2008-2009. District 9 includes more than 60 toastmasters clubs in Eastern Washington, Northern Idaho and Northeastern Oregon, with about 1000 members. I am looking forward to the next few years in the leadership team of MDLCA. Completing my exams is walking the talk concerning promotion of the benefits of certification.”

**Tony Miskho** is employed as a technical specialist/air permitting lead for Washington River Protection Solutions at the Hanford Site in Richland. Tony has a B.S. in Chemical Engineering from the University of Washington, and has worked at Hanford for 25 years. “My employment history has been primarily as an Environmental Professional. I decided to apply for admission to the CM program to help me move into management.”

**Rodger Hisaw** is employed by Bechtel National and is responsible for the day to day operations of the IS&T Service Center. He has an AAS in Computer Science Networking from Columbia Basin College. Rodger tells us... “I successfully ran the Tri City Titans Junior A Hockey Club as the owner and General Manager for ten years. I decided to apply to the Certified Manager program to improve my leadership skills.”

**Barb Hisaw**, MCLDA’s immediate Past President and longtime motorcycle enthusiast tells us... “My current position is with CH2M HILL Plateau Remediation Company as a Lead Technical Writer/Editor supporting the Procedures’ organization. I decided to apply for admission to the CM program to take advantage of an excellent opportunity to advance my education in the area of Leadership/Management while adding a nationally recognized certification to my resume. I was a bit apprehensive about my eligibility for the CM program since I do not have a college degree. Fortunately, I have taken enough college courses with a leadership connotation to qualify. I’m looking forward to participating in the group discussions to reinforce my understanding of the subject matter as we prepare to take the CM exams.”

Each of our students had their own reason for gaining their CM certification; my reason was to improve my leadership skills and advance my career. During the 8 years since earning my CM I feel that my leadership and management skills have improved significantly and my career options have improved as well.

Are you ready to take the next step like Brenda, Tony, Rodger, & Barb, to move your career and your management skills to the next level? If so, you may contact ICPM at 540-568-5676.
Avis French, NMA Individual Member and 1995 NMA Member of the Year continues to be presented with awards. Early in 2014, she was recognized for serving 30 years as a blood drive coordinator from the Orange County chapter of the American Red Cross. That award was the first of two such awards. Subsequently, she received a Community Partner Award from the newly-formed Desert to the Sea Region of the Red Cross, comprising Orange County, Los Angeles County, and San Bernadine County. In accepting the award, Avis said “Do not thank me. Instead thank all the donors who participated in all the blood drives. All I did was to bring them together”. A special cake was presented to Avis by Red Cross staff and the pastors of Shepherd of the Hills United Methodist.

At the NMA National Conference in Miami, it was announced that Avis had been awarded the Outstanding Individual Member award. Avis was the first recipient of this award in 2013. Using the R-IM report, individual members report their activities in a variety of area and get points for those activities. Avis reported participating in NMA chapter and NMA council activities, community service activities, professional development activities, and submitting articles to NMA Breaktime as well doing final copy edits of the newsletter. Avis could not attend the conference, thus the award was presented to her at the October meeting of the Harbor-UCLA Medical Center chapter.

Every year at the end of the Toastmasters Founders District Governor’s tenure, the district presents awards to outstanding Toastmasters during the past year. Avis was presented with the award for Community Relations Excellence by Siri Payakapan, 2013/2014 Founders District PRO. In presenting the award, Siri mentioned the efforts that Avis puts into chairing the Judges Bureau. The Bureau consists of Toastmasters who make themselves available to judge and otherwise serve as functionaries at speaking and academic competitions sponsored by educational institutions and community service organizations. The Bureau receives 35-40 requests for assistance every year, to which Toastmasters both in Southern California and in other sections of the country respond. In accepting the award, Avis said “I accept this award on behalf of all the Toastmasters who volunteer for the Judges Bureau.

Way to go, girl!
Once Is Not Enough

Avis French
NMA Individual Member and 1995 NMA Member of the Year
Laguna Woods, CA

In the June/July 2014 issue of NMA Breaktime, I wrote an article about the City of Orange NMA chapter celebrating their 30th anniversary. One of the photos accompanying the article was Steve Bailey presenting me with a certificate. If you wondered why that photo appeared, it is because the chapter was not the only one celebrating a 30th anniversary. I have been a member of NMA since 1984, as a chapter member, as an individual member, as a council member and officer, and as an associate director. I had mentioned in passing that I remember attending the City of Orange chapter’s chartering ceremony. Hence the certificate.

But that is not my only 30th anniversary celebration. During the May 22, 2014, blood drive at the Shepherd of the Hill United Methodist Church Mission Viejo campus, I heard several people say “Avis, come over here for a minute.” Because I was busy registering blood donors at the time, without turning around I replied, “I will be there as soon as I am done here.” After several calls, I finally turned around and said “What?” I should have been a little more friendly because standing there holding a very large cake was a smiling Pastor Karl Stuckenber, holding a camera was Pastor Sarah Heath, standing there just grinning were blood drive co-coordinator Mary Beth McGowan and church administrator Jill Yamada, and holding a framed certificate was Jessie Salmon who is the church’s blood drive representative.

What was the reason for all this activity? In March, I completed 30 years of service to the Orange County chapter of the Red Cross as a blood drive coordinator. I conducted blood drives for Unisys for over 20 years, conducting 2-3 drives a year. During some of those years, I conducted a multi-facilities drive. By that I mean, I conducted a drive at three different Unisys facilities over three consecutive days: Tuesday at the Irvine facility, Wednesday at the Santa Margarita facility, and Thursday at the Mission Viejo facility. Those drives resulted in a total of almost 100 donations each time. When I joined the Mission Viejo church at the end of 1999, I soon offered to assist the church with their semi-annual blood drives. With the merger of the Mission Viejo campus and the Santa Margarita campus, my co-coordinator Mary Beth and I now conduct bi-monthly blood drives; that is, every other month, we conduct a drive on one of the campuses.

But that was not the only Red Cross award. Recently, I received a Community Partner Award from the newly-formed Desert to the Sea Region of the Red Cross, comprising Orange County, Los Angeles County, and San Bernardino County. The award was presented in recognition of my 30 years of service. In accepting the award, I said “Do not thank me. Instead thank all the donors who participated in all those blood drives. All I did was bring them together.” Following the presentation, a blood recipient spoke of what all those donors did for her. For the past 18 years, she has received blood transfusions every three weeks. Without those donors, she would not be here to recognize the support of all those volunteers and donors.

(Continued on next page)
Once Is Not Enough (Cont’d)

Avis French
NMA Individual Member and 1995 NMA Member of the Year
Laguna Woods, CA

It has been my privilege and pleasure over the years to work with the wonderful people at the Red Cross and with all the generous donors. I was so surprised to receive the Service Awards. I look forward to many more years of service to the church, to the community, and to the Red Cross.

Avis French (with certificate), Jessie Salmon (Red Cross recruiter), Pastor Sarah Heath, Pastor Karl Stuckenberg (with cake)  
Mary Beth McGowan (church blood drive co-coordinator), Susan Breternitz (charge nurse), Avis French, Jessie Salmon (Red Cross)
Imagine a college gymnasium packed full with high school sophomores. It is early on a Friday morning and these students have just met each other and only know that they share a common reason for being there: to learn how to become “leaders.” By Sunday afternoon many of these students will have developed friendships they will keep for years to come. All will have gained skills to help propel them through the rest of high school, college, and beyond. Often, these students start the weekend thinking they are different from their peers. They leave knowing that there are others just like them, people with big ideas and big aspirations. This is the Hugh O’Brian Youth Leadership Seminar.

In 1958, actor Hugh O’Brian received an invitation from Dr. Albert Schweitzer to come visit him in French Equatorial Africa. O’Brian, who was known at the time as TV’s Wyatt Earp, was an admirer of Dr. Schweitzer and his humanitarian efforts. Within 2 weeks O’Brian was on his way to Africa. Over the course of 9 days Dr. Schweitzer impressed upon the actor the urgency for change and how education must teach young people to think for themselves. Schweitzer concluded the visit with a single question, “Hugh, what are you going to do with this?” Two weeks after returning O’Brian founded a seminar for young leaders. Today we know it as Hugh O’Brian Youth (HOBY) Leadership.

O’Brian’s passion for these leaders continues through today and is expressed locally through the Texas Gulf Coast Chapter (TGC) of HOBY. For the past 31 years the TGC has been serving Houston and the surrounding areas. The Texas Gulf Coast leadership seminar runs for 3 days and exposes over 200 area sophomores to business and community leaders from the region. HOBY develops leadership skills and encourages interaction between the student ambassadors and community leaders and role models. Through discussion panels and activities, participants are challenged to examine issues critically.

Every year the Wyle Leadership Association makes a donation to HOBY TGC to help fund the seminar. Most years, involvement of WLA and Wyle is not measured just in dollars but in person-hours, through the support of members and other employees who volunteer their time and spend the entire weekend with the students at the seminar. In WLA, we focus our attention on the leadership skills of our members, adult professionals already immersed in their careers. HOBY TGC has the honor and responsibility to prepare the youth of our area with some of the skills they will need to succeed in their future careers. Regardless of the age of those they serve, WLA and HOBY share similar goals: to teach their audience not what to think, but how to think.
Back in 1979, a group of folks representing several NMA Chapters in the Dallas/Fort Worth area called a meeting to discuss forming a Council in the Greater Dallas/Fort Worth area. After several meetings, the group selected the first officers, authored a Constitution, and prepared an application of Charter to submit to the NMA Executive Board. That charter was approved and on May 22, 1979, and was presented to the officers thereby marking the beginning of the North Texas Council.

The North Texas Council (NTC) began its first meetings in 1979, with John Haviland, President; Ron Luttrull, Vice President, and Chris Carson as Secretary/Treasurer. This organization began with four chapters: General Dynamics, Fort Worth, TX; Greater Dallas Chapter; Oil States Rubber Management, Arlington, TX; Rockwell International, Dallas, TX.

Training, education, networking and the NMA Speech Contest have always been a priority in the Council since its inception. Each year the Council sponsors the NMA Leadership Speech contest (2nd Quarter Meeting), to select the “best of the best.” Chapter contestants represent the North Texas Council at the NMA West Leadership Development Conference. A Mini-Leadership Development Conference (3rd Quarter Meeting) offers training for new chapter officers who were not able to attend the NMA West LDC. A Professional Development Workshop is held (4th Quarter Meeting) where the Council hosts a free professional speaker to discuss new concepts or ideas in leadership development.

A few years back the Council decided to change its Bylaws to allow NMA Individual Members in the Dallas/Fort Worth area to become Individual Members of the North Texas Council with hopes to one day in the very near future, form a Community Chapter.

Presently, the North Texas Council consists of five Companies / Divisions: Alcatel-Lucent, Plano, TX; Boeing, Richardson, TX; Lockheed Martin Aeronautics and Lockheed Martin Flight Services Group, Fort Worth, TX; Rockwell Collins, Richardson, TX, and eight individual members. Over the years, there’s also been a lot of leadership springing from the chapters, including five Lifetime Directors, two National Directors, with one currently serving as the NMA Chairman of the Board, and four Associate Directors.

When all is said and done, we’re very happy to recognize our Thirty-Five years of success none of which could be possible without the dedication and support of the companies, the chapter members, their delegates and alternate delegates that the chapters selected to represent them as part of the governing body of the Council along with the elected officers who were always focused on the success of the organization. We would be remiss if we did not express our thanks and appreciation to the NMA Board of Directors and the NMA Staff for their truly outstanding support and most of all being there to lend a hand at a moment’s notice.

As NMA’s founding father once said; "The opportunities through the NMA are unlimited. One needs only to participate." As the 2005 NMA Chairman of the Board I would usually add, and I say: "Opportunities don’t just happen, you have to create them.”

The Thirty-Five years of North Texas Council success didn’t just happen; all the teams throughout those years EARNED them for All of Us! We here in the Dallas/Forth Worth Area are all very proud of our many years of success and we are looking forward to many more years of success as a Council and a Member of NMA The… Leadership Development Organization.
Photos from the North Texas Council 35th Anniversary!

Photos below are from the North Texas Council Recognition of its 35th Anniversary held immediately following the NTC Mini-LDC.

Plaque and Letter from NMA President

Attendees

W.J. Bill Smelley, CM and Wendell M. Pichon, CM

NMA Chairman of the Board Kiran Dambala, PMP, CM

Presentation of the Letter from NMA President
At birth, we have a name. A family name is subsequently added and then a numerical identifier (e.g.- Social Security number) is bestowed by the government agency of our birth country. These three things identify us in the global landscape marking the paths we take, our schools, our work and our travels.

On applications we will be asked about citizenship and such things as Race. Are we an American citizen, African-American or even Latino? In our social circles we may say we are Australian, Romanian or Mexican based on the ancestry of our parents. Is this who we are?

We all should take pride in our ancestry as their fruits yielded our present being. Whether our ancestors were laborers, scientists or politicians they have somehow made a mark in earth’s history that has lead their progeny to the present moment. But does our heritage define us?

“I don’t know who my grandfather was; I am much more concerned to know what his grandson will be.” - Abraham Lincoln

I have been caught up in my own ancestry and I also hear others speak with pride that they are X, or Y. The reality though, is that apart from some physical attributes (e.g.- skin color or size that we can see on the outside and internal DNA attributes), we are invariably ALL a product of our environment. What we perceive our persona to be in the mirror may not be the individual the world sees in person.

If I am Norwegian yet I grow up in a Hispanic culture I will learn habits and customs foreign to my heritage that become engrained in my everyday life. Some of my leanings will be conscious but many will be subconscious beliefs and mannerisms that I will acquire by osmosis based on my living environment. I will relate and speak from a Hispanic culture perspective. Am I therefore more Norwegian, or Hispanic, in the identification process?

Our parents, environment, experience, dreams and achievements will further define our persona giving us a unique personality identifier in the human landscape. Some people will go on to earn titles, make discoveries, form companies or begin families adding even more credentials and identifiers to our being.

I am Hispanic by ancestry and by my upbringing in Mexico. I did not understand all of my beliefs regarding hierarchy, family or even food likes until I realized in adulthood that I had learned many subconscious habits just by living, coexisting and integrating in my immediate environment. This experience made me different than the typical “American” that I so eagerly put on my applications being born in Denver, CO. This scenario is unique to me yet each of us will have an entirely different formulation of birthplace, upbringing, family, environment and experiences. In the end, does it matter if I am Hispanic or Asian? My contributions, family and credentials already define me. I am Enrique Ruiz, a citizen of planet earth.

Enrique ‘Rick’ Ruiz is President of PositivePsyche.Biz Corp, a management consulting and training firm in the Washington DC area. He earned an MBA in the UK and has led diverse teams in Canada, Mexico, United Kingdom and across the US. Rick is PgMP, CM and CDE certified, has managed operations up to 15,000 people strong, is an inventor with a family of six and is an author of six books including the new Move, How To Move Mountains When You Think You Can’t at www.MoveMountains.guru. Read more articles of interest at blog.AmericasDiversityLeader.com
I recently attended the North Texas Council Leadership Development Workshop. During the Lockheed Martin Leadership Association (LMLA) Fort Worth Chapter’s presentation, Janine Swoboda (Executive Vice President, LMLA Chapter 249), shared a phrase that I and other LMLA members have uttered, “I pay my weekly dues, what is LMLA going to do for me?”. Janine’s response, in essence, was, “What effort have you put into LMLA?”

I have been a LMLA member for 12 years and like many, have read the emails and attended a few lunch and learn seminars. At the beginning of this year, I decided to take a more active role in LMLA and volunteered for the position of Manager of Banking. I saw the email almost every week announcing a need to fill the position and having no previous experience in accounting, I thought that someone else more qualified would take the position. As it turned out, I did not necessarily need prior experience, just the willingness to learn a new skill and perform it with excellence.

In 2002, Ralph Heath, former president of LM Aeronautics, gave me the key to career growth, “Get yourself known.” LMLA provides the vehicle to network with those in upper management who could potentially help with career advancement. Attending a past LMLA awards ceremony I was able to meet Lorraine Martin, shake her hand, and thank her for keeping the F35 program sold. It is not every day you meet someone who is in charge of the largest peacetime aircraft acquisition program. (A big deal to me!) Overall, I am expanding my networking circle and based on previous experience without being actively involved with LMLA, this pursuit is more challenging.

The Manager of Banking position has provided me with a new skill set, most of which I would most likely never have the opportunity to learn as an engineer. I had an excellent team, including Osvaldo Ramirez (VP Finance), Ross Peters (Manager of Financial Strategy and Investments) and Jake Conwill (Deputy to VP of Finance) who instructed me from ground zero, how to perform the position. Fort Worth LMLA has an expansive organization chart allowing anyone, both hourly and salary, to choose an area of interest including professional development, programs, finance, communications, member relations, and community services.

Lastly, we are all interested in improving our career track. In my opinion LMLA provides the tool set to make that happen. Best of all it is open to all Lockheed employees!!!!!
Spousal Members, Individual Members Recognition

Are you an NMA spousal member or an NMA individual member? Do you participate in NMA activities, professional development activities, or community service activities? Do you know about the NMA recognition program for those activities? Do you know that Charleen Stoner and Avis French received the Outstanding Individual Member award at the 2014 NMA conference in Miami?

Charleen and Avis were recognized for their outstanding efforts on behalf of NMA, for active participation in professional development activities, for long-term community service. Their activities were reported in the NMA Spousal and Individual Member Monthly Report Form R-IM.

The R-IM recognition program was instituted in 2012 to encourage spousal and individual members to gain recognition for what they do. The program is similar to the R-1 recognition program for chapters and the RC-1 recognition program for councils. The R-IM report includes, but is not limited to, information about such NMA activities as:

- Participation in chapter/council events
- Attending NMA conferences
- Participating in NMA group on Linkedin
- Completing LEAD assessment
- Receiving the Certified Manager designation
- Submitting articles for NMA publications
- Completing Professional Development activities
- Participating in Community Service activities

Charleen Stoner is the spousal member of Steve Stoner of the Lockheed Martin Leadership Association, Bay Area Chapter of NMA. Steve is also a member of Lockheed Martin, Space Systems Company council. Charleen is the

Charleen Stoner (L) poses with her award and Chris Ferguson, an Astronaut from Boeing in Houston, Texas, who attended to help celebrate the 50th Anniversary of the Boeing Space Coast Leadership Association, Cape Canaveral, FL.
Spousal Members, Individual Members Recognition (Cont’d)

Avis French
NMA Individual Member and 1995 NMA Member of the Year
Laguna Woods, CA

mainstay in Personal Development activities for the chapter, which holds 1-3 financial seminars per month. She also assists all other chapter events: social, programs, community service, membership, etc. She enjoys helping the NMA at registration during conferences. Charleen is very active in community service outside the chapter. She makes daily and weekly trips to local restaurants to pick up food and redistributes the food to programs that feed the homeless. Charleen was surprised and excited to be honored at the 2014 NMA conference in Miami.

Avis French is a 30-year member of NMA, first as a chapter member, and later as an individual member. She is the 1995 NMA Member of the Year, an NMA Associate Director, and in 2013 she was the first recipient of the Outstanding Individual Member award. Avis reported attending 3-4 meetings monthly at local NMA chapters and serving on the Southern California Area Council (SCAC) in a variety of capacities including VP Finances. She participated in many community service activities including conducting bi-monthly blood drives for the Red Cross, and participating on local educational projects. She attended several NMA web-based professional development activities as well as at local NMA chapters. Avis is a regular contributor to the NMA Breaktime as well doing final copy edits of the newsletter, she prepares and distributes the bi-monthly electronic newsletter for SCAC, and she contributes articles to the newsletters of local NMA chapters. Avis could not attend the 2014 NMA conference in Miami; instead, she was honored at the October meeting of the Harbor-UCLA Medical Center NMA chapter.

As a spousal member or individual member, you too can report your activities on the R-IM form. You too can stand in the winner’s circle at the NMA conference just like Charleen and Avis. (Avis’s picture with her award can be found on page 18.)