



National Management Association

Individual Member News

Volume 3, Issue 2
May 2004



From Your 2004 National Vice Chairman...

Wendell M. Pichon, CM
*Lockheed Martin Leadership Association
Fort Worth, Texas*

Food for Thought How does one build a successful team?

Keep away from people who try to belittle your ambitions. Small people always do that, but the really great people make you feel that you, too, can become great.

--Mark Twain

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

Sue Kappeler, CM
Phone: 937-294-0421
Email: sue@nma1.org

No man will make a great leader who wants to do it all himself, or to get all the credit for doing it.

- Andrew Carnegie

I recently read an article by Paul Preston and Thomas W. Zimmer and thought that I would share with you some of their ideas about building a successful team. I hope you will find it as nourishing as I did.

The challenge of turning dedicated, intelligent people into a team can be very satisfying. Many of the steps and techniques outlined in this article are already being used by many leaders. I personally feel that the key to successful team building is a common sense use of these techniques.

1. Communicate your real goals. Establish your desired goals and communicate those goals to your staff. Explain them. Ask for and listen to suggestions. Be flexible. Don't assume you know what people are thinking.
2. Be liberal with feedback. Provide feedback. Let your people know how they are doing and how you feel about what they are doing. Let people know your good thoughts, but don't overdo it. Too much praise can seem phony. Too little, though, can make even the most motivated employee unwilling to contribute to a total team effort.
3. Persuade. A persuasive leader is one who is supportive. He or she provides plenty of reassurances and feedback and does so by listening and asking questions.
4. Remain Positive. There are two ways of communicating with people, positively or negatively.
 - a. A Negative message states such things as "don't do this," "avoid that," "and try to watch out for this problem." It alerts people to a problem, but it gives no direction.
 - b. A positive message accomplishes much more. It sets out targets for people, it tells them what you want them to do, and it motivates.Be creative in the way you communicate. Let people know in a positive way what you expect of them.
5. Become a resource. When the leader is a resource, people come to you for advice, help, support, information, and decisions. This is not an easy task. We are tempted to jump in to try to settle things instead of relying on people to follow through. In a team operation, leaders, although an important part of the overall effort, cannot be the sole decision maker or expert.

A group's involvement can help the quality of the decision being reached. Many times, the group's commitment to the decision is necessary for successful implementation. Remember, Team Spirit and Team Work is valuable beyond decision making.

2004 LDC Highlights

Leadership Development Conference American Enterprise Speech Contest

Wendell M. Pichon, CM

Each year, one of the highlights of the Leadership Development Conference is the American Enterprise Speech Contest. This year, representatives from the six areas competed for the honor of representing their respective areas at the 2004 National Conference in New Orleans, Louisiana, on September 18, 2004.

Top honors in each of the area competition are as follows:

Central Area - James Taylor, representing the Lockheed Martin Colorado Front Range Chapter and the Colorado Council

Northeast Area - Bryan C. Barnhill, II, representing Blue Cross Blue Shield of Michigan

Pacific North Area - Crystina M. Feduk, representing the Hanford Chapter and the Columbia Basin Area Council

Pacific South Area - Jessica Leigh Killens, representing the San Luis Obispo City Employees' Chapter

Southeast Area - Andrew C. Cooper, representing the Gulfstream Management Association and the NMA Peach Council

Southwest Area - Daniel Alders, representing the Hernandez Engineering Houston Chapter and Texas Gulf Coast Council

We extend congratulations to all our contestants and wish them much success in the upcoming NMA National American Enterprise Speech Contest in September.



Southwest/Central participants convene at registration desk in Grapevine, Texas.



National Officers answer questions from participants at the Southeast/Northeast in Birmingham, Alabama.



Lt. Columbo makes several observations at the Pacific South/Pacific North LDC in Dana Point, California..



And the winner is.....!!!



Renewing old acquaintances!



We would love for you to join NMA!

In organizations, real power and energy is generated through relationships. The patterns of relationships and the capacities to form them are more important than tasks, functions, roles, and positions.

- Margaret Wheatly

Effective people are not problem-minded; they're opportunity minded. They feed opportunities and starve problems.

Stephen R. Covey

2004 NMA National Conference

Will you join us??

It's that time of year again!! We have an exciting conference planned for you in New Orleans, Louisiana, September 18-20! The conference will open on Saturday afternoon, September 18, with the National Finals of the NMA American Enterprise Speech Contest. We have 6 talented young men and women who will be vying for the first place prize of a \$10,000 U.S. Savings Bond. At the opening banquet that evening, the winners of the Speech Contest will be announced, after which we will honor our 2004 NMA Member of the Year.

Sunday morning we will kick off with an exciting Keynote, followed by the first of three Educational Forum sessions for which attendees can get CEU. At noon, enjoy the Recognition Luncheon where NMA Chapters and Councils will be recognized for their outstanding accomplishments during the past year. You won't want to miss this... it will be a celebration in true New Orleans fashion! Immediately following the luncheon, you will have the opportunity to attend another CEU educational session... then, enjoy a night on the town in historic New Orleans!!

Tuesday morning, we're back in session with the NMA Annual Meeting followed by another CEU Educational Forum Session. At noon, NMA will recognize the 2004 Hall of Fame recipient. Immediately following the luncheon will be the Wilbur M. McFeely Award presentation!

The grand finale of the conference will include a special banquet highlighting the 2004 Executive of the Year. In addition, your 2005 NMA Chairman of the board will be installed. The evening will conclude with entertainment and dancing.

Conference Schedule

Saturday, September 18

7:00 AM - 5:00 PM	Registration
4:00 PM - 5:30 PM	National Speech Contest
6:00 PM - 7:00 PM	Opening Reception
7:00 PM -	Member Of the Year Banquet/Speech Contest Results/Entertainment

Sunday, September 19

7:15 AM - 7:45 AM	Continental Breakfast
7:30 AM - 5:00 PM	Registration/Silent Auction
8:00 AM - 9:30 AM	Keynote Address
9:30 AM - 3:00 PM	Spouse/Guest Tour/Lunch
10:00 AM - 11:30 AM	Educational Forum Session
Noon - 2:15 PM	Recognition Luncheon
2:30 PM - 4:15 PM	McFeely Award Presentation
4:30 PM - 5:30 PM	Special Workshops (CM and New Director)
	OPEN EVENING

Monday, September 20

7:15 AM - 7:45 AM	Continental Breakfast
7:30 AM - 2:00 PM	Registration
7:30 AM - 11:45 AM	Silent Auction (Concludes at 11:45 AM)
8:00 AM - 9:30 AM	Annual Meeting
10:00 AM - 1:00 AM	Spouse/Guest-Cookin' Creole Off Site
10:00 AM - 11:30 AM	Educational forum
Noon - 2:30 PM	Hall of Fame Luncheon
2:45 PM - 4:15 PM	Educational Forum Session
5:30 PM - 6:30 PM	General Reception
6:30 PM	Executive of the Year Banquet/Entertainment/Dancing

See you there!

**Make plans now to attend!
Register online after June 1!**



2210 Arbor Boulevard
Dayton, Ohio 45439
Phone: 937-2940-0421
Fax: 937-294-2374
Email: nma@nma1.org

Excellence is not an accomplishment. It is a spirit, a never-ending process.

- Lawrence M. Miller

Visit us on the Web!
<http://nma1.org>

Name

Address

City/State/Zip

Full Name: _____
Home Address: _____
City/State/Zip: _____
E-mail Address: _____
Work Phone: _____
Recruited by: _____

Dues for Individual Members are \$40/year. Those who join and pay dues prior to June 30, 2004, will have the one-time registration fee of \$20 waived.

? I would like a 1-year membership for \$40

Method of payment:

? Check Enclosed ? Visa ? MasterCard

Card # _____

Signature: _____

Expiration date _____

MAIL TO: THE NATIONAL MANAGEMENT ASSOCIATION
2210 ARBOR BOULEVARD
DAYTON, OHIO 45439-1580

Know someone who would like to join NMA as an individual member?

If you do, we have a special "Each One Reach One" offer for you!!

Any new member who joins NMA by June 30 will have the \$20 registration fee waived!!

Every individual who recruits a new member by June 30 will have his/her name included in a prize drawing on July 15. In addition, there will be a grand prize drawing at our 2004 National Conference in New Orleans, September 18-20!

Have your new recruit register online at:

<https://secure.cnchost.com/nma1.org/nmemapp.htm>

OR...have him/her complete the enrollment form at the left and mail to:
National Management Association
2210 Arbor Boulevard
Dayton, Ohio 45439

Coming in August:
2004 National Conference information!