



National Management Association Individual Member News

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From Your National Treasurer...

by Wendell M. Pichon, CM

If you have any articles or information to share that would be of interest to other individual members, please contact:

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Leadership Conferences are underway across the U.S. Soon they will all be over and we will all be looking forward to our grand finale of the year, the 2003 NMA National Conference in Detroit, Michigan. We hope you are all making plans to attend this event.

How you spend your time has a significant impact on the results you get. The type of activities that you spend your time on is far more important than the amount of time you spend working toward your goals. While it is great to do something easy and fun, if you are not allocating your time to valuable activities, the quality of your results will be minimal. Let NMA help you allocate your time towards important and profitable goals.



To remain a valuable asset to your organization and maintain some control over your career, you need to find ways to give more to your organization and your industry. In our current environment, it is critical for all of us to market ourselves on a continuous basis within and outside our companies. Networking is the most effective way to market yourself. It is best to start networking activities before you need something. NMA, through the Leadership Conferences and the National Conference, can assist you with your networking strategy. All it takes is your involvement and commitment. Make plans today to join in the biggest networking extravaganza of the year, the 2003 NMA National Conference.

On a Team? You ARE your brother's keeper!

by Steve Bailey, CM



At one time or another, all of us have encountered Abraham Maslow and his infamous "Hierarchy of Needs". It may have been high school, but it was probably college, when we first learned that humans have a variety of needs that have to be met before one becomes "self-actualized" and can act unselfishly.

Today, as behaviorists examine group dynamics and the advent of "teaming" in the workplace, they're taking another look at Maslow. If you're like me and wondered in college if you'd ever use this information... well, you just might be surprised to learn that you can.

In a group situation, the goal is to shift the participants from merely thinking as individuals to working together and

thinking together as a team. In order to do that, these individuals have personal needs that must be met, before they can "relax" and come together as a unit.

Physiological needs – Whether it's a comfortable meeting room, frequent breaks, snacks, or merely the right room temperature, it's a true statement to say that people will begin by focusing on their personal and somewhat biological needs. Until those are met, they aren't likely to fully "engage" in the group process.

Safety needs – People want a consistent and a safe world with few surprises. In a group, people have to feel valued and they need to be secure in the knowledge that they can speak out, voice their concerns, or suggest alternatives. A good facilitator makes it "safe" for people to engage in the whole group process.

Love – On a team? You bet. Team members want to be respected and not be rejected out-of-hand for anything they

say or do. Other team members just want to "enjoy" the experience and feel that people genuinely like one another... and will thus work well toward a common objective.

Esteem – Team players have the need to feel competent and capable of mastering the problem or challenge before them. Attention and recognition for a job well done, must be seen as part of the "end product" of the team experience.

In today's complicated workplace, more and more of us spend time in a work group or on an integrated work team. Abraham Maslow has come back to teach us another lesson.

Understanding the needs of others... and making sure they are met... will have a significant impact on the ability of the group to work together and achieve its mission.



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"The leader who exercises power with honor will work from the inside out, starting with himself."

-Blaine Lee

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<http://nma1.org>

Did you know?

...that you can buy American Management Association (AMA) course materials at AMA member prices because you are an NMA member. There is only one requirement and that is you must place your order for course materials through NMA's Professional Development Division. NMA will place the order for you and have it drop shipped to your office or home address. It is easy! You can go online to the NMA website to the NMA online course catalog or call 937-294-0421 for more information. You can take any of the AMA self-study courses and receive CEU by completing the self-study requirements. So take advantage of your NMA benefits and order today.



Trivia Teasers...

- 1 Who was the founder of NMA?
- 2 What was the original name of The National Management Association?
- 3 Where is the NMA headquarters located?
4. Who was NMA's 2002 Executive of the Year?

If you know the answers to the above trivia teasers, be the first Individual Member to e-mail me with the answers and your mailing address and receive a free NMA 75th Anniversary Cookbook!

Look for additional "Trivia Teasers" opportunities in future editions of Individual Member Newsletter.

Individual Member Profile

If you, or someone you know who is an individual member of the National Management Association, would like to be profiled in our next issue of Individual Member Newsletter, please e-mail me at sue@nma1.org.

People will forget what you said, people will forget what you did, but people will never forget how you made them feel.
~Anonymous

Don't forget that MANAGE magazine is available ON-LINE ONLY. Visit the [NMA Homepage](#) and click on the following icon:



Use this link regularly to access to useful information for your personal and professional endeavors. The latest issue covers everything from "Termination Tips" to "...Rebalancing Your Busy Life"... and a lot more! CHECK IT OUT!

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Lifelong Learning Made Easy

Watch for the **August** issue of this newsletter. Professional Development will be unveiling a new program with Crisp Learning especially for our Individual Members. Crisp offers an easy and quick way to maximize your individual learning. Crisp has over 300 short, concise books that you can use for individual or group study. Crisp Learning offers titles such as Managing Personal Change, Emotional Intelligences Works, The Business of Listening, Fat-Free Writing, Critical Thinking... Strategies for Decision Making, Accountability, plus many others. Watch for us.

Coming in August:
New!!! Member Profile

2003
NMA National Conference
information!

*2003 NMA Leadership
Conference Highlights!*

People who are unable to motivate themselves must be content with mediocrity, no matter how impressive their other talents.
-Andrew Carnegie